

A Study of Stress Management and its Impact on Performance of Employees in Haldiram Company Pvt Ltd

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Abstract: *Human Resource Management is an art of managing people at work in such a manner that they give their best to the organization. In simple word human resource management refers to the quantitative aspects of employees working in an organization. Human Resource Management is also a management function concerned with hiring, motivating, and maintains people in an organization. It focuses on people in organization. Human resource management plays an important role in the development process of modern economy. In fact it is said that all the development comes from the human mind..*

Keywords: Human Resource Management

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. During this time, there seems to have been something approaching open warfare between competing theories and definitions: Views have been passionately held and aggressively defended. What complicates this is that intuitively we all feel that we know what stress is, as it is something we have all experienced. A definition should therefore be obvious...except that it is not.

Definition:

Hans Selye was one of the founding fathers of stress research. His view in 1956 was that "stress is not necessarily something bad – it all depends on how you take it. The stress of exhilarating, creative successful work is beneficial, while that of failure, humiliation or infection is detrimental." Selye believed that the biochemical effects of stress would be experienced irrespective of whether the situation was positive or negative.

Compressive stress:

Compressive stress is the stress applied to materials resulting in their compaction (decrease of volume). When a material is subjected to compressive stress, then this material is under compression. Usually, compressive stress applied to bars, columns, etc. leads to shortening

Stress in Biological terms:

Stress is a biological term which refers to the consequences of the failure of a human or animal body to respond appropriately to emotional or physical threats to the organism, whether actual or imagined. It includes a state of alarm and adrenaline production, short-term resistance as a coping mechanism, and exhaustion. It refers to the inability of a human or animal body to respond.

II. LITERATURE REVIEW

The term "stress" was first used by the endocrinologist Hans Selye in the 1930s to identify physiological responses in laboratory animals. He later broadened and popularized the concept to include the perceptions and responses of humans trying to adapt to the challenges of everyday life. In Selye's terminology, "stress" refers to the reaction of the organism, and "stressor" to the perceived threat. Stress in certain circumstances may be experienced positively. Eustress, for example, can be an adaptive response prompting the activation of internal resources to meet challenges and achieve

goals. The term is commonly used by laypersons in a metaphorical rather than literal or biological sense, as a catch-all for any perceived difficulties in life. It also became a euphemism, a way of referring to problems and eliciting sympathy without being explicitly confessional, just "stressed out".

III. OBJECTIVES OF THE STUDY

- To identify the strategies to manage stress.
- To assess current stress level of employees in Haldiram.
- To identify the situations that cause stress among employees.
- To apply various stress reduction techniques in stress.

IV. HYPOTHESIS

A hypothesis in a scientific context, is a testable statement about the relationship between two or more variables or a proposed explanation for some observed phenomenon. In a scientific experiment or study, the hypothesis is a brief summation of the researcher's prediction of the study's findings, which may be supported or not by the outcome. Hypothesis testing is the core of the scientific method.

- The hypothesis for this project is : Stress management techniques adopted by Haldiram's are very effective and help the employees to perform better.

V. RESEARCH METHODOLOGY

Generally two types are data are used for any research, which are very important for the research; these can be discussed as

1. Primary Data
2. Secondary Data

Primary Data

Primary data are the data which are original in character, obtained for the first time, being collected from the respondents, either through questionnaire or through personal interviews. This can be collected by various methods like

- Surveys
- Observation
- Experimentation
- Measurements
- Personal interview
- Telephonic interview
- Questionnaires

But my chosen way of collecting data was through Personal Interview and Questionnaires.

Secondary data

Secondary data is the data, which has been collected by someone else for some other purpose and is used by the researcher in his research for study. Various sources of secondary data are Catalogues, Brochures, Magazines and Websites, Television etc. In this project I made use secondary data for gaining more and more about the company, its products and various benefits an advisors will be getting. For acquiring this knowledge I have studied secondary sources like company websites, brochures, paper presentations etc.

SAMPLE SIZE:

A sample of 25 employees was selected for this survey.

SAMPLING UNIT:

Employees of Haldiram Company

SAMPLING TECHNIQUE:

Simple random technique.

TOOLS FOR ANALYSIS:

Percentage Method.

Percentage method = (No. of respondents/Total

VI. DATA ANALYSIS AND INTERPRETATION

This chapter will focus on the collection, analysis, and interpretation of various types of data. It involves gathering relevant information and conducting a thorough analysis to derive meaningful insights and draw conclusions from the results obtained

VII. CONCLUSION

- This research provides a summary of the study and survey conducted on Stress at the work place has become common in present century. Most of the stress is caused because of non-achievement of target so proper time management technique should be used.
- It is also noticed that in the company in the time of afternoon slow instrumental music are been played so that the employees can work stress free. This is one of the positive things employees. This will help the organization to boost up the productively.
- Organization should also begin to manage people at work differently, by arranging various stress management techniques.

REFERENCES

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