Role of Stress Management at Work Place with Special Reference to Hero Honda Showroom- A Conceptual Study.

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Abstract

Stress is a condition of mental pressure for particular individual facing problems from environmental and social well-being which leads to so many diseases. Young age is the critical period because at this time youth faces lots of changes in his/her life. They are expected to be the elites in the society. Thus, they should enhance their stress management abilities so as to live a healthy life after entering the society. When a child enters into the youth age, they need to not only adapt themselves to the new life and new environment but also be familiar with many new people, events, and things. The life stress on them is considerable. Therefore, understanding the sources of stress among them and how they can cope with the stress is very important. The researcher found that the stress mainly comes from academic tests, interpersonal relations, relationship problems, life changes, and career exploration. Such stress may usually cause psychological, physical, and behavioral problems. They should be brought up in the positive environment. More emphasis should be given to the outdoor activities and create hostile learning environment by minimizing the negative impact of stressors. The findings will help the individual students, scholars, lecturers, career and counseling centers.

Keywords: Stress, Work Place, Policies, Time Management.
JEL Codes: G1, F21, F43, O43, O47.

1. INTRODUCTION:

Stress Management has become a most important and valuable technique to boost the employee morale and the company's productivity in all companies. All the organizations have understood that the employees play a key role and they should be out of stress to give a high performance atmosphere. There are varieties of techniques to manage stress in organizations. High stress jobs refer to work, which involves hectic schedule and complex job responsibilities that result into imbalance between personal and work life. Overwork may affect physical health of individual resulting into ineffective work and dissatisfaction among employees leading to imbalance in Effective stress management should overcome the stressors and it is obvious that no technique can completely remove stress but only can minimize it to negligible level. And the organizations are trying to minimize and cope up with the stress factors by implementing various trends and techniques in minimizing stress. Stress is pretty possibly the most overwhelming impediment to consultant dedication insidetheslicing-edgeworking surroundings. Studies gauge that pressure expenses U.S. Agencies a predicted $300 billion yearly, and the working surroundings have been prominent as the primarywellspringofpressureforAmericanworkers.

Physical Symptoms

- ❖ Allergies
- ❖ Lack of appetite or overeating
- ❖ Back pain
- ❖ High blood pressure
- ❖ Shortness of breath
- ❖ Chest pain
- ❖ Clammy hands
- ❖ More colds than normal
- ❖ Constipation and/or diarrhea
- ❖ Dizziness
- ❖ Fatigue
- ❖ Headaches
- ❖ Racing heartbeat
- ❖ Muscle tension
- ❖ Nausea
- ❖ Rashes
- ❖ Restlessness
- ❖ Sleeping problems such as nightmares
- ❖ Stomach aches.

Emotional Symptoms

- ❖ Uncontrollable anger, irritation, or being easily upset
- ❖ Anxiety
- ❖ Loneliness
- ❖ Nervousness
- ❖ Feeling powerless
- ❖ Feeling rejected
- ❖ Feeling trapped
- ❖ Feeling unhappy for no reason
- ❖ Worrying frequently.

Behavioral Symptoms

- ❖ Increasing use of alcohol, tobacco or other drugs
- ❖ Not tending to your physical appearance
- ❖ Arguing with friends or family
- ❖ Avoiding tasks and responsibilities, such as being late to work
- ❖ Difficulty concentrating
- ❖ Crying easily (and often for no apparent reason)
- ❖ Being late to work
- ❖ Eating too much or not enough
- ❖ Snapping at people
- ❖ Watching more TV than usual
- ❖ Withdrawing from family and friends
- ❖ Difficulty making decisions
- ❖ Denial of a problem

2. Objectives of Study

- ❖ To find out the overall organizational stress levels of sales force in Varun Motors.
- ❖ To find out the probable causes of stress for the sales force of organization.
- ❖ To verify whether they are satisfied with various terms and conditions of organization.
- ❖ To recognize various problem areas of sales force, which is stress causing.
- ❖ To generate appropriate solutions for the present stress causing problems of sales force.

3. Need For the Study

Work stress is a real challenge for workers and their employing organizations. As organizations and their working environment transform, so do the kinds of stress problems that employees may face. It is important that your workplace is being continuously monitored for stress problems. Further, it is not only important to identify stress problems and to deal with them but to promote healthy work and reduce harmful aspects of work. Work in itself can be a self-promoting activity as long as it takes place in a safe, development- and health-promoting environment. Stress at work place can adversely affect an employee's performance. So the varun motors has been implementing stress management practices in their organization and the perceptions of employees towards such practices should be known to the organization to enable the organization to take sufficient measures to improve them.

4. Scope of the Study

The scope of the project is limited to identifying, establishing the view as of the employees about STRESS MANAGEMENT in HERO HONDA MOTORS, Hyderabad, were the focal point of the study. The analysis is purely confined to the responses as mentioned in the questionnaire.

5. Methodology

For many systematic enquiry application of appropriate methods and science bent of minds. This has an important bearing on the collection of the reliable information.

The present study is to acquire an intensive opinion about the level of stress among the employees in **Hero Honda Motors Pvt.Ltd**, Siripuram, and Hyderabad. For this purpose, a descriptive research method was followed. The study in this content has utilised the available material about various aspects of HRM, data collected through well-planned interview with the executive and non-executives of **Varun Motors,** Siripuram, and Hyderabad.

Sample design

The usual approach is to make generalization or draw influences based on samples about the parameters of population from which the samples are taken.

The convenience sampling refers to that sampling in which each every unit of the population has an equal opportunity of being selected in the sample.

Sample size

The study had randomly selected 100 employees from corporate office of **Hero Honda Motors.**

Data Collection

Once the pre-testing was over the researcher started the collection, the study utilize both primary and secondary data.

1. **Primary data:** Primary data was collected through well-designed and approved questionnaire.

2. Secondary Data: Secondary data study utilized the records, books, journals published by Varun Motors.

Frame work of analysis

For analyzing the executive and non-executive opinion towards the stress management, the data analysed and interpreted through bar and pie charts namely PERCENTAGE ANALYSIS is used for arriving at valid reliable conclusion.
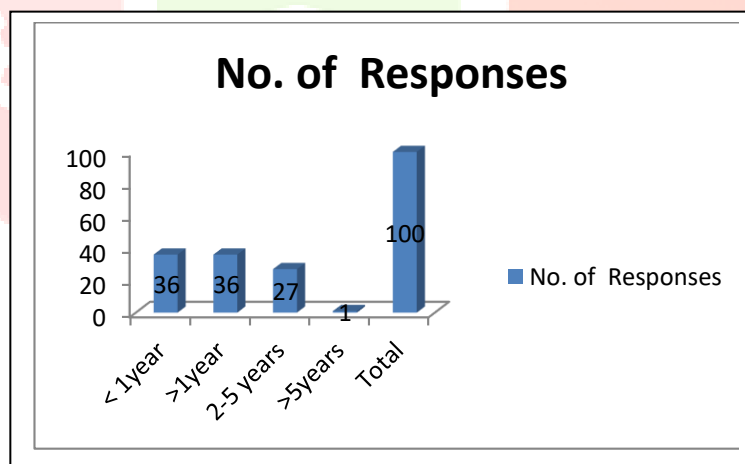
6. Limitations of Study

❖ The study is only limited for sales associates and sales executives we could not covered sales managers and assistant sales managers so the consensus given are only one sided.

❖ Many of them are not available in the office because they went for field work so that we could not collect their opinions.

7. Result and Discussion:

Employee tenure in this organization

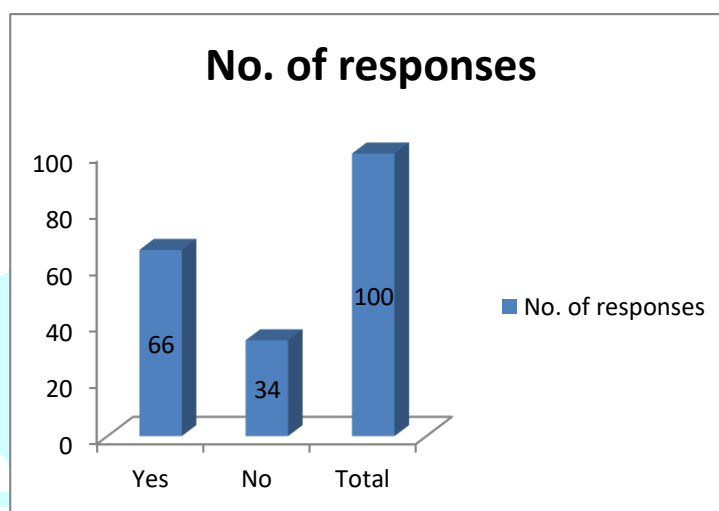| Name of the attribute	No. of Responses
< 1year	36
>1year	36
2-5 years	27
>5years	1
Total	**100**

Interpretation:-

According to above Table and Diagram shows that 36% of employees worked for this rganization, for more than 1 year. 36% of employees worked for this organization, for less than 1 year. 27% of employees worked for this organization, for 2-3years. 1% of employees worked for this organization for less than 5years.

Job security

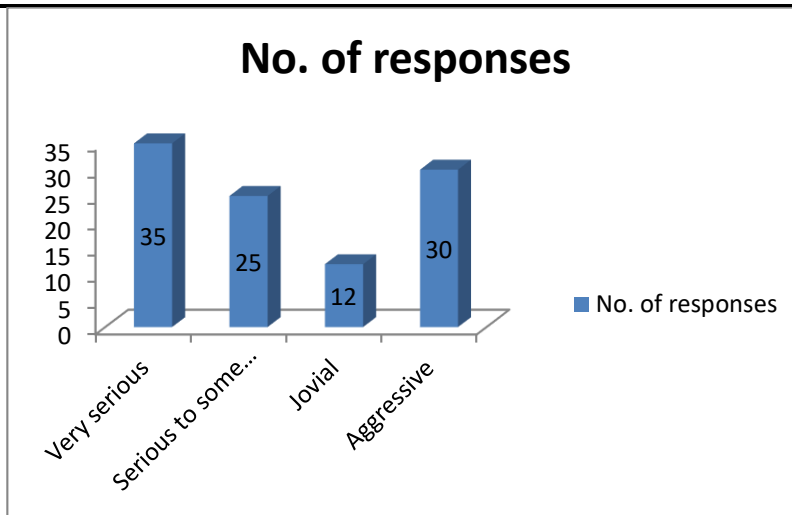| Name of the attribute	No. of responses
Yes	66
No	34
Total	**100**

Interpretation:

According to above Table and Diagram shows that 66% of employees feel secure in their present job.

34% of employees do not feel secure in their present job.

Work place behavior

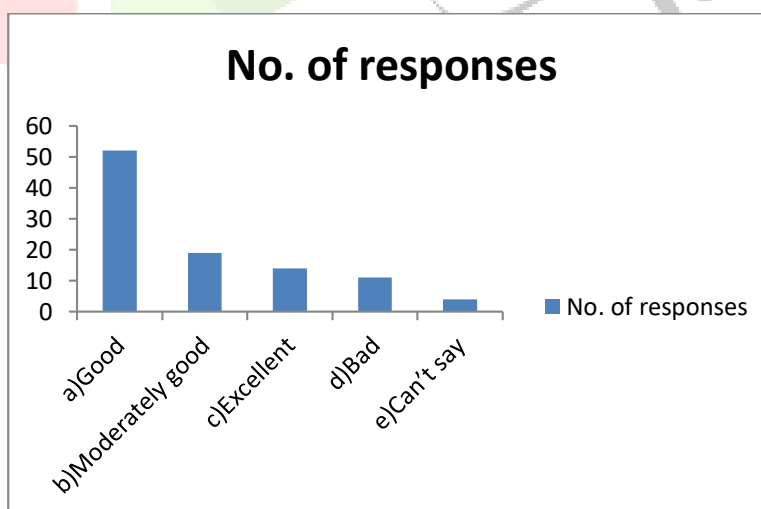| Name of the attribute	No. of responses
Very serious	35
Serious to some extent	25
Jovial	12
Aggressive	30
Total	**100**

No. of responses

Interpretation:

According to above Table and Diagram shows that 35% of employees are very serious at their work place. 25% of employees are serious to some extent at their work place. 12 % are jovial. 28% of employees are aggressive at their work place.

Working conditions

Name of the attribute	No. of responses
a)Good	52
b)Moderately good	19
c)Excellent	14
d)Bad	11
e)Can't say	4
Total	**100**

No. of responses

Interpretation:

According to above Table and Diagram shows that 52% of respondents feel good about working conditions of organizations. 19% of respondents feel moderately good about working conditions of organizations. 14% of respondents feel excellent about working conditions of organizations.

11% of respondents feel bad about working conditions of organizations. 4% of respondents feel can't say about working conditions of organizations.

8. Findings

❖ Improper provision of id-cards to sales force**:** Because of this problem many times they are unable to sell the product because the buyer won't trust with out any proof of the company.

❖ Submissions: Submissions should be made in the branch office under which zone it comes instead of submitting in nearer branch. This consumes lot of time in journey.

❖ Lack of interaction of HR with sales force**:** None of them don't know their HR, Many of them meet the HR while they are resigning or withdraw their money.

❖ Transparency towards employees is lacking**:** The sales force don't know where the money is going. They feel that company is squeezing them to work and company is earning profits by exploiting them.

9. Suggestions

❖ Provision of ID cards with in one month of joining.

❖ Acceptance of submissions in any branch office.

❖ Empowerment to some extent.

❖ Provision of positive attitude sessions.

❖ Promotions through hoardings.

❖ Interaction of HR at least in three months at every branch.

❖ Strict provision of stress management sessions.

❖ Supporting the employees in providing customer service (assisting them by providing requisite information with in short span of time.)

❖ So small precise statement of disbursements to various departments should be explained to employees.

❖ Communication gaps should be removed by facilitating them to interact.

❖ By practicing all these employee turn over can be reduced.

10. Conclusions

- ❖ 25% of the work force is not communicative.

- ❖ 75% of them are positive thinkers.

- ❖ More than 80% of them are ready to face challenges.

- ❖ 70% of them feel working conditions are good.

- ❖ As they are ready to adaption's the organization should mould them according to its requirement.

- ❖ Developing aim, high attitude among work force will fetch the organization.