



A STUDY ON EMPLOYEE STRESS MANAGEMENT IN TIDEL PARK LTD, CHENNAI

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ABSTRACT

Delay in job completion, deterioration of the power of organization and planning, increase in error rate during manipulative and cognitive task, depression and feeling of helplessness and over sensitivity are the major impact of stress on the productivity of professionals. In order to minimize stress, delegating some work, share burden with colleagues, leave and time off work with family and loved ones, as well as reducing work overtime ranked highest as strategies for stress management. Based on the findings, it was concluded that stress has a great impact on the professionals and thereby affects the level of productivity. It was therefore recommended that professionals should exhibit self-control and good self-esteem; engage in continuous professional development on skills for better organization, integration of work within specified project constraints and delegation of assignments, authority and breaking work into manageable parts so as to be able to cope with stress. An attempt has been made through this research paper to know the reasons of stress among the employees and the ways used by employees to cope with the stress generated at workplace. In the second part of the article some stress coping strategies, such as gaining social support, taking advantage of the programs targeting on stress coping, reduction of stress in the workplace by improving work environment and work organization, are explained.

Keywords: Stress, Stress Management, Industries, Workplace, Factors.

INTRODUCTION

Stress might feel unavoidable, with no way to completely avoid it or deal with it when it does arrive. There won't be extra hours in a day, the expenses won't stop coming, and the responsibilities to both your family and work will never end up. However, you definitely have a lot more control over your stress levels than you may realize. The basis of stress management is in reality the awareness that you are in charge of your life. To effectively manage stress, you must take responsibility for your thoughts, feelings, surroundings, routine, and problem-solving techniques.

A balanced life that involves time for relationships, work, relaxation, and enjoyment, as well as the ability to remain calm during stress and face challenges face-to-face is what matters most. In order to develop adaptability and enhance your attitude toward stressful situations in your life, stress management involves implementing a variety of strategies for dealing with stress. There isn't a solution that fits everyone's though. To find out what works best for you, it's important to try a variety of things. Whether your goal is to manage stress immediately reduce continuous tension, or stay away from unnecessary stresses in your life.

WHY DOSE STRESS MANAGEMENT IS IMPORTANT?

Your entire life is at risk if you are experiencing high levels of stress. Stress is bad for your general physical and mental health, as well as your emotional balance. It limits your capacity for clear thinking, effective performance, and enjoyment of life.

Even the most cheerful people will probably reacts negatively when the term "stress" has become. The majority of individuals don't want difficult things to happen to them, yet studies suggest that stress may be beneficial if you adopt the right frame of mind.

There are two viewpoints or mind-sets:

- Stress is helpful.
- Stress is harmful.

PRACTICAL GUIDANCE FOR STRESS MANAGEMENT:

Find out how your physical, mental, and emotional well-being may be impacted by stress and anxiety. How is the stress effect worked out? How do we disable it? Discover useful strategies for overcoming stress and anxiety. If we wish to be happy and have greater inner peace, we may take action to control our stress.

6 WAYS TO MANAGE STRESS:

The top six ways to reduce stress are given below.

- Take care of your physical health: Exercise, walking, running, gardening, or any other form of physical activity is one of the greatest methods to manage stress, even if it might seem simple. According to the Mayo Clinic, "almost any form of physical activity can act as a stress reliever." Exercise also increases endorphins and other naturally occurring brain chemicals that make you feel good. Consuming different kinds of whole grains, fruits, and vegetables is also beneficial.
- Attend regular therapy or counseling: You can investigate and understand the source of your tension with the support of a counsellor. After that, you may collaborate to identify any targeted remedies that will support you in overcome it. Anyone, even without a mental health condition, can benefit from therapy. It's now easier than ever to attend regular sessions over phone conversations or video chats because to the virtualization of many therapeutic services.
- Practice meditation: You may improve

your emotional health and general well-being by practicing meditation, which can provide you with an aura of balance, peace, and relaxation. Focusing on something calming might also help you de-stress and manage tension. You can develop inner peace and self-importance via meditation.

1) Keep a journal.

You may better understand the recurring stresses in your life and how you handle them by keeping a stress journal. Use a stress tracker on your phone or write down any stressful moments you have in your notebook. As you record your everyday activities, you'll start to see changes and common themes. What was stressing you out, how you felt emotionally and physically, how you responded, and what you did to cheer yourself up. Journaling may help you with mental health and stress relief in a variety of ways, including daily positive affirmations, venting, gratitude journaling, manifestation, and more.

2) Maintain a routine.

Stress can sometimes be avoided by sticking to a routine or making plans for the day early in the morning. You may take a break from your screens, even for just ten minutes, and help yourself remember all you need to get done that day, week, month, or year by writing in a paper planner rather than using your online Google Calendar. Moreover, a variety of planners include distinct themes, such as physical exercise, mindfulness, and self-care.

3) Make sure you are surrounded by as much positive news as you can.

There can be unpleasant news cycles. Reading or hearing about the worst things happening in the world on a regular basis may be extremely harmful to one's mental

health. However, good things are also occurring in the entire world.

4) Determine the origins of the stress in your life:

The first step in managing stress is determining the sources of stress in your life. It's not quite as simple as it seems. While significant stresses like relocating, changing jobs, or going through a divorce are simple to detect, identifying the origins of chronic stress can be more difficult. It's far too simple to ignore the ways in which your own attitudes, sentiments, and actions affect your stress levels on a daily basis.

UNHEALTHY METHODS OF HANDLING STRESS:

- Taking drugs or drink to relieve stress.
- Overeating junk food or cosy fare.
- Lying down for hours in front of the TV or phone.
- Eliminating social interactions, family, and friends.
- Sleeping excessively.
- Filling every moment of the day in order to avoid difficulties.
- Expressing your tension on other people.

It's time to switch up your stress-reduction strategies if they aren't improving your overall mental and physical well-being. Try out several stress-reduction tactics and ideas because there isn't a one approach that works for everyone or in every circumstance. Pay attention to what gives you a feeling of peacefulness and control.

APPLY THE FOUR AS FOR STRESS MANAGEMENT:

While there are plenty of beneficial strategies to manage stress or lessen its effects, they all

require for change. Either the circumstance or your response may be altered. It's useful to keep in mind the four As while selecting an option: avoid, Alter, accept and adapt.

1. Avoid unimportant stress:

While it is not possible to completely avoid all stressors, it is unhealthy to ignore issues that need to be solved. You may be surprised though at how much stress you may really eliminate from your life. Be confident to saying "no." Accept your boundaries and be aware of them. Whether in your personal or professional life, taking on responsible more than you can handle will definitely cause you to get stressed. Avoid those who cause you stress. Reducing the amount of time you spend with someone who regularly causes you stress is a good idea, as is ending the relationship. Organize your surroundings.

Avoid topics that are controversial. Mark off topics like politics and religion from your list of subjects to discuss if they make you uncomfortable. If you repeatedly argue about the same subject with the same people, stop bringing it up or excuse you when it's the topic is coming while the discussion.

Reduce your list of things you want to do. Examine your everyday tasks, commitments, and calendar. If you've got too much on your plate, separate between the "should" and the "must." Put unnecessary chores to the bottom of the list or remove them completely from the list.

2. Alter the situation

Try to change a stressful situation if you are unable to prevent it. This can frequently mean altering the way you interact with others and conduct yourself on a regular basis. Instead of holding your emotions within, let them out. Express your worries politely and openly if something or someone is upsetting you. Stress will rise and anger will grow if you don't express your emotions.

Have a willingness to make compromises. Be prepared to alter your own conduct when you ask someone else to. You have a decent chance of reaching a mutually agreeable compromise if you are both ready to compromise even a bit.

Increase your self-confidence. Maintain a high priority in your personal life. Take address issues head-on, making every effort to identify and avoid them. Aim to achieve a balance between your personal and professional lives, your social life and your alone time, and your everyday obligations and vacations.

3. Adapt to the stressor

Change yourself if the stressful situation is unchangeable. By altering your expectations and mind-set, you may learn to cope with stressful events and reclaim your feeling of control. Attempt to see things more optimistically when faced with challenging circumstances. Consider using a traffic delay as an opportunity to recover, enjoy some alone time, or listen to your favourite song instead of becoming upset about it. Examine the whole scene. Consider the challenging circumstances from a new angle. Consider the importance that it will eventually be. Does it matter after a month? Is it truly anything to be upset about? Spend your time and attention elsewhere if the response is negative.

Modify your expectations. One of the main causes of unnecessary stress is perfectionism. Give up expecting perfection; it will only set you up for disappointment. Establish fair expectations for both yourself and other people, and come to terms with "being satisfactory". Show appreciation for what you have. Take a time to consider all the blessings in your life, including your own good traits and abilities, when stress is bringing you down. This little tactic might assist you in maintaining perspective.

4. Accept the things you can't change:

Some sources of stress are unavoidable. You can't prevent or change stressors such as the death of a loved one, a serious illness, or a national recession. In such cases, the best way to cope with stress is to accept things as they are. Acceptance may be difficult, but in the long run, it's easier than railing against a situation you can't change.

Don't try to control the uncontrollable. Many things in life are beyond our control, particularly the behaviour of other people. Rather than stressing out over them, focus on the things you can control such as the way you choose to react to problems. Look for the upside. When facing major challenges, try to look at them as opportunities for personal growth. If your own poor choices contributed to a stressful situation, reflect on them and learn from your mistakes.

Learn to forgive. Accept the fact that we live in an imperfect world and that people make mistakes. Let go of anger and resentments. Free yourself from negative energy by forgiving and moving on.

Share your feelings. Expressing what you're going through can be very cathartic, even if there's nothing you can do to alter the stressful situation. Talk to a trusted friend or make an appointment with a therapist.

5. Learn to manage your time better:

Poor time management can cause a lot of stress. When you're stretched too thin and running behind, it's hard to stay calm and focused. Plus, you'll be tempted to avoid or cut back on all the healthy things you should be doing to keep stress in check, like socializing and getting enough sleep. The good news: there are things you can do to achieve a healthier work-life balance. Don't over-commit yourself. Avoid scheduling things back-to-back or trying to fit too much into one day. All too often, we underestimate how long things will take.

Prioritize tasks. Make a list of tasks you

have to do, and tackle them in order of importance. Do the high-priority items first. If you have something particularly unpleasant or stressful to do, get it over with early. The rest of your day will be more pleasant as a result. Break projects into small steps. If a large project seems overwhelming, make a step-by-step plan. Focus on one manageable step at a time, rather than taking on everything at once.

Delegate responsibility. You don't have to do it all yourself, whether at home, school, or on the job. If other people can take care of the task, why not let them? Let go of the desire to control or oversee every little step. You'll be letting go of unnecessary stress in the process.

6. Reach out and connect to people who make you feel good:

There is nothing more calming than spending quality time with another human being who makes you feel safe and understood. In fact, face-to-face interaction triggers a cascade of hormones that counteracts the body's defensive "fight-or-flight" response. Its nature's natural stress reliever (as an added bonus, it also helps stave off depression and anxiety). So make it a point to connect regularly and in person with family and friends.

STATEMENT OF THE PROBLEM:

Stress is a continuous condition in which an individual experiences restrictions and pressures. Stress is an individual's feeling of discomfort. Stress is a state of pressure that leads to issues. It is a state of mind internal phenomena. The majority of individuals agree that stress is unhealthy for your health and performance. But optimal functioning and performance require a minimum amount of stress. The key factor that determines results is how each person manages stress. Stress is a physical, mental, or emotional reaction that happens when someone reacts negatively to external pressure. The stress that people experience in life will be addressed. Individuals

react differently to difficult situations. Making a difference between pressure and stress is crucial. Pressure is thrilling, energetic, and motivating. Stress, nevertheless results when pressure becomes too much to handle. Stress is the result of outside pressure or force acting on the mental health. It is important to make progress toward transforming data into wisdom, energy into strength, and anxiety into spirit. Stress may have detrimental effects on one's health as well as productivity at work.

OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVES:

- To find how employees manage their stress in Tidel park ltd chennai.

SECONDARY OBJECTIVES:

- To identify factors causing stress among employees.
- To study about the effect of stress on employees in real-estate industry.
- To identify the method to overcome the impact on stress among employee.
- To investigate importance of stress management.
- To identify the different methods and techniques of reducing stress.

NEED OF THE STUDY:

Work stress is such an aspect which is considered as a monster and it has captured many employees in its grips. That is why the topic is gaining importance day by day and more and more firms are taking it seriously. A small extend of stress is allowable in any organization. Stress due to work is a negative energy in the organization and it is contradiction with what organizational objectives say so it acts opposite to the goals of an organization by affecting the performance of employees, being the most important resource of any firm. Work stress had to be rightly identified at the right time and

measures should be taken to control the stress among the employees. Because of the above cited importance of work stress, it is worthwhile conducting a study on the work stress among the employees.

SCOPE OF THE STUDY:

The topic selected “Stress Management” and conducted the study at real-estate industries. Is to evaluate whether the proper recreational activities will influence the Morale and loyalty of employees towards the organization. And whether these activities area help to reduce absenteeism and employ turnover and help to create a better organization image, Moreover. How the proper stress management techniques helps to increase productivity and also to attain the organizational objectives.

HYPOTHESIS OF THE STUDY:

HYPOTHESIS

A hypothesis is an assumption that is made based on some evidence. This is the initial point of any investigation that translates the research questions into prediction. It includes components like variables, population and the relation between the variables. A research hypothesis that is used to test the relationship between two or more variables.

CHARACTERISTICS OF HYPOTHESIS:

Following are the characteristics of hypothesis

- The hypothesis should be clear and precise to consider it to be reliable.
- If the hypothesis is a relational hypothesis then it should be stating the relationship between variables.
- The hypothesis must be specific and should have scope for conducting more tests.
- The way of explanation of the hypothesis must be very simple and it should be understood the simplicity of the hypothesis is not related to its significance.

SOURCES OF HYPOTHESIS:

Following are the sources of hypothesis:

- The resemblance between the phenomenon's.
- Observation from past studies present day experience and from the competitors.
- Scientific theories.
- A general pattern that influences that thinking process of people.

NULL HYPOTHESIS:

- A null hypothesis purposes no relationship between two variables denoted by H0 it is a negative statement like “attending physiotherapy sessions have no effect on field performance”.
- Here the another claims physiotherapy sessions have no effect on on-field performance even if there is its only coincidence

ALTERNATE HYPOTHESIS:

Considered to be the opposite of a null hypothesis is an alternative hypothesis is denoted as H1 or Ha. It explicitly states that the dependent variables affects the independent variable. A good alternative hypothesis example is “attending physiotherapy session improve athletes, on field performance” or “water evaporation at 100c”. Directional hypothesis a hypothesis that states the result would be either positive or negative is called directional hypothesis. It accompanies H1 with either <’ or >’ sign. On directional hypothesis Nano directional hypothesis only claims an effect on the dependent variable. It does not clarify whether the result would be positive or negative.

RESEARCH DESIGN:

- The study will help us to enable the different types of stress a working individual suffers with in his respective working tenure.
- How one cope up with the stressors
- How does a stress affect an individual’s life both personally and professionally?
- What measures the hospitality industry facilitates for their staffs related to stress.
- How effectively it works on their working staffs.

RESEARCH METHODOLOGY:

The study involves gathering and organising data from various primary and secondary sources.

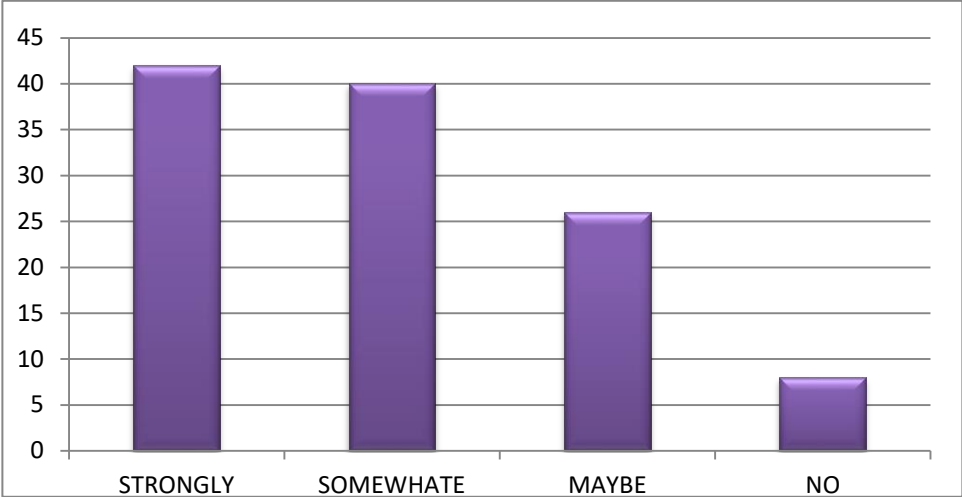
The secondary data are the results of online surveys available in the trusted sides and information collected from company. The primary data source is the questionnaire that created and asked among various employees in the organisation. The questionnaire includes the measures of emotional intelligence and cultural intelligence.

METHODS OF DATA COLLECTION:

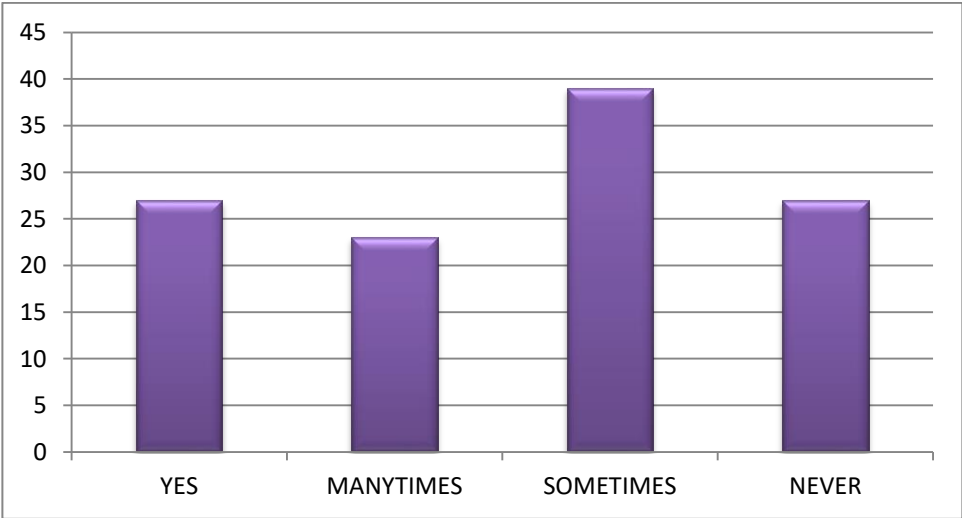
Data collection of data can be defined to be a technique used in gathering empirical research data. This process typically stipulates how information is gathered and there are six major and essential methods of collecting data which are as following; questionnaires focus groups, tests, observation, interviews and secondary data. Data will be gathered through primary and secondary sources

DATA ANALYSIS AND INTERPRETATION

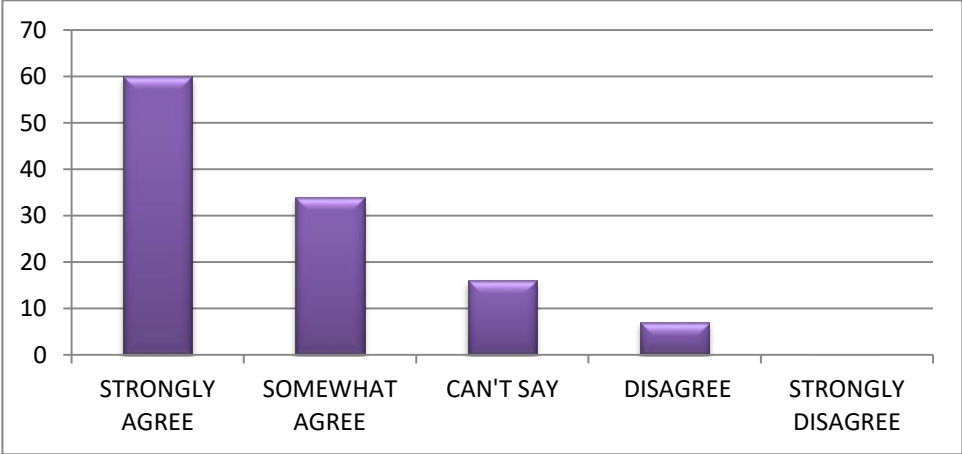
RESPONSIBILITIES IN THE ORGANISATION



SPECIFIC CHALLENGES OR BARRIERS FACED AT WORK



FINANCIAL MOTIVATIONS REDUCE THE STRESS



CORRELATION

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive

correlation indicates the extent to which those variable increase or decrease in parallel. A negative correlation indicates the extent to which one variable increases as the other decreases.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

CORRELATION

[DataSet1]

Correlations

		Financial motivations reduce stress?	Training & Development Programs helps to reduce the stress?
Financial motivations reduce stress?	Pearson Correlation	1	.947**
	Sig. (2-tailed)		.000
	N	116	116
Training & Development Programs helps to reduce the stress?	Pearson Correlation	.947**	1
	Sig. (2-tailed)	.000	
	N	116	116

** . Correlation is significant at the 0.01 level (2-tailed).

SUGGESTION

- The working environment should be clean and safer. There should be friendly environment form their superior.
- Organization should have an internal code to ensure safety and security of women employees and take measures to ensure that they discharge their job in a secure atmosphere.
- Flexible time and possibility to work from home are required for working women.
- Counselling quality consciousness awareness programs, psychological, support can be provided to female employees.
- Management should give positive feedback in meetings to improve the relationship between management and employees

CONCLUSION

Everyday life is filled with stress for everyone. The truth is that stress management is a tool to identify the factors that lead to employees experiencing stress in the workplace, the challenges and discomforts brought on by stress, the management actions that must be taken, and the amenities that employees expect. It also helps us to handle stress in a positive way. A good way to wrap up a stress management project is to summarize the main conclusions and stress-reduction techniques. It's critical to support mindfulness practices, encourage the use of newly learned skills, and emphasize the value of getting help when required. The project's ultimate goal is to provide people the tools they need to take control of their stress, which will enhance their capacity for adaptation and general well-being in

both their personal and professional lives. The major focus of this study was to investigate the factors at Tidel Park ltd workers work-related stress. The researcher came to a few findings and offered certain suggestions. A significant conclusion was the fact Tidel Park ltd has a stress management program.

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