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A Study on Employee Stress Management at Semicon Park PVT.LTD. Bangalore

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Abstract

This study explores employee stress management practices at Semicon Park Pvt. Ltd., Bangalore, with a focus on identifying stressors, evaluating their impact on employees, and assessing the effectiveness of existing stress management strategies. Stress in the workplace has emerged as a significant issue that affects not only individual health and productivity but also overall organizational performance. The primary data for the study were collected through structured questionnaires and interviews, while secondary data were obtained from company records and relevant literature. Statistical tools such as percentage analysis, descriptive analysis, and chi-square tests were employed to analyze the data. The findings reveal that heavy workloads, inconvenient working hours, financial stress, and lack of teamwork are major contributors to employee stress. Although many employees are aware of stress and its consequences, a significant portion lacks access to structured support systems. Only 31.3% believe that effective stress management mechanisms are in place, while nearly half experience physical symptoms like fatigue and headaches. Furthermore, a majority expressed a desire for more wellness initiatives and stress-relief workshops. The study concludes that while awareness exists, there is a need for a more proactive, systematic approach to managing employee stress. Recommendations include implementing regular wellness programs, providing flexible working hours, offering counseling services, and enhancing managerial support. Strengthening communication and promoting team-building activities can further alleviate stress, leading to improved employee satisfaction and organizational productivity.

Keywords: Employee stress, workplace wellness, mental health, stress management strategies, work-life balance, Semicon Park.

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Introduction

Stress is not necessarily bad in and of itself. While stress is typically discussed in a negative context, it also has a positive value. It is an opportunity when it offers

Potential gain.

Potential Sources of Stress

There are Three Categories of Potential Stressors

- Environmental
- Organizational
- Individual

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.

Objectives of the Study

Primary Objectives

To find how employees manage their stress in Semion Park Private Limited, Bangalore.

Secondary Objectives

- To identify factors causing stress among employees in Semion Park Private Limited.
- To study the effect of stress on employees in Semion Park Private Limited.
- To identify the method to overcome the impact on stress among employee in Semion Park Private Limited.
- To investigate importance of stress management in Semion Park Private Limited
- 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 extent of stress is allowable in any organization.

Scope of the Study

This study focuses on understanding the causes, effects, and management strategies of employee stress at Semicon Park Pvt. Ltd., Bangalore. It aims to identify key stressors affecting employees across various departments and evaluate the effectiveness of existing stress management initiatives.

Research Methodology

The study involves gathering and organizing 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 organization. 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.

Primary Data

Primary data will be collected directly from employees of Semicon Park Pvt. Ltd. through structured questionnaires and personal interviews. The questionnaire will include both closed and open-ended questions aimed at identifying stress levels, sources of stress, and coping mechanisms. Interviews with HR managers and team leaders will also provide insights into organizational stress management strategies.

Secondary Data

Secondary data will be gathered from company records, HR policy documents, previous research studies, journals, magazines, and online articles related to stress management practices.

These sources will help in understanding theoretical frameworks and benchmarking best practices followed in the industry.

Analytical Tool for the Study

The relevant statistical tools used for the technical analysis of survey data are:

- Percentage analysis
- Descriptive analysis
- Chi square

Limitation of the Study

Genuinely the answers given by the employees.

- Due to personal inconvenience the employees working in night shifts could not be met for data collection.
- The respondents were not ready to spend time in answering.
- Respondents were relevant and suspicious in responding to the questions.

Data Analysis and Interpretation

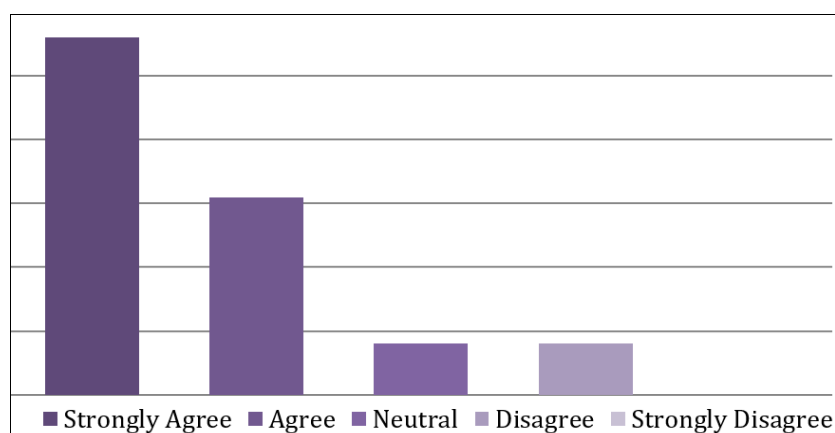


Fig 1: The Figure Shows the Heavy Load Creates Stress of the Respondents

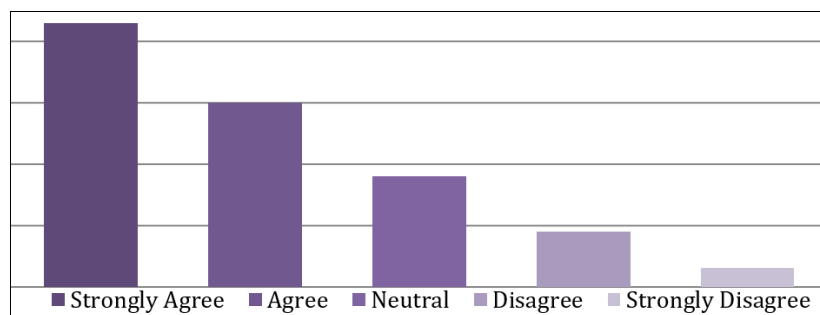


Fig 2: The Figure Shows the Financial Problem Creates Stress of the Respondents

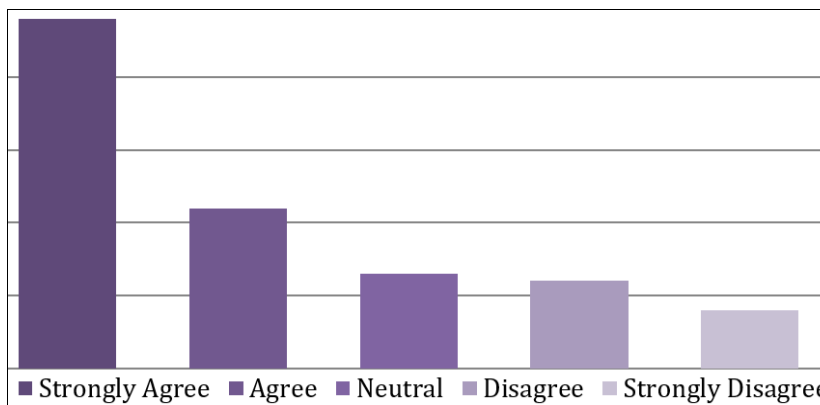


Fig 3: The Figure Shows the Inconvenient Working Hours Create Stress of the Respondents

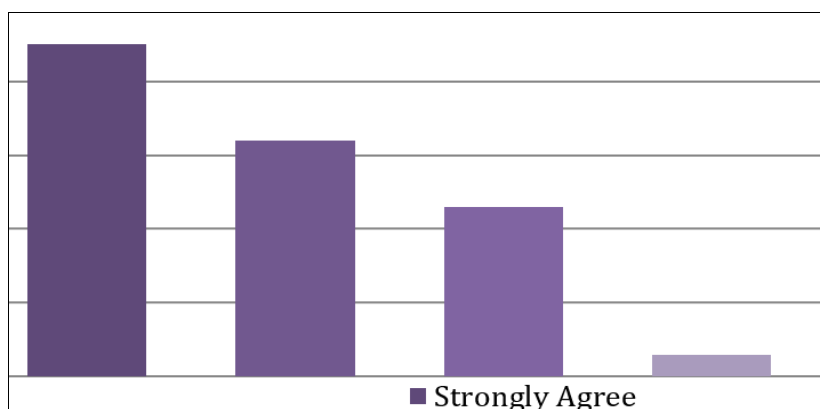


Fig 4: The Figure Shows the Lack of Team Work Create Stress of the Respondents

Findings, Suggestions and Conclusion

Findings

- Majority of the respondents are female, comprising 56.6% of the sample, while males make up 43.4%.
- 22.3% of employees work in the Marketing department, followed by 21.7% in Production, 19.3% in Finance, 19.3% in HR, and 17.3% in Research and Development.
- Most employees, approximately 53.6%, work for 6 to 8 hours per day, while 32.5% work 8 to 10 hours, 9.0% work more than 10 hours, and only 4.8% work less than 6 hours.
- A significant 84.9% of employees reported being aware of stress and its effects, indicating a general consciousness about workplace stress.
- Regarding satisfaction with work-life balance, 32.5% of employees are satisfied, while 36.1% remained neutral, suggesting mixed perceptions across the organization.
- Around 28.9% of employees stated that they often feel pressure due to workload, showing that work demands are a key contributor to stress.
- 24.1% of employees feel their work is frequently disrupted due to stress, impacting productivity.
- Only 31.3% of employees believe that Semicon Park has effective systems to manage stress, indicating a need for more visible or impactful programs.
- Approximately 38.6% of employees do not feel they receive adequate emotional support from their supervisors.
- A notable 47.0% of respondents reported occasional physical symptoms such as fatigue or headaches linked to stress.
- 29.5% of employees claim to lack enough time for personal or family life due to job demands, highlighting work-life imbalance.
- Only 22.3% of respondents participate in any company-led wellness or stress-relief initiatives.
- 35.5% of employees feel that regular breaks help manage stress better, while others suggest additional recreational activities.
- A majority of 63.9% expressed interest in attending stress management workshops if provided by the organization.
- Overall, 41.0% of employees believe that the company must prioritize employee mental well-being as part of its HR policy.

Suggestions

- The company should organize regular stress management workshops and wellness programs to help employees cope with mental pressure effectively.
- Flexible working hours or the option to work remotely should be considered to promote a better work-life balance.
- Supervisors and managers should receive training on emotional intelligence and supportive communication to reduce workplace stress.
- Employee counselling services should be made available with access to professional mental health experts.
- The organization should implement a formal recognition and reward system to boost morale and reduce stress related to lack of appreciation.
- Adequate breaks during work hours should be encouraged to minimize physical and mental fatigue.
- Team-building activities and recreational events should be organized regularly to reduce work monotony and enhance collaboration.
- Clear and transparent communication between management and staff should be strengthened to reduce stress caused by uncertainty.
- Feedback and grievance handling mechanisms should be made more accessible and confidential to build employee trust.
- Periodic stress audits or surveys should be conducted to evaluate the effectiveness of current stress management measures and identify areas for improvement.

Conclusion

The study on employee stress management at Semicon Park Pvt. Ltd., Bangalore, highlights the critical role that organizational practices and culture play in influencing employee well-being. It was observed that stress among employees is largely driven by factors such as long working hours, heavy workload, and lack of recognition, poor communication, and insufficient support from supervisors. Although a considerable number of employees are aware of stress and its implications, many are not equipped with coping mechanisms or access to structured support systems within the organization. The findings suggest that while employees are committed to their work, stress negatively affects their productivity, job satisfaction, and overall health. There is a strong need for a proactive approach to stress management, one that includes both preventive measures and responsive support structures. By adopting employee-centric policies such as flexible work arrangements, wellness programs, and open communication channels, Semicon Park can significantly enhance both employee morale and organizational performance.

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