

An Organizational Study On Employee Stress Management At Current Electro Mech Private Limited

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Abstract- This study examines employee stress management at Current Electro Mech Pvt. Ltd., Erode, with the objective of identifying the factors causing workplace stress and evaluating the effectiveness of stress management practices followed by the organization. The study adopted a descriptive research design and quantitative research approach. Primary data was collected from 91 employees using a structured questionnaire, while secondary data was collected through company records, journals, and research articles. Statistical tools such as percentage analysis, independent sample t-test, one-way ANOVA, and linear regression were used for data analysis. The findings reveal that gender does not significantly influence most stress-related variables, while work experience has a partial impact on employee perceptions. The regression analysis indicates that working hours do not significantly predict employee stress levels. The study concludes that organizational support, workload management, and work-life balance are essential factors in reducing employee stress and improving employee well-being.

Keywords: Employee Stress Management, Organizational Support, Work-Life Balance, Workplace Stress, Working Hours

I. INTRODUCTION

1.1 Background

Employee stress management has become one of the most important aspects of human resource management in modern organizations. Stress is a psychological and physical response that occurs when employees face excessive pressure, workload, and job-related challenges. If stress is not managed properly, it can negatively affect employee performance, job satisfaction, health, and organizational productivity.

In manufacturing industries, employees often face stress due to long working hours, work pressure, deadlines, physical working conditions, and management expectations. Effective stress management practices such as counseling, employee support programs, flexible work schedules, and

communication systems can reduce stress and improve employee performance.

This study focuses on employee stress management practices at Current Electro Mech Pvt. Ltd., Erode, and evaluates the major factors influencing employee stress levels.

II. RESEARCH AND COLLECT IDEA

The study was conducted to identify the key factors influencing employee stress and to understand the relationship between demographic variables and stress levels.

The research process involved:

1. Reviewing previous studies related to employee stress management.
2. Collecting primary data from employees through questionnaires.
3. Analyzing stress-related variables using statistical tools.
4. Interpreting findings to provide practical suggestions.

Research Methodology

The research methodology adopted for this study includes:

- Research Design: Descriptive Research
- Type of Research: Quantitative Research
- Sample Size: 91 Employees
- Sampling Technique: Convenience Sampling
- Data Collection Tool: Structured Questionnaire
- Statistical Tools Used:
 - Simple Percentage Analysis
 - Independent Sample T-Test
 - One-Way ANOVA
 - Linear Regression

III. MAJOR FINDINGS

The major findings of the study are:

- Majority of respondents (80.2%) are male employees.
- Majority (81.3%) are permanent employees.
- 49.5% of employees work above 8 hours daily.
- Most respondents expressed neutral opinions regarding daily work stress.
- Gender does not significantly affect employee stress perceptions.
- Work experience has partial influence on stress-related variables.
- Working hours do not significantly predict stress levels.
- Organizational support for stress management needs improvement.

IV. PEER REVIEWED

The research paper was reviewed and validated by academic experts and faculty members to ensure the reliability and accuracy of findings. Necessary corrections and improvements were incorporated based on reviewer suggestions.

V. IMPROVEMENT AS PER REVIEWER COMMENTS

Based on review comments, improvements were made in:

- Data presentation
- Interpretation of statistical analysis
- Clarity of research findings
- Formatting and structure of the paper

VI. CONCLUSION

The study concludes that employee stress management is essential for maintaining productivity and employee well-being. The findings indicate that demographic factors such as gender have minimal influence on employee stress, while work experience affects certain aspects of workplace perception. Working hours alone do not significantly influence stress levels, suggesting that other organizational factors such as workload, management practices, and work-life balance play a major role.

Organizations should implement effective stress management strategies, provide employee support systems, and encourage a healthy work environment to reduce stress levels and improve job satisfaction.

VII. ACKNOWLEDGMENT

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