

## A Study on Employee Stress Management in AR Dairy Food Private Limited, Dindigul

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### Abstract

This study on Employee Stress Management in A R Dairy Food Private Limited, Dindigul. Helps the employees in identifying the factors which causes work stress and the effect of stress on them. The study also emphases on the ways the organization deals to handle the kind of stress employee's face and recommend remedial programs for the same. This study is done using descriptive research design method and data's are collected by primary and secondary sources. The questionnaire method is used as the methodology to collect primary data for the study and sample size of 125 employees has been taken in this study. The results are analyzed and interpreted through simple percentage analysis, Chi-square and correlation. The data analysis and interpretation done is being presented through graphs.

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### Introduction

Stress management is the need of the hour. However hard we try to go beyond a stress situation, life seems to find new ways of stressing us out and plaguing us with anxiety attacks. Moreover, be it our anxiety, mind-body exhaustion or our erring attitudes, we tend to overlook causes of stress and the conditions triggered by those. In such unsettling moments we often forget that stressors, if not escapable, are fairly manageable and treatable.

Stress involves interaction of the person and the environment. "Stress is an adaptive response to an external situation that in physical psychological demand from the environment the cause stress is called stressor. Pressure at work place is unavoidable due to the demand of the contemporary work environment. Pressure perceived as acceptable by an individual may even keep workers alert, motivated, able and work learn, depending on the available resource and personal characteristics. However, when that pressure becomes excessive or otherwise unmanageable it leads to stress. Stress can damage organizational workers' health and performance.

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### Statement of the Problem

Stress is inevitable in the workplace, and the effects of stress are mostly negative, as it has the outcomes on the incomes of the organization and the health of the worker. A significant problem exists regarding the lack of effective stress management strategies for employees, leading to decreased productivity, high rates of absenteeism, burnout, and potential health issues due to excessive work-related stress, which negatively impacts both individual well-being and organizational performance.

### Objectives of the Study

#### Primary Objective

The main objective is "Stress Management" in A R Dairy Food Private Limited, Dindigul.

#### Secondary Objective

- To find out the means of reducing the level of stress among employee.

- To study the major causes for stress among the employees of the organization.
- To find the level of organizational involvement in rectifying stress.
- To identify the strategies by the organization to manage the stress of the employees.
- To evaluate the various factor of stress.

### Need of the Study

- The need of the study finding the possible application and help to justify its importance and social relevance
- The need of the study will analyze the impact of organizational factor that contributes stress for the employees
- Hence the study will analyze the impact of organizational factor that contributes stress for the employee Raaj dairy food private Limited.

### Scope of the Study

A project gives a student the opportunity for career exploration and development, and to learn new skills. It offers the opportunity to bring new ideas and energy into the workplace, develop talent and potentially build a pipeline for future full-time employees. The pressure at work lead to mental and physical disorders. The various organizational stress and individual stress faced by the employee. The scope of the study will helps organization know what causes stress and how to reduce stress in work place. The study will helps to measure level of stress of the employee.

### Hypothesis of the Study

It means tentative generalization of the validity of which remains the tested in short it deals with certain assumptions made in the study.

### Null Hypothesis

A hypothesis which assumes that there is significant difference between sample statistics and population parameter is called null hypothesis. It is denoted by  $H_0$ .

### Alternative Hypothesis

A hypothesis which assumes that there is significant difference between sample statistics and population parameter is called alternative hypothesis. It is denoted by  $H_1$ .

### Research Design

Research design is a framework or blue print for conducting the research project. It specifies the detail of procedure necessary for obtaining the information needed to structure or solve the problem.

### Research Methodology

Research methodology is to way to systematically solve the research problem. It may be understood of studying how research is done scientifically. So the research methodology not only talks about the research methods but also considers the logical behind the method used in context of the research study.

Research methodology is the one of the main aspect of every research. This explains how the researcher conducted this project. The word method indicates the mode or the way of accomplishing an end. The modern world is fond of scientific inventions and seeks a scientific outlook to everything. Any a particular goal only through methodology in this study is discussed in brief below.

### Methods of Data Collection

The validity of research mainly depends on the proper data collection method and suitable technique of analysis data-interpretation is used for the statistical analysis. Any estimate in the study is generalized only when the design of the study is properly executed.

### There is two Various Types of Data Collection

- Primary data
- Secondary data

### Primary Data

The information for the study was directly collected from the respondents through the questionnaire and assured that the response will be kept confidential and used only for academic purpose.

### Secondary Data

Secondary data that are required for the study was collected from the various published and unpublished company report, journal, and websites and through discussion with research.

### Sampling Size

The sample size used for the study is 125.

- Population 500 Employees
- Sample size 125 Employees

### Sampling Area

The survey was conducted A R Dairy Food Private Limited, Dindigul.

### Sampling Techniques

The sampling techniques was used for the survey was convenience sampling.

### Analytical Tools for the Study

The statistical tools used in the project for Data Analysis is

- Percentage analysis
- Chi-square
- Correlation

### Period of the Study

The period of the study is four months from 2.01.2025 to 31.04.2025.

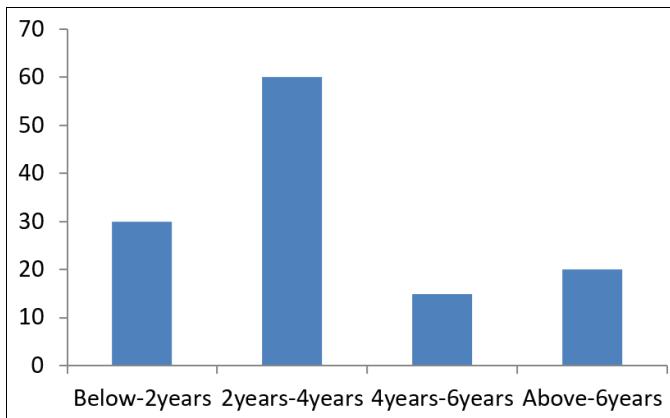
### Area of the Study

AR Dairy Food Private Limited, Madurai road, S.R. Nagar Begampur (post), Dindigul.

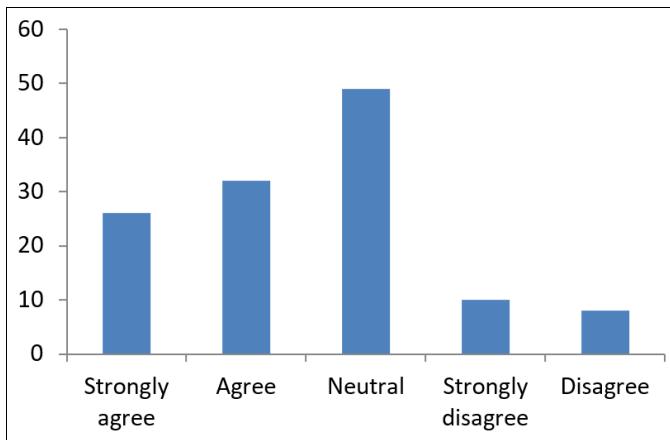
### Limitation of the Study

- The study is applicable to Raaj Dairy Food Private limited only. Therefore it cannot be generated for other existing industries.
- There may be personal bias of the respondent, which may affect accuracy of the result.
- Some of the employees were not be able to express their opinion because of various obstacles in the organization.
- From more number of employees only few samples were chosen for this study.
- The duration of time for this study is limited so comprehensive and elaborative study was not undertaken by researcher.

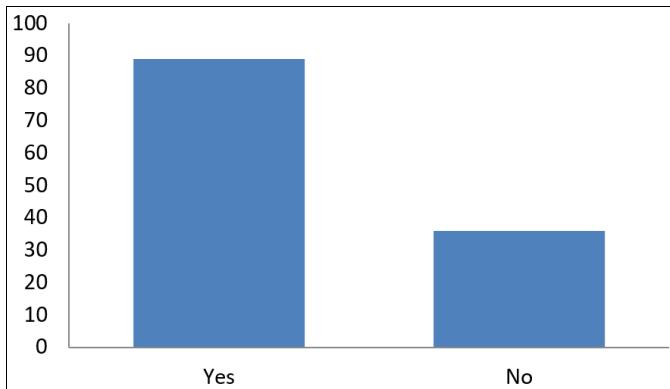
## Data Analysis and Interpretation



**Fig 1:** Work Experience of the Respondents



**Fig 2:** Opinion of Training Programs to Overcome the Stress



**Fig 3:** Opinion of you Get Enough Rest before Your Next Shift

## Correlation

**Table 1:** Correlation with Gender and Stress Work Load

		Stress Workload	Gender
Stress workload	Pearson Correlation	1	.645**
	Sig. (1-tailed)		.000
	N	124	124
Gender	Pearson Correlation	.645**	1
	Sig. (1-tailed)	.000	
	N	124	125

## Suggestion

- The company can concentrate on the counseling service provided to the employee which helps the employee to work without any tension or problems.
- They should motivate the employee to keep them enthusiastic to get the work done without stress.
- They should allocate the work based on the task. So that there won't be work pressure for the employees.
- The company could organize counseling programming so as to redress the employee stress due to grievances.
- They should find a way to increase the output and keep them work without stress.
- The organization may concentrate on key areas in resolving conflict.

## Conclusion

Findings and suggestion are based on the survey conducted and these points are to be locked into and steps are to be taken in this regard for higher growth. Stress is something that happens in our daily lives and is usually associated with a particular event such as work, family or other responsibility. There are many situations that we cannot control but there are ways to control how we deal with certain situations. Effective stress management is something that our lives can go a little more smoothly. Stress management is as simple as a talking and walking. It was proven that physical activity would improve a person's mental health, help with depression and relieve the side effects of stress.

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