
STUDY ON SRESS MANAGEMENT WITH REFERECE TO Dr. NTTPS - IBRAHIMPATNAM

ACHANTA MADHURI¹Dr.N. Yuvaraju²

Assistant Professor¹, ²PG scholar

R K College of Engineering

Vijayawada, India

Abstracts: The project report titled "A STUDY ON STRESS MANAGEMENT WITH REFERENCE TO Dr.NTTPS - IBRAHIMPATNAM" by ACHANTA MADHURI explores the various aspects of stress management within the context of a specific organization. It aims to identify the sources of stress among employees and evaluate the effectiveness of current stress management strategies. The findings contribute to a deeper understanding of workplace stress and provide recommendations for enhancing employee well-being and productivity.

Keywords:Stress Management, Employee Well-being, Workplace Stress, Dr.NTTPS, Ibrahimpatanam, Stressors, Productivity, Organizational Behavior, Employee Satisfaction, Survey and Interviews

I.INTRODUCTION

In today's fast-paced work environment, stress has become a prevalent issue that significantly impacts employee performance and overall organizational health. This study, titled "A STUDY ON STRESS MANAGEMENT WITH REFERENCE TO Dr.NTTPS - IBRAHIMPATNAM," aims to explore the various sources of stress experienced by employees within the organization and assess the effectiveness of existing stress management strategies. By employing a combination of surveys and interviews, this research seeks to provide valuable insights into the dynamics of workplace stress, ultimately contributing to the development of more effective interventions that promote employee well-being and enhance productivity.

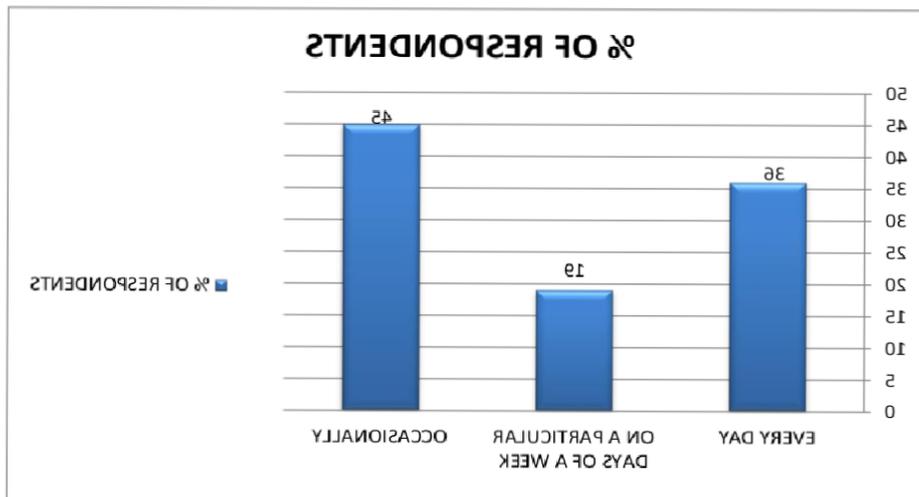
II SIGNIFICANCE OF THE STUDY

This study on stress management within Dr. NTTPS - Ibrahimpatanam holds significant importance for several reasons. Firstly, it addresses the critical issue of workplace stress, which can adversely affect employee health, morale, and productivity, thereby impacting organizational performance. Secondly, by identifying specific stressors and evaluating current management strategies, the research provides actionable insights that can help organizations implement effective interventions to enhance employee well-being. Lastly, the findings contribute to the broader field of organizational behavior, offering a framework for future studies on stress management in various workplace settings.

DATA ANALYSIS AND INTERPRETATION

1. When do you find the work load too heavy?

OPTIONS	NO OF RESPONDENTS	% OF RESPONDENTS
EVERY DAY	49	36
PARTICULAR DAYS OF A WEEK	25	19
OCCASIONALLY	62	45
TOTAL	136	100

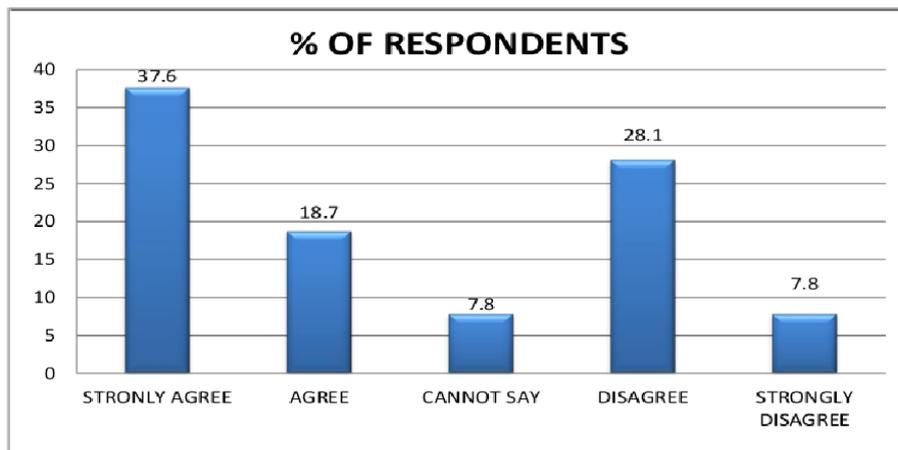


INTERPRETATION

From the above analysis it has been observed that 36% of the respondents feel the work load to be heavy every day and 19% feel the work load heavy on particular days of a week and 45% feel work load to be heavy occasionally. From the above information majority of the respondents occasionally feels the work load to be heavy.

2. Do the work done by you in the organization related to your interest?

OPTIONS	NO OF RESPONDENTS	% OF RESPONDENTS
STRONGLY AGREE	51	37.6
AGREE	25	18.7
CANNOT SAY	11	7.8
DISAGREE	38	28.1
STRONGLY DISAGREE	11	7.8
TOTAL	136	100

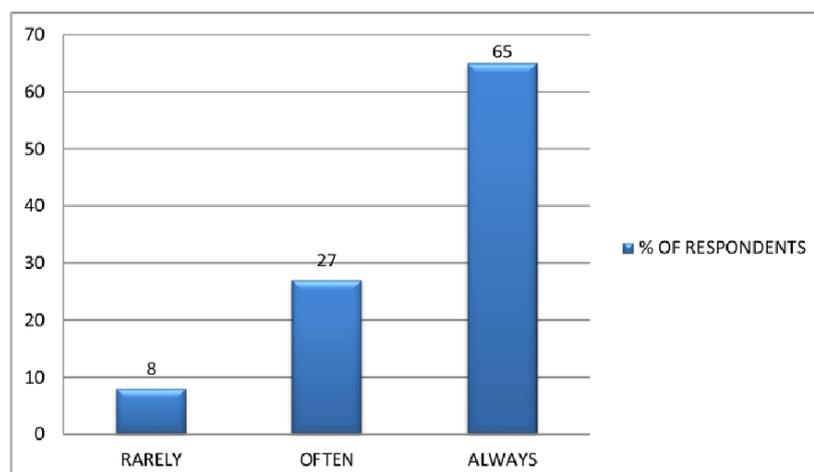


INTERPRETATION:

From the above analysis it can be observed that 37.6% of the respondents strongly agree that the work they do in their organization is related to their interest and 18.7% agree to it while 7.8% cannot say their opinion and 28.1% disagree while 7.8% strongly disagree towards it. From the above information majority of the respondents were happy that their work is related to their interest.

3. Do you get enough time to indulge in your other interests?

OPTIONS	NO OF RESPONDENTS	% OF RESPONDENTS
RARELY	11	8
OFTEN	38	27
ALWAYS	87	65
TOTAL	136	100

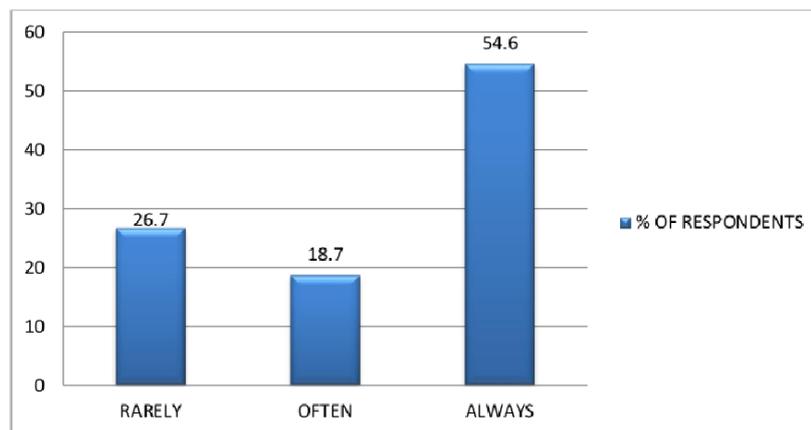


INTERPRETATION:

It can be observed that 8% of the respondents get time to indulge in other interests rarely and 27% get time often and 65% of the respondents always get enough time to indulge in other interests. From the above information it is clearly evident that majority of the respondents (65%) agree that they get enough time to indulge in other interests.

4. Do you get enough time to attend your social and religious activities?

OPTIONS	NO OF RESPONDENTS	% OF RESPONDENTS
RARELY	36	26.7
OFTEN	26	18.7
ALWAYS	74	54.6
TOTAL	136	100

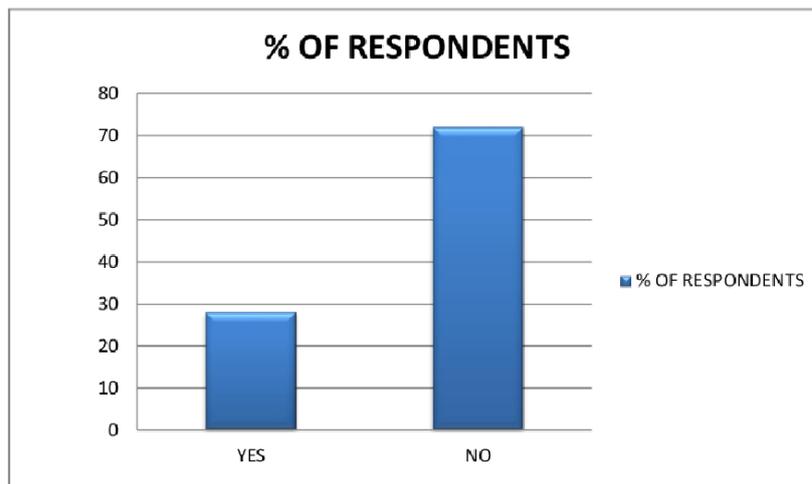


INTERPRETATION:

It can be observed from the above analysis that 26.7% of the respondents rarely get time to attend their social and religious activities while 18.7% get time often and 54.6% of the respondents feel they always get time to attend their activities. From the above information, it is evident that most of the employees agree that they get enough time to attend social and religious activities and they are happy with the structure of the work

5. Due to the nature of work do you tend to take unplanned leave from work?

OPTIONS	NO OF RESPONDENTS	% OF RESPONDENTS
YES	38	28
NO	98	72
TOTAL	136	100



INTERPRETATION:

It can be observed from the above analysis that 28% of the respondents take unplanned leave from work and 72% of the respondents do not take any unplanned leave from work. From the above study it is clearly evident that most of the respondents (72%) are not taking any unplanned leave from work and are happy with the organizational procedures.

Analysis: The analysis of the study on stress management at Dr.NTTPS - Ibrahimpatan reveals a complex interplay between various stressors and employee performance. Through qualitative and quantitative data collection methods, the research identifies key factors contributing to workplace stress, such as workload, organizational culture, and interpersonal relationships. The findings indicate that while some stress management strategies are in place, their effectiveness is limited, highlighting the need for tailored interventions that address the unique challenges faced by employees. This analysis underscores the importance of fostering a supportive work environment and implementing comprehensive stress management programs to enhance overall employee well-being and productivity.

Findings:

1. **Primary Stressors Identified:** The study identified major sources of stress among employees, including excessive workload, lack of support from management, and poor work-life balance.
2. **Impact on Performance:** High levels of stress were found to negatively affect employee productivity, job satisfaction, and overall mental health, leading to increased absenteeism.
3. **Effectiveness of Current Strategies:** Existing stress management strategies were deemed insufficient, with many employees expressing a need for more comprehensive support systems and resources.
4. **Employee Awareness:** A significant number of employees were unaware of the available stress management programs, indicating a gap in communication and accessibility.
5. **Recommendations for Improvement:** The study suggests implementing targeted training programs, enhancing communication channels, and promoting a culture of openness to better address stress-related issues in the workplace.

Suggestions:

- **Enhance Communication:** Improve awareness of existing stress management programs by implementing regular communication strategies, such as workshops and informational sessions, to ensure all employees are informed and engaged.
- **Tailored Stress Management Programs:** Develop customized stress management initiatives that address specific stressors identified in the study, such as workload management and work-life balance, to better meet the needs of employees.
- **Promote a Supportive Culture:** Foster a workplace culture that encourages open discussions about stress and mental health, allowing employees to feel comfortable seeking help and support from management and peers.

- **Regular Assessments:** Conduct periodic assessments of employee stress levels and the effectiveness of stress management strategies to adapt and improve programs based on feedback and changing workplace dynamics.
- **Training for Management:** Provide training for managers and supervisors on recognizing signs of stress and implementing supportive practices, ensuring they are equipped to assist their teams effectively.

III .CONCLUSION

The study on stress management at Dr.NTTPS - Ibrahimpatan highlights the critical need for organizations to address workplace stress proactively. By identifying key stressors and evaluating the effectiveness of current management strategies, the research underscores the importance of tailored interventions that promote employee well-being. Implementing the suggested improvements can lead to a healthier work environment, ultimately enhancing employee productivity and satisfaction, and fostering a culture of support and resilience within the organization

IV .BIBILOGRAPHY

Books:

- P. SUBBA BAO 2005, Industrial Relation. Himalaya Publishing House
- TV RAO Human Resource Development (2nd Edition) Oxford Publishing
- CB MAMORIA Personnel Management (12" Edition, Himalaya Pubishing House