

**STRESS IMPACT ON EMPLOYEES IN SREE CHANDRA IT SOLUTIONS
PVT LIMITED, HYDERABAD, TS.**

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Abstract

HRM is seen by practitioners in the field as a more innovative view of workplace management than the traditional approach. Its techniques force the managers of an enterprise to express their goals with specificity – so that they can be understood and undertaken by the workforce – and to provide the resources needed for them to successfully accomplish their assignments. One among such important areas to be concentrated is ensuring an optimized and a productive contribution of the services from the employees. As individuals prone to stress in different situations on account of dynamics of individual, family, societal, organizational especially job related reasons the organizations need to pay special attention in managing the stress since stress of individuals can be stress of organization's too.

Keywords: (innovative, workforce, ensuring, individual, attention)

Introduction

Human resource can be a source of competitive advantage, when the talented people working in the company are valuable, rare, difficult imitate and well organized to deliver efficient and effective results. Strategic HRM is the linking of HRM with the key goals and objectives with a view to improve business performance and develop organizational cultures that foster innovation and flexibility. The effective use of people is the critical factor for the successful accomplishment of corporate goals. Of which, I feel, managing men is critical and challenging task because of the dynamic nature of the people. No two persons are similar in their mental abilities, traditions, sentiments and behaviour and are subject to many and varied influences, people are responsive they feel, think and act and therefore they just cannot be operated like a machine or shifted and altered like a template in a room layout. Because of these varied traits human beings are complex in their behaviour and in their psychological make-up and when they interact with one another in a group or an organization, this complexity is multiplied. To this end, HR manager need to understand the needs, aspirations of the employee proactively, face the challenges head on and resolve issues amicably in the years ahead.

Human Resource Management is the strategic and coherent approach to the management of an organization's most valued assets – the people working there, who individually and collectively contribute to the achievement of the objectives of the business. The terms "human resource management" and "human resources" (HR) have largely replaced the term "personnel management" as a description of the processes involved in managing people in organizations. Human Resource Management is evolving rapidly. Human Resource Management is both an academic theory and a business practice that addresses the theoretical and practical techniques of managing a workforce.

About Stress

Stress is constantly existed in the working environments. Truth be told, it is imperative for us to perform well. We need by the drove dimension of worry to make things exciting, yet not more as to destroy us. All things considered might want to have certain measure of worry in our everyday life except that isn't probably going to be in all actuality. What we educate to staff is a psychological conduct way to deal with pressure the board which implied for them to control their contemplations about work environment related stressors, you can control the

physiological reactions too. This implies as a trade for the spending most of the day in the "battle or flight" reaction which expands circulatory strain and discharges hurtful pressure hormones some times, we should figure out how to pick more advantageous reactions to probably a portion of those things that might be outside of one's own control.. Our involvement in working with several representatives encountering psychological wellness issues has furnished them with a large number of thoughts. The present study is an attempt to understand various reasons and the aspects of the stress among the employees from their own perspective.

SREE CHANDRA IT SOLUTIONS (P) LTD:

Sree Chandra IT Solutions (P) Ltd is an Indian organization situated in Hyderabad, the capital of Telangana State, India and has been serving worldwide clients. The organization gives a full scope of website composition administrations to improve your online nearness. Sree Chandra IT Solutions (P) Ltd likewise plans, creates, incorporates and keeps up site application improvement that empower undertakings to comprehend unpredictable and basic business battles with a human resources contingent of around two hundred individuals. The organization's essential capabilities are setting up devoted seaward specialized groups for Outsource Web Development, Application Development, E-Commerce Solutions, Business Process Outsourcing and other IT Services. The organization as an expert site improvement India organization is pleased to be the pioneers in the IT business and have made an approach which conveys. Sree Chandra IT Solutions is putting forth front line Web Development and Professional Services to worldwide Clients.

Objectives of the study

- ❖ To know and realize the concept of stress management.
- ❖ To analyse the company's working environment.
- ❖ To check the degree of stress faced by the employees.
- ❖ To study the stress management techniques taken by the company.
- ❖ To find out reasons that relates to stress in the day to day working life of employees.

Methodology

An examination configuration is unmistakably and basically the casing work or plan of an investigation that gives the best approach to dissect the information. By and large an exploration configuration is a blue print of study that will be followed in finishing the examination, in which we can't control factors. The survey is taken as the most essential thing in the examination activity. Henceforth it ought to be painstakingly built. Organized survey comprise of just fixed elective inquiries. Such kind of survey is modest to investigate and simple to oversee. Convenient sampling has been used to select the individuals randomly, accordingly one fourth of the total strength that come around fifty employees have been selected as respondents total number. Basing upon this the collected data has been presented after analysis. While fixing the stress related parameters, only core area has been concentrated without touching other demographics, as major features are almost homogenous from their work field aspects point of view

Data Analysis & Interpretation

Causes of Stress in Job Environment:

26% of respondents strongly agree tha job environment struggle causes stress. 36% of respondents have just agreed that job environment struggle causes stress. 16% of respondents disagreed to the statement. Remaining 22% of the respondents strongly disagree that job environment struggle cause stress. Hence, it can be ascertained that job environment factor is an average reason in for causing stress to employees.

The Time Pressure to Complete Work:

10% of respondents strongly agree that they are feeling time pressure to complete work, 42% of respondents just agree that they are feeling time pressure to complete work. 12% of respondents disagree that they are feeling time pressure to complete work. 36% of respondents strongly disagree that they are feeling time pressure to complete work. A time pressure is appearing to be a mild stressor in completion of the work.

Lack of Co-operation among Employees:

17% of respondents opined lack of co-operation in office causes stress very often. 19% of

respondents have opined that lack of co-operation in office often causes stress. 16% of respondents opined as rarely and remaining 48% of respondents opined very rarely that lack of co-operation in office causes stress. The co-operation factor among employees is well maintained then it is not opening as stressor in the company.

Family Struggles Causes Stress:

28% of respondents strongly agree that family struggle causes stress. 38% of respondents just agreed that family struggle causes stress. 11% of respondents disagree that family struggle causes stress. While, 33% of respondents strongly disagree that family struggle causes stress. The reason, family struggle is appearing as stressor in majority of the respondents.

Health issues like B.P, Diabetes etc, are Causing Stress:

22% of respondents positively opined about the struggle of health ailment like B.P, Diabetes etc. while, 67% of respondents opined negatively, while 11% of respondents have not responded. Thus, it can be said that except a few all are managing happy with their health ailments.

Physical Exercise & Yoga reduces the Stress:

38% of respondents strongly agree that physical exercise & yoga reduces the stress. 36% of respondents just agreed that physical exercise & yoga reduces the stress. 12% of respondents disagree that physical exercise & yoga reduce the stress. Remaining 14% of respondents strongly disagreed to the statement. Physical exercise & yoga are appearing as good factors in reducing the stress.

Meditation & Prayer reduce the Stress:

41% of respondents strongly agree that meditation & prayer reduce the stress. 37% of respondents just agreed that meditation & prayer reduce the stress. 14% of the respondents disagree that meditation & prayer reduced the stress. Remaining 8% of the respondents strongly disagreed the statement. The statement meditation & prayer stand as good factors reducing the stress.

Lack of Proper Communication Skills Causes Stress:

34% of respondents strongly agree that lack of proper communication causes stress. 37% of respondents just agreed that lack of proper communication causes stress. 17% of respondents

disagreed that lack of proper communication causes stress. 12% of respondents strongly disagreed that the lack of proper communication causes stress, lack of proper communication skills is appearing as prominent factor in causing stress.

Spending time with Family reduces Stress:

36% of respondents strongly agree that spending time with family reduced stress. 42% of respondents just agree that spending time with family reduces stress. 10% of respondents disagree that spending time with family reduces stress. 12% of respondents strongly disagree that spending time with family reduces stress. The reason of spending time with family is standing as effective factor in reducing stress.

Improved Working Conditions, reduces Stress:

26% of respondents strongly agree that improving working conditions reduces stress. 57% of respondents agree that improving working conditions reduces stress. 8% of respondents disagree that improving working conditions. Remaining 9% of respondents strongly disagree that improving working conditions reduce stress. Majority of the respondents opined improved working conditions will reduce stress.

Rational Allocation of Work reduces the Stress:

12% of respondents strongly agree that rational allocation of work reduces the stress. 55% of respondents just agreed that rational allocation of work reduces the stress. 20% of respondents disagree that rational allocation of work reduces the stress. While, 13% of respondents strongly disagree that rational allocation of work reduces the stress. Majority of the respondents have opined that rational allocation of work will reduce the stress.

Fair Financial Incentives reduce the Stress:

19% of respondents strongly agree that fair financial incentives reduce the stress. 52% of respondents agreed that financial incentives reduce the stress. 32% of respondents disagree that financial incentives reduce the stress. While, 17% of respondents strongly disagree that financial incentives reduce the stress. Majority of respondents opined that fair financial incentives will reduce the stress considerably.

Cope-up with New Technology, reduces the Stress:

16% of respondents strongly agree that new technology reduces the stress. 52% of respondents just agreed that new technology reduces the stress. 25% of respondents disagree that new technology reduces the stress. while, 7% of respondents strongly disagree that new technology reduces the stress. Majority of respondents opined that coping with new technology reduces the stress.

Need of Family Counseling:

17% of the respondents strongly agree that they need family counseling to cope with stress. 36% of respondents just agreed that then need family counseling. 38% of respondents disagree that then need family counseling in reducing stress. Remaining 9% of respondents strongly disagree that then need family counseling in coping with stress. Very few of the respondents strongly agreed that they need family counseling to cope up with the stress.

Following the Safety Precautions reduces the stress:

36% of respondents strongly agree that following the safety precautions reduce the stress. 28% of respondents just agreed that following the safety precautions reduce the stress. 27% of respondents disagree that following safety precautions reduce the stress. While, 9% of the respondents strongly disagreed that following the safety precautions reduces the stress. It can be inferred that following the safety precautions reduces the stress.

Proper Relaxation reduces the Stress:

31% of respondents strongly agree that proper relaxation reduces the stress. 49% of respondents just agree that proper relaxation reduces the stress.. 12% of respondents disagree that proper relaxation reduces the stress. While, 8% of respondents strongly disagree that proper relaxation reduces the stress. Except a few all the respondents strongly felt that proper relaxation reduces the stress, considerably.

Findings

The present study was led at Sree Chandra IT Solutions. The point was to discover the feeling of anxiety, identity sort of the workers. This was finished utilizing a definite poll. The examination delighted that falls under low pressure class just literates profoundly focused on and required winning in the organization to some degree.

Towards the finish of the examination, we can presume that though there are certain dictations of worry among the representatives and such pressure is influencing their practices, it may be controlled very well and stress may be decreased viably.

Referring to the work environment in the present job, employees felt happy to a large extent and a less were came out that they have some role ambiguity. Lack of proper communication skills is appearing as prominent factor in causing stress in the individuals.

Working condition improvement in the company will reduce the stress among employees working in the company. New technology and its adaptation is causing stress among the employees working in the company

Family counseling aspect is not a major determinant in reducing the stress among employees. Employees are utilizing personal, company and outside services in managing and coping with their stress.

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