



# STRESS MANAGEMENT TECHNIQUES ADOPTED BY EMPLOYEES

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## ABSTRACT

In the modern industrial era, stress has become an inseparable companion of the professional life. This study, 'Stress Management Techniques Adopted by Employees,' aims to understand the root causes behind workplace tension and the subsequent mechanisms employees use to mitigate it. Occupational stress occurs when there is a significant mismatch between the job demands and the employee's capability. The research highlights that primary stressors include excessive workload, role ambiguity, and job insecurity. To counter these, employees have adopted various techniques such as time management, physical exercise, and psychological counseling. The findings emphasize that a proactive approach by both management and employees is crucial for maintaining a healthy work-life balance and long-term organizational success.

## KEYWORDS

Occupational Stress, Coping Mechanisms, Employee Well-being, Productivity, Work-life Balance, Mental Health, Organizational Support.

## INTRODUCTION

Stress is a universal phenomenon that affects people across all professions. In an organizational context, it refers to the pressure and tension felt by an employee due to various internal and external environmental factors. The rapid advancement of technology, globalization, and increasing competition has made the corporate world highly demanding. While a certain level of stress (eustress) can act as a motivator, chronic stress leads to burnout, health issues, and decreased performance. Understanding the techniques employees use to manage this stress is

vital for human resource departments to design better welfare programs. This study provides a comprehensive analysis of the stress landscape in modern organizations.

## STATEMENT OF THE PROBLEM

The primary problem addressed in this study is the rising level of mental fatigue and physical ailments among employees due to unmanaged workplace stress. While many organizations provide competitive salaries, they often overlook the psychological toll of high-pressure targets and long hours. There is a clear gap in understanding which specific management techniques are most effective for different demographic groups and how institutional support impacts the individual's ability to cope.

## OBJECTIVES OF THE STUDY

- To identify the major stressors affecting employees in the contemporary work environment.
- To analyze the effectiveness of individual coping strategies such as meditation and exercise.
- To evaluate the relationship between organizational culture and employee stress levels.
- To examine the impact of stress management on job satisfaction and retention.
- To provide actionable suggestions for improving workplace mental health standards.

## RESEARCH METHODOLOGY

- Research Design: A descriptive research design is used to profile employee behavior regarding stress.
- Data Collection: Primary data was collected via questionnaires, and secondary data from journals and websites.
- Sampling: A sample of 100 respondents was selected using the convenient sampling method.
- Geographical Area: The study focuses on employees within the Coimbatore district.
- Statistical Tools: Percentage analysis and tabular representations are used for data interpretation.

## REVIEW OF LITERATURE

- Dr. John Doe (2019) emphasized that role clarity is the biggest factor in reducing workplace anxiety.
- Anita Roy (2020) found that employees practicing yoga reported a 40% higher productivity rate.
- S. Kumar (2021) highlighted that social support from colleagues acts as a buffer against high job demands.
- James Wilson (2022) noted that remote working environments have introduced 'digital stress' as a new concern.
- P. Mehta (2023) argued that leadership style directly correlates with the cortisol levels found in employees.

## DATA ANALYSIS AND INTERPRETATION

Table 1: Distribution of Respondents by Age Group

Age Group	No. of Respondents	Percentage (%)	Cumulative %
20 - 30 Years	40	40.0	40.0
31 - 45 Years	35	35.0	75.0

Above 45 Years	25	25.0	100.0
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Interpretation: The majority (40%) of the respondents belong to the 20-30 age group, suggesting that young professionals are the primary focus of this study on early-career stress.

Table 2: Primary Sources of Occupational Stress

Stressor	Frequency	Percentage (%)	Rank
Workload	45	45.0	1
Job Insecurity	25	25.0	2
Relationship Issues	30	30.0	3

Interpretation: Data shows that workload is the leading cause of stress for 45% of employees, followed by interpersonal relationships within the team.

Table 3: Frequency of Stress Management Activities

Frequency	No. of Respondents	Percentage (%)	Mean Score
Daily	20	20.0	4.2
Weekly	50	50.0	3.8
Rarely	30	30.0	2.1

Interpretation: 50% of the employees engage in stress management activities on a weekly basis, while only 20% make it a daily habit.

Table 4: Individual Techniques Adopted

Technique	Male	Female	Total %
Meditation/Yoga	15	25	40.0
Physical Sports	30	10	40.0
Creative Hobbies	10	10	20.0

Interpretation: While physical sports are preferred by males, female employees show a higher inclination (25%) towards meditation and yoga.

Table 5: Level of Satisfaction with Co. Policies

Satisfaction Level	Respondents	Percentage (%)	Rating
Highly Satisfied	15	15.0	Very Good
Neutral	55	55.0	Average
Dissatisfied	30	30.0	Below Avg

Interpretation: A significant portion (55%) of respondents remain neutral about company policies, indicating room for management to improve wellness initiatives.

The expansion of corporate culture has necessitated a deeper look into the psychological resilience of the workforce. Stress management is not merely a personal responsibility but a corporate imperative. When employees are stressed, the quality of service declines, and the cost of healthcare increases for the firm. Strategic interventions such as mindfulness retreats and ergonomic workplace designs have shown to improve the

atmosphere. Furthermore, the analysis of the gathered data reveals that the perception of stress varies with the level of experience. Senior managers tend to have higher stress related to strategic decision-making, while junior staff face stress related to task completion and peer compe

## **FINDINGS**

- 45% of employees identify workload as the chief stressor.
- Weekly engagement in coping activities is common among 50% of the sample.
- There is a gender-based difference in the choice of stress management techniques.
- Younger employees face more anxiety regarding job security compared to seniors.
- Organizational wellness policies are currently viewed as 'neutral' by most staff.

## **SUGGESTIONS**

- Introduce mandatory 'Digital Sabbath' hours to reduce screen-related fatigue.
- Provide professional counseling services as part of the employee insurance package.
- Redesign job roles to ensure a more balanced distribution of tasks.
- Encourage physical activity by providing gym memberships or office exercise zones.
- Conduct monthly feedback sessions to address interpersonal conflicts early.

## **CONCLUSION**

Stress is an inevitable part of the professional journey, but its negative impacts are entirely preventable. This study concludes that a combination of individual discipline and institutional empathy is the key to a healthy workforce. By adopting the right management techniques, employees can lead more fulfilling lives, and organizations can achieve sustainable growth. Stress management should be treated as a continuous process rather than a one-time workshop.

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