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A Study on Employee Stress Management in Krutanic Solutions, Bangalore

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ABSTRACT: This study make a critical analysis of about the stress management in Krutanic solutions, Stress refers to the strain from the conflict between our external environment and us leading to emotional and physical pressure. There are many stress management programs available which is to determine the effects of stress at the work place. The focus of the programs can be directed towards the individual worker to know about the existence of stress among the employees. The current study focuses the factors influencing stress of employees and the results of the study will help to enhance psychological well-being and health of the employees towards overall organization growth.

KEYWORDS: Stress, Organization growth, Workplace, Psychological well-being, Stress programs, Effects, Critical analysis.

I. INTRODUCTION

A lot of research has been conducted into stress over the last hundred years. Some of the theories behind it are now settled and accepted; others are still being researched and debated. Stress is a part of day-to-day living of every individual. The college students may experience in meeting the academic demands, people on the job, business men may suffer stress complete the projects on time. The reason for stress is different from person to person or as occurring when “pressure exceeds one’s ability to cope”. Stress management was developed and premised on the idea that stress is not a direct response to a stressor but rather one’s ability to cope mediate the stress response.

OBJECTIVES

The primary objective is an attempt to understand the symptoms of stress and study stress management based on the demographic features. It aims to understand factors causing stress and analyze what are the major factor which affecting the stress in Krutanic Solutions. Also to study and understanding stress level by the Executives.

STATEMENT OF THE PROBLEM

The purpose of this study was to determine the effects of stress on employees and the ability to manage stress in workplace can make the difference between success and failure of an institution. Increased labor turnover, an indication of low organizational commitment, robs the organization tenured and valuable workforce.

II. RESEARCH METHODOLOGY

The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by the individuals about the system.

Sources of Data Collection

Primary Data: Collected through a survey administered to 110 randomly selected employees.

Secondary Data: Derived from company records, industry reports, previous research studies articles, and websites.

Analytical Framework

Collected data is analyzed using statistical methods to identify trends, strengths, and areas for improvement in the programs of stress management.



Limitations of the Study

- Limited time is constraint.
- The study is based on the assumption that the responses are true.
- The employees were reluctant to give correct information.

III. REVIEW OF LITERATURE

- Uma Devi. T (2011): The study throws light on the wide spread silent problem by name stress, which gave raise to acute dysfunctions and are called many diseases, increase divorce rates, and other harassments. The work stress is found in all professions.
- Jeffery D. Houghton, Jinpei Wu, Jeffrey L. Godwin, Christopher P. Neck, Charles C. Manz (2011): This article develops and presents a model of the relationships among emotional intelligence, self-leadership, and stress coping among management students. In short, the authors model suggests that effective emotion regulation and self-leadership, as mediated through positive affect
- Jackson, Erica M. (2013): Exercise can be an effective component of a stress management program, and all types of exercise can be beneficial for stress management. Exercise programs consistent with the current recommendations to improve health can be prescribed to manage stress.
- T.O. Oladinrin, O. Adeniyi, & M.O. Udi, (2014): Stress is the universal phenomenon that essentially manifests itself in human as a result of pressure emanating from several experiences or challenging situation.

IV. DATA ANALYSIS & INTERPRETATION

PERCENTAGE ANALYSIS

QUESTION	OPTION	NO. OF RESPONDENTS	PERCENTAGE
GENDER	MALE	80	73
	FEMALE	30	27
AGE	Up to 25 years	5	4.5
	26-35 years	30	27.28
	36-45 years	40	36.37
	46-55 years	15	13.63
	Above 55 years	20	18.18
EDUCATION	School level	0	0
	ITI	20	18.18
	Diploma	40	36.36
	Bachelor's Degree	30	27.27
	Master's Degree	20	18.18
SALARY	Rs. 5,001- Rs. 20,000	40	36.36
	Rs.20,001- Rs. 40,000	30	27.27
	Rs.40,001- Rs. 70,000	30	27.27
	Greater than 70,000	10	9.09

INTERPRATION

From the above data, it is evident that the majority of respondents (73%) are male, while 27% are female. The largest proportion of respondents (36.37%) fall within the 36–45 age group, followed by 27.28% in the 26–35 group. About 18.18% are above 55 years, 13.63% are in the 46–55 group, and only 4.5% are under the age of 25. The data shows that the highest percentage of employees (36.36%) hold a diploma. This is followed by 27.27% with a bachelor's degree, while both ITI and master's degree holders represent 18.18% each. There are no respondents with only school-level education. The majority of respondents (36.36%) fall in the Rs. 5,001–20,000 income bracket. Equal proportions (27.27%) earn between Rs. 20,001–40,000 and Rs. 40,001–70,000. Only 9.09% of respondents earn more than Rs. 70,000 per month.



SPSS TEST

SPSS ANALYSIS BETWEEN EMOTIONAL & PSYCHOLOGICAL SYMTOMS

SYMPTOM	MOST FREQUENT RESPONSE	PERCANTAGE
Moody Symptoms	Rarely	30.6
Irritability	Never	46.8
Short Temper	Rarely	33.3
Lack of Confidence	Rarely	33.3
Worrying	Rarely	36.9
Nervousness	Rarely	36.0
Feeling negative	Never	24.3
Getting confused	Rarely	28.8

INTERPRETATION

The analysis indicates that for most emotional or psychological symptoms (e.g., moodiness, nervousness, confusion), the **majority of respondents selected "Rarely"** as their response. This suggests that while such symptoms are present among employees, they are not frequently experienced by most. However, a **notable minority reports experiencing symptoms "Sometimes" or "Most of the times"**, indicating areas where stress or emotional strain may be addressed through support or intervention.

CORRELATION

CORRELATION ANALYSIS OF RELATIONSHIP BETWEEN FACTORS

Factor Type	Significant Relationship Observed	Majority of p-values < 0.05	Hypothesis Decision	Conclusion
Demand	Yes (e.g., Overwork & Sufficient time, Unrealistic deadlines & Goals)	Yes	Reject Null, Accept Alternative	Significant relationship exists
Control	Few (Not flexible time & Not involve in decisions)	Partially (some > 0.05)	Reject Null, Accept Alternative	Some significant relationships observed
Relationship	Few (e.g., No support & Work related problems)	No	Accept Null, Reject Alternative	No significant relationship overall
Role	Yes (e.g., Responsibilities & Authority clarity, Job desc.)	Yes	Reject Null, Accept Alternative	Significant relationship exists
Conflict	Yes (e.g., Conflict response & Dept. problem/ideas)	Yes	Reject Null, Accept Alternative	Significant relationship exists

INTERPRETATION

The analysis indicates that the relationship between factors (e.g. Demand, Control, Relationship, Role, Conflict), the **majority of respondents hypothesis are rejected null and accepts alternative hypothesis**. This suggests that while such factors are present among employees, they are not frequently experienced by most.



V. FINDINGS

- Among the total respondents 73% of the respondents fall under the category of male.
- Among the total respondents 36% of employees were belongs to 36-45 age groups.
- Among the total respondents 36% of respondents comes under category of diploma.
- Among the total respondents 36.36% were belongs to Rs. 5001 - 20,000 income level.
- Among the total respondents 30.6% of the respondents which has rarely feel the moody symptom.
- Among the total respondents 46.8% of the respondents were never felt irritable.
- Among the total respondents 33.3% of employees were rarely short tempered nature.
- Among the total number of respondents 33.3% of the respondents rarely feel lack of confidence towards the work.
- Among the total number of respondents 36.9% of employees were rarely worried about the work related matter.
- Among the total respondents 24.3% of respondents never feeling negative about everything.
- Among the total number of respondents 28.8% employees were rarely confused.
- Among the total respondents there is significant relationship between demand factors.
- Among the total respondents there is significant relationship between control factors.
- Among the total respondents there is no significant relationship between the relationship factors.
- Among the total respondents the role factor which shows negative correlation.
- Among the total number of respondents the majority of respondents related to the conflict factor mention perfect positive as well as negative correlation.
- The major factor causing stress is role factor , there is negative correlation between the variables.
- The executives stress level is normal in KRUTANIC SOLUTIONS.

VI. SUGGESTION

Many tasks can be delegated to subordinates without losing effectiveness so that we can reduce the overload of work. The employees must give importance to time management techniques thereby they can complete their work within a specified time. Giving counseling to the employees when they face problems, because counseling in the discussion of a problem that usually has emotional content with an employee in order to help the employee cope within better. Employees are more engaged, more productive, happy, more hard working, more loyal and far more likely to impress the employees to get rid of job boring for employees. The physical and mental space of the place in which you work must be decluttered, organized; clean, creative and personalized promote productivity to reduce stress in working conditions. Foster a supportive network and let staff share problems and resources. Colleague support softens effects of stress on staff members lives to reduce high level stress in group. To encourage employees participation in the change process to foster their sense of ownership and secure their commitment to change to reduce lack of co-operation in workplace. Employees must organize their day so that the urgent staff gets done first, leaving the later part of the day for the routine staffs, which can be left if you run out of the time to complete the job on time. The organization must introduce Employee Assistance programs and stress control workshops accordingly to the level of employees, because there is a strong relation between the level of stress and level of employees. EAP includes counseling employees who seek assistance on how to deal with alcohol and drug abuse, managing personal finances, handling conflicts at the work place, dealing with marital and other family problems, and coping with health problems.

VII. CONCLUSION

Stress in the work place has become the black plague of the present century. Much of the stress at work is caused not only by work overload and time pressure but also by lack of reward and praise, and more importantly, the organization has good environment for the employees to work with and the more employees are not affected by stress. If we enhance the psychological wellbeing and health of the employees. The organizational revenue increases and there is employee retention. Because it is said that the employees are the greatest assets for any organization, a proper employee attitude and behavior which in turn will help in the overall organization growth.



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