



A STUDY ON STRESS MANAGEMENT AMONG THE EMPLOYEES IN JOHNSON & JOHNSON PVT LTD AT TRICHY

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ABSTRACT

How one deal with the seemingly uncontrollable is the key to good management. As nature is full of differences and variety, stress too has its different implications. There is another face of stress, without it life would be routine and dull. One needs pressure but too much will make him/her unproductive and inefficient. Stress management can help in providing a new dimension to stress. This paper contributes in the awareness and techniques to be taken for effective stress management.

Keywords: Communication, dimension of work, team management, balance of pressure.

INTRODUCTION

Stress problems are very common with many people reporting experiencing extreme levels of negative stress. When stress is considered as something that occurs repeatedly across the full lifespan, the true incidence of stress problems is much higher. Being "stressed out" is thus a universal human phenomenon that affects almost everyone. Generally, most people use the word stress to refer to negative experiences that leave us feeling overwhelmed

Thinking about stress exclusively as something negative gives us a false impression of its true nature, however. Stress is a reaction to a changing, demanding environment. Properly considered, stress is really more about our capacity to handle change than it is about whether that change makes us feel good or bad. Change happens all the time, and stress is in large part what we feel when we are reacting to it. We can define stress by saying that it involves the "set of emotional, physical, and cognitive (i.e., thought) reactions to a change."

REVIEW OF LITERATURE

Anandhalakshmi T Swaminathan et al (2016), in their study, Perceived stress and sources of stress among first year medical undergraduate students in private medical college studied that the demographic factors and other factors such as the stage of learning of the students, the external environmental and country situations are stress factors among the stress situations.

Dr. Smritikana Ghosh (2016) conducted a study on academic stress among government and private high school students her study findings included that the students studying in private high school have higher stress than students studying in government high schools. Female also has more stress than male student.

Fletcher (2019)

It has been shown how the further down the skill level in the 'job chain' one looks the worse off the mental health of those groups becomes. Further it has also been shown how.... "Conditions of work most averse to workers" health is to be found in blue collar professions and in some health care positions such as nursing. A common and possibly decisive denominator of these work conditions is that they expose the worker to a combination of high psychological stress and physical workload and a low level of decision latitude."

Miller and Hester (2018)

Miller and Hester reviewed stress management training techniques and found they included such approaches as relaxation training, biofeedback and systematic desensitization (i.e., focusing on environmental factors to reduce anxiety). Miller (1992) also identified aerobic training as a stress management approach. Other approaches have included meditation, muscle relaxation and transcendental meditation.

TABLES AND CHARTS [DATA ANALYSIS AND INTERPRETATION]

TABLE 4.1: GENDER WISE CLASSIFICATION

Particulars	Respondents	Percentage
Male	70	59%
Female	30	41%
Total	100	100%

INTERPRETATION

It is inferred that 59% of respondents are male and 41% of respondents are female. Therefore, most of the respondents are male.

CHART 1: GENDER WISE CLASSIFICATION

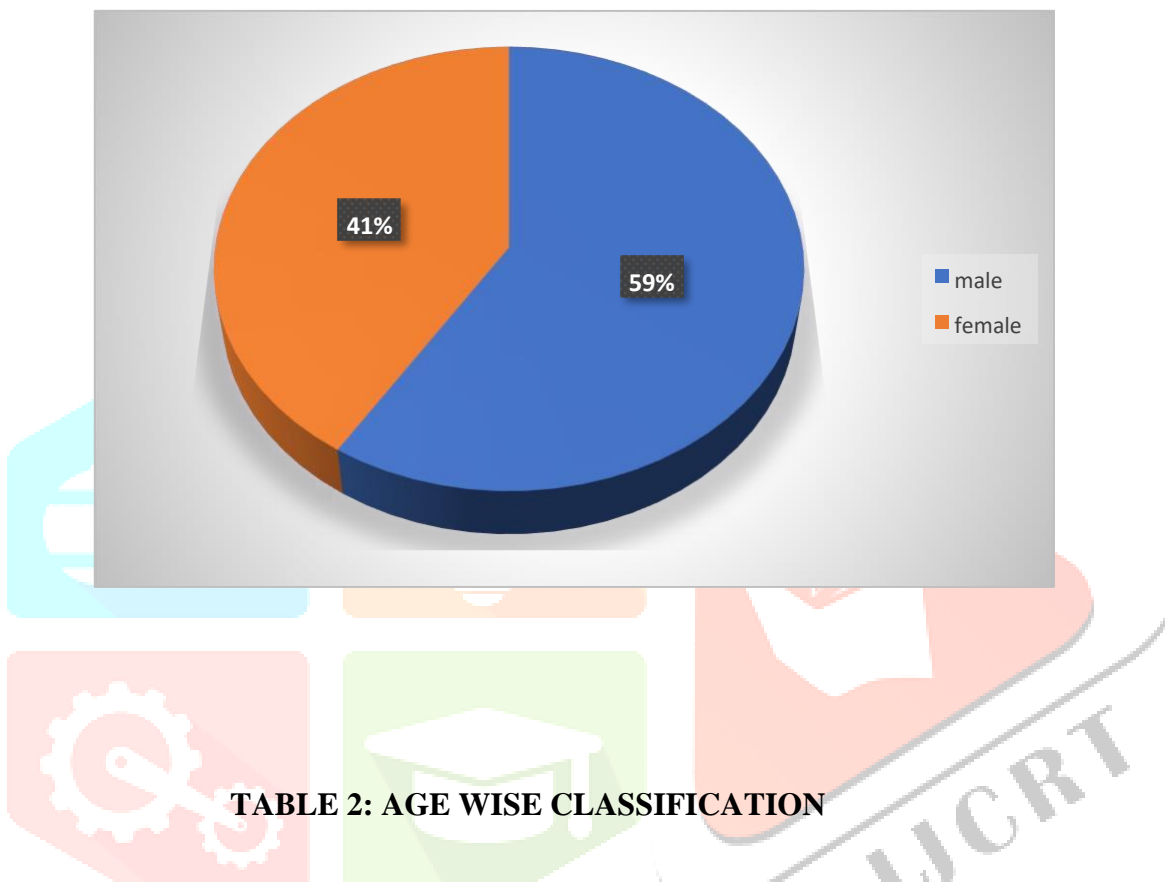


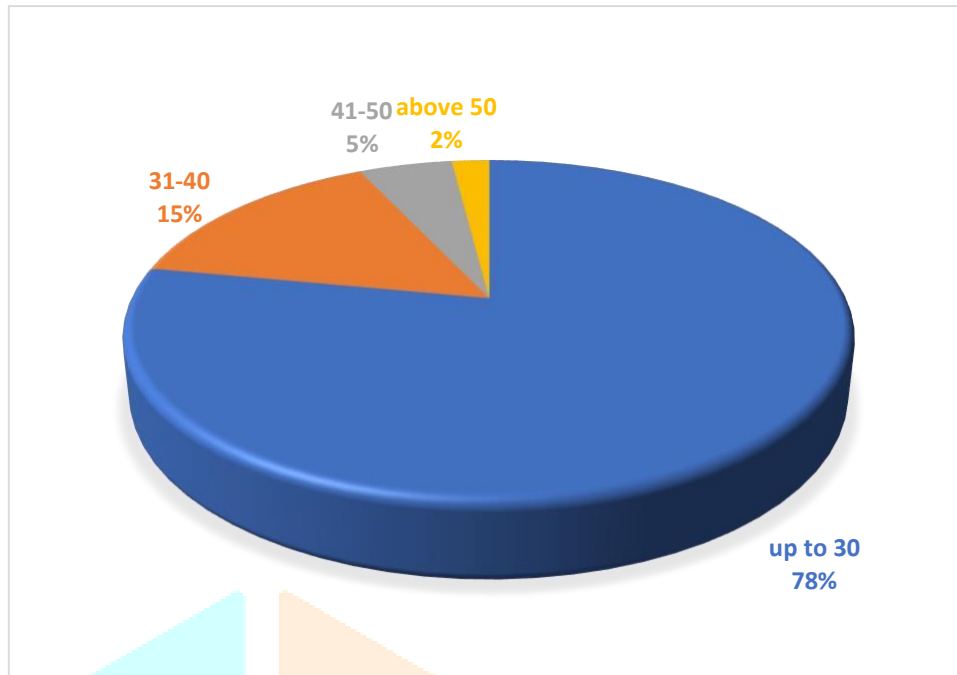
TABLE 2: AGE WISE CLASSIFICATION

Particular	Respondents	Percentage
Up to 30	78	82%
31-40	15	12%
41-50	5	4%
Above 50	2	2%
Total	100	100%

INTERPRETATION:

It is inferred that 82% of respondents are belonging to the age group up to 30 and 12% of respondents are belonging to the age group of 31 – 40.

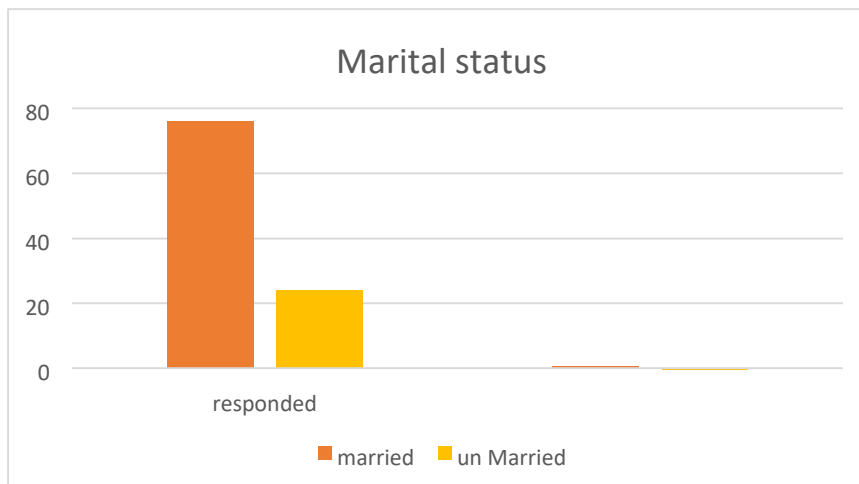
Therefore, most of the respondents are belonging to the age group up to 30.

CHART 2: AGE WISE CLASSIFICATION**TABLE 3: MARITAL STATUS**

Particular	Respondents	Percentage
Married	76	80%
Un Married	24	20%
Total	100	100%

INTERPRETATION:

It is inferred that 80% of respondents are married and 20% of respondents are unmarried. Therefore, most of the respondents are married.

CHART 3: MARITAL STATUS**CONCLUSION**

- This project a study on stress management among the employee” JOHNSON & JOHNSON PVT LTD” was helpful to the organization. It most of the employees are satisfied with existing facilities. The management has to necessary steps to improve methods of appreciation in order to reduce the work load for development of employees.
- The goal of employee development programmed must be reduce organizational stress as well as to develop a progressive organizational culture based in India value.
- The company have to improve mostly on the area of stress level compared with the job involvement level.
- Company have to concentrate on the employee stress level and give them time to relax.

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