

A DETAILED STUDY ON OCCUPATIONAL STRESS AMONG EMPLOYEES WITH REFERENCE TO TROJAN HUNT INDIA LLP

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CHAPTER -1

INTRODUCTION TO THE STUDY

INTRODUCTION:

Stress can be defined as a state of worry or mental tension caused by a difficult situation. Stress is a natural human response that prompts us to address challenges and threats in our lives. Everyone experiences stress to some degree. The way we respond to stress, however, makes a big difference to our overall well-being.

Job Stress and Health: -

Stress sets off an alarm in the brain, which responds by preparing the body for defensive action. The nervous system is aroused and hormones are released to sharpen the senses, quicken the pulse, deepen respiration, and tense the muscles. This response (sometimes called the fight or flight response) is

important because it helps us defend against threatening situations. The response is preprogrammed biologically. Everyone responds in much the same way, regardless of whether the stressful situation is at work or home.

Short-lived or infrequent episodes of stress pose little risk. But when stressful situations go unresolved, the body is kept in a constant state of activation, which increases the rate of wear and tear to biological systems.

Ultimately, fatigue or damage results, and the ability of the body to repair and defend itself can become seriously compromised. As a result, the risk of injury or disease escalates.

“Workplace stress” is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting these demands. In general, the combination of high demands in a job and a low amount of control over the situation can lead to stress. Stress in the workplace can have many origins or come from one single event.

It can impact on both employees and employers alike According to, three broad perspectives can be chosen when studying stress: (a) the response-based perspective, (b) the stimulus-based perspective, and (c) the cognitive transactional process perspective Occupational stress, hence, is found to be a mental and physical condition that calls in a detrimental effect on the individual's productivity, effectiveness, personal health and quality of work (Comish and Swindle, 1994).

Main components of this work-stress process are potential sources of stress (stressors), factors of individual differences moderators/mediators) and consequences of stress. Stressors (job-related and extra-

organizational) are objective events; stress is the subjective aspect. Thus, the concept of stress can best be understood by saying that some environmental variables (stressors) when interpreted by the individual (cognitive interpretation) may lead to stress (Dua, 1994). Stress in the workplace can have many origins or come from one single event. It can impact on both employees and employers alike.

As stated by the Canadian Mental Health Association: Fear of job redundancy, layoffs due to an uncertain economy, increased demands for overtime due to staff cutbacks act as negative stressors.

Employees who start to feel the “pressure to perform” can get caught in a downward spiral of increasing effort to meet rising expectations with no increase in job satisfaction. The relentless requirement to work at optimum performance takes its toll in job dissatisfaction, employee turnover, reduced efficiency, illness and even death. According to Cartwright et al absenteeism, illness, alcoholism, “petty internal politics”, bad or snap decisions, indifference and apathy, lack of motivation or creativity are all by-products of an over stressed workplace. Employees who start to feel the “pressure to perform” can get caught in a downward spiral of increasing effort to meet rising expectations with no increase in job satisfaction.

The relentless requirement to work at optimum performance takes its toll in job dissatisfaction, employee turnover, reduced efficiency, illness and even death. Absenteeism, illness, alcoholism, “petty internal politics”, bad or snap decisions, indifference and apathy, lack of motivation or creativity are all by-products of an over stressed workplace. NHS Health Scotland describes good mental health as a “basic component of positive health and well-being. It is necessary to help us manage our lives successfully, and provide us with the emotional and spiritual resilience to allow us to enjoy life and deal with distress and disappointment.” Mental health can be a very positive thing. It is something that we all aim to have. However, we all go through times in our lives where we may experience mental illness. ‘Mental illness’ is

a shorthand term for a variety of illnesses that affect our mental well-being. It covers a range of symptoms and experiences.

The present article is concerned with how the Information technology and the consequent change in job culture affect work stress, mental health IT professionals. This is particularly relevant because jobs in Information technology are the most coveted one in modern India, and the most brilliant section of the youth are going for it. Some identified that the key factors at the workplace which generate stress among IT personnel in Singapore.

It was suggested that factors which generate stress be grouped into 4 broad categories as Lack of career advancement related to the problem of high rate of employee turnover, Work overload resulting in spillover of workload at home and guilt and dissatisfaction for being less attentive to family, Risk taking and decision making consisting of fear of making mistakes and Employee morale and organizational culture related to a lack of participation in decisions affecting their work, undue blame for machine failure and difficulty in team work considering the fluid and noninvolved nature of work.

In a study on Work Stress among Information Systems Professionals it was found that employees reported the commonly experienced feelings such as frustration, pride in accomplishments, being overwhelmed, anxiety and common stress symptoms decrease in energy, anxiety, muscle tension, headache, stomach upset, negative thinking and insomnia thus both positive and negative effects were reported. It was discussed that employee's difficulties with stress within organization that continually introduce new technology and computer software into the work environment Symptoms of stress are reviewed and employer and employee options to reduce stress are examined. The present study takes a holistic view of personhood and considers job stress as one imposed upon and interacting with other stressors.

Very few studies have been obtained in this area. In India there is a virtual gap in study of this sector. Psychological distress in the present context has been defined as the overall feeling of anxiety, depression, and stress related somatization. It is the feeling of ill-being associated with various types and phases of mental illness. Wellness has been defined as a subjective feeling of being in a positive state of existence. Recent literature on mental health repeatedly emphasizes that absence of illness and presence of wellness are not synonymous: these have been found to be slightly and negatively correlated.

Nadeem investigated Among different occupational stress variable's role over load, role authority, role conflict and lack of senior level support contribute more to the occupational stress. He concluded that Bank employees cannot afford the time to relax and "wind down" when they are faced with work variety, discrimination, favoritism, delegation and conflicting tasks.

Starting from 1946 the World health Organization has consistently highlighted the significance of wellness in defining mental health. Subjective Well-Being (SWB) as a multidimensional construct involving factors like happiness, positive affect, social sensitivity etc. Numerated the three primary components of SWB: satisfaction, pleasant affect, and low levels of unpleasant affect, each of which can in turn be broken into subdivisions. Global satisfaction can be divided into satisfaction with the various domains of life such as recreation, love, marriage, friendship, and so forth. Pleasant affect can be split into specific emotions such as joy, affection, and pride. Finally, unpleasant or unpleasant affect can be separated into specific emotions and moods such as shame, guilt, sadness, anger, and anxiety.

Thus, it is a measure of quality of life. Role stress refers to the conflict and tension due to the roles being enacted by a person at any given point of time. If Enacted in the context of organizations, such role stresses are called organizational role stress. Any organization may be perceived as a system of roles. These roles are different from positions or offices in the organization. Office is concerned with the

hierarchical positions and privileges, whereas role refers to the obligations attached to that office. Thus, office defines the power of the holder Role determines the obligation of the person holding that office.

Pestonjee and Pareek (1997) explains role as the totality of formal tasks, informal tasks and Distress, Wellness and OR acts as organized by an individual. Each individual is a member of social systems and the expectation as well as demand of one may put pressure on the other.

There are 2 role systems: Role Space and Role Set. Both have built in potential for conflict and stress (Pareek, 2003). It may be expected that organizational role stress will operate in interaction with the general ill-being and well-being. There is unexpected high relationship of organizational role stress with these two. There is ample literature to associate life stress and coping resources to feeling of ill-being and well-being. The stress diathesis model essentially says that the effect of stressors on illness and wellness is not absolute, but a function of moderating factors like inner strength and coping techniques. One significant study by asserted that three lines of research provide strong evidence that environmental adversity is important in the occurrence not only of post-traumatic stress disorder (PTSD) but also of other types of psychopathologies, including major depression, alcoholism, substance use disorders, antisocial personality disorder and nonspecific distress.

Dohrenwend developed a basic proposition that the likelihood of onset of the above types of disorder increases with two factors: (1) the proportion of the individual's usual activities in which uncontrollable negative changes take place following a major negative event; and (2) how central the uncontrollable changes are to the individual's important goals and values. (Robinson, 2000) studied how daily life events influence the affective and cognitive components of well-being. Results from cross-sectional and longitudinal studies of undergraduates showed that life events are closely related to mood states, mood states are closely related to cognitive wellness.

And mood states appear to serve as the nexus through which changing life circumstances affect cognitive wellness. Though lot of studies on work stress and mental health were available in the literature but providing contradictory results. However, there are very limited number of studies if any in Indian context to understand the combination of variables affecting job level among managers. Therefore, the present study is planned to investigate whether job level will influence once occupational stress, job satisfaction, mental health and coping strategies of junior and senior managers of the IT industries.

The sample consisted of 180 executives, attached various Information Technology Industries spread over different locations of Uttar Pradesh (Lucknow and Allahabad) state of India were selected randomly for the present study. The sample includes only males managers (junior and senior professionals) and functions includes systems, sales, marketing, and accountancy etc. The Head of Information Technology Industries were informed in advance that the name of the industry will not be disclosed and the data will be used only for the purposes of academic research. The researchers have interviewed some of the junior as well as senior managers for collecting additional information relating to the present research.

Then Questionnaires were distributed to sample of 250 executives at two levels i.e., junior working in different locations of the company. A total of 188 individuals responded the questionnaire of which only 180 were usable further, out of 180 there were 80 replies for the senior managers (professionals) and the rest were from the junior managers. The American Psychological Association's Dictionary of Psychology defines Occupational Stress as "a physiological and psychological response to events or conditions in the workplace that is detrimental to health and well-being].

Such responses do vary from individual to individual, and it depends on several factors such as the level of autonomy, responsibility and independence that the individual has in his or her workplace, the amount, pace and type of work that needs to be performed, the level of safety and security associated to the work and finally the relationships that the individual maintains with his or her colleagues and supervisors.

Occupational stress may manifest itself in one or more of the following three different ways:

- (i) physical strain—affecting the various parts of the body and this is the most common way by which occupational stress manifests itself. It can range from having mild headaches or body pain to severe migraines;
- (ii) (ii) psychological strain—affecting the rationale thinking abilities of an individual and can lead to loss in memory and concentration or depression and anxiety;
- (iii) (iii) behavioral strain—causing a change in the usual or normal habits of an individual, like, for example, binge eating or starving, excessive or loss of sleep, ignoring to perform regular tasks or duties and avoiding responsibilities and absenteeism.

The necessity to study occupational stress stems from the fact that it can have significant effects on both the physical and mental wellbeing of an individual and also an impact on the productivity of the workplace, which can have a negative impact on the global economy in turn. The Safety and Health at Work team of the International Labor Organization (ILO) found that the direct and indirect costs of occupational stress are in the range of billions of dollars annually all over the world

The “State of the Global Workplace 2022 Report” by Gallup reports the results of the worldwide survey on the workplace wellbeing and shows that around 44% of the employees experience occupational stress around the world. Looking at some of the important factors that could have contributed to the

occupational stress from the study, the United States and Canada have the highest regional percentage of engaged employees (33%), whereas Europe has the lowest regional percentage of the engaged employees (14%).

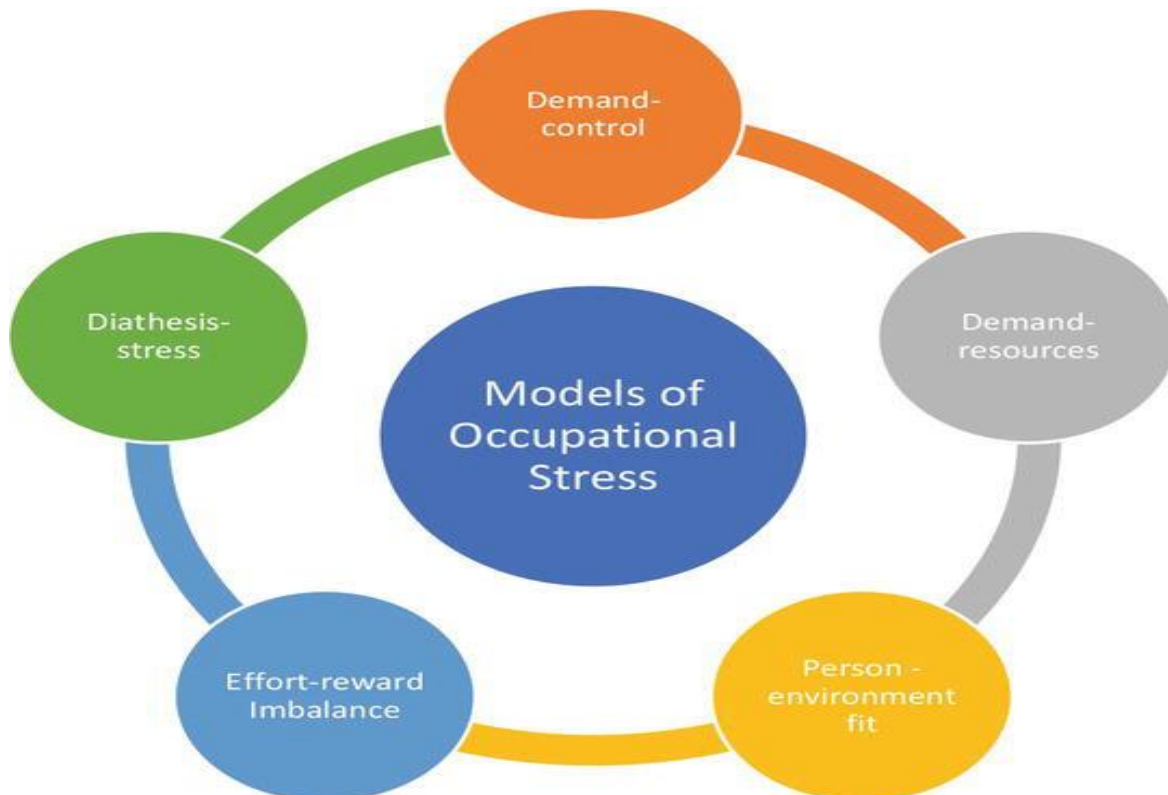
Engaged employees refer To Employees who enthusiastically participate in all the activities of their work and are happy as their basic needs are met and are able to contribute positively to the organization. We could consider the second important factor as the percentage of employees living comfortably on their present household income which was found to be highest (55%) in Australia and New Zealand and lowest (10%) in Sub-Saharan Africa. The third factor is the social factor, which refers to the way by which employees were treated in their organizations—South Asia, which includes India, Sri Lanka, Bangladesh, Nepal, Pakistan and Afghanistan, had the highest regional percentage of respondents (19%) who felt that there were not treated with respect at their workplaces

Theories for the occurrence of occupational stress

There are a few theories in the field of psychology to explain the occurrence of occupational stress. The first and most accepted theory is the demand-control model wherein stress can happen when the workload is high; however, the decision-making authority is low.

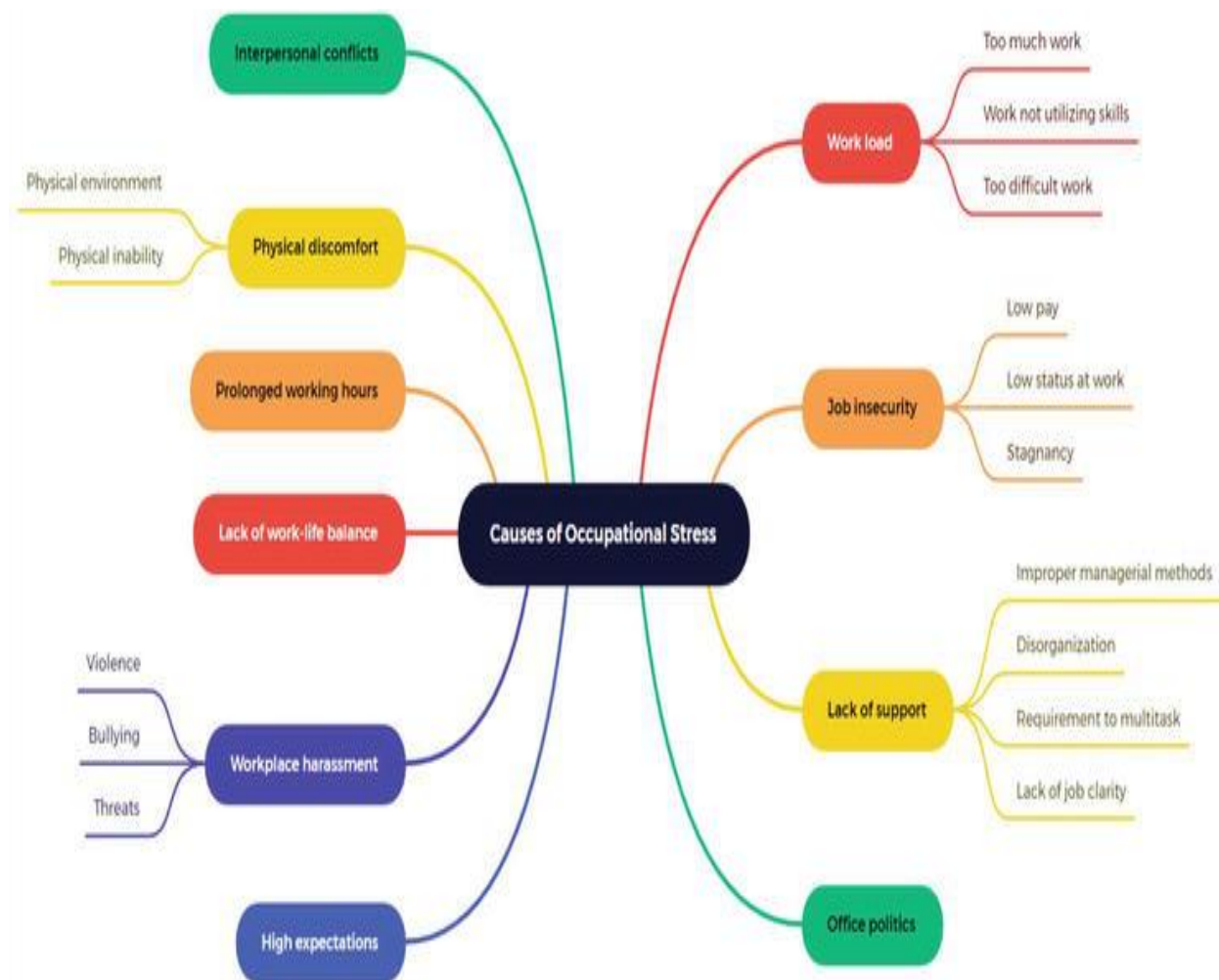
Alternatively, when the workload is high and there is a significant lack of resources or support to perform that job, that can also lead to stress and in that case, the demand-resource model would be applicable. Stress can occur when the skills, abilities and attitude of the employee do not match the requirements of the job, and this is called the person–environment fit model.

Finally, as indicated at the start of this chapter, it is also important to understand that the ability to cope to various stressful conditions differs from individual to individual, and when the stressors go beyond an individual's ability to cope with stress, then, it is referred to as the diathesis–stress model.



Cause of occupational stress

One may argue that the causes of occupational stress may not be solely due to the workplace conditions and that there are possibilities of personal factors stemming from an individual's family or social life that could have an impact on their physical and mental wellbeing. However, scientific evidences do show that several workplace conditions contribute to occupational stress in a significant manner.



Coping strategies

In order to manage stress, it is essential to change ones' own cognitive and behavioral efforts in dealing with the external or internal stimuli that is causing the stress and this is referred to as coping. Coping strategies can be worked out at both organizational level and also at personal levels. When it comes to organizational levels, it is first important for the management to understand the causative factors in the organization and come up with suitable measures. NIOSH recommends the following strategies for organizations to help their employees cope with occupational stress

Managers should keep monitoring the workload of sub-ordinates and see to it that the workers are allocated work that is well within their skills set and capabilities and can also be reasonably completed within the time frame given;

Each job must come with a clear description of its scope of work and roles and responsibilities; Sufficient resources should be available for the employees to complete the tasks; If new tasks are to be performed, especially with advancements in technology require employees to do tasks that may be beyond their current capabilities, then, suitable training should be given to them before they can undertake those specific tasks;

Communication channels must be transparent, and all employees should be given an opportunity to voice out their opinions and decisions;

FIRM OVERVIEW:

Trojan Hunt India, MSME Registered, ISO 9001: 2015 and ISO 27001: 2022 certified company, is amongst the leading Information Security and Cyber Intelligence companies and provides unmatched services and state-of-the-art products to clients throughout the world. We specialize in addressing end-to-end Enterprise Risk.

Our clients range from private organizations and government sectors to Subject Matter Experts (SMEs) and third-sector associations each being offered varying solution/service interests such as business intelligence, corporate fraud investigations, electronic and technical surveillance, vulnerability assessment, private investigation, social media fraud investigations, legal investigation services (including forensics), cybercrime investigation, penetration testing, incident response, removal of defamatory contents and many more.

At Trojan Hunt India we assure you that our team makes our firm exceptional. What truly sets us apart is our commitment to exceeding expectations of our clients irrespective of the size and scale of deliveries. It's about more than our depth of experience or technical excellence. It's about a company-wide dedication to delivering services to every single client.

Website

Industries

Computer and Network Security

Company size

11-50 employees

Headquarters

New Delhi, Delhi

Type

Partnership

Founded

2019

Specialties

Red Team Assessments, Risk Advisory Services, Cyber Crime Investigations, Niche Products, Online Reputation Management, Cyber Threat Management, Vulnerability Assessment & Penetration Testing, Data Diode, and Security Operations Centre

CHAPTER – 2

REVIEW OF LITERATURE

Human resource management (HRM) has evolved substantial change and redefinition over the past century in its theory, research and practices, and mainly in the last two decades, it has gone through a major process of transformation in terms of form and function. The increasing pressure from internal and external environmental factors have significantly pushed HRM to devote from their mostly function of administrative tasks to the role as a source of sustained competitive advantages in support of organization that operate in a worldwide economy (G. Ferris, Hochhalter, Buckley, Harrell-Cook, & Frink, 1999).

Human resource management is defined as a 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 its objectives. Storey (1989) believes.

HRM can be regarded as a _set of interrelated policies with an ideological and philosophical underpinning '. He suggests four aspects that constitute the meaningful version of HRM:

1. A particular constellation of beliefs and assumptions;
2. A strategic thrust informing decisions about people management;
3. The central involvement of line managers; and
4. Reliance upon a set of levers 'to shape the employment relationship

Human Resources Management (HRM) is the process of acquiring, training, compensating employees and of attending to their labor relations, health and safety, and fairness concerns (Dessler, 2017). Human Resources Management provides with the concepts and techniques every manager needs to perform the —people or personnel, aspects of management. These include:

Related to the Human Resources Management 's understanding, there are some characteristics that indicate Human Resources Management, and the characteristics of the HRM concept as they emerged from the writings of the Pioneers (Armstrong, 2006) and later commentators are that it is:

Diversity; which a distinction that made by Story (1989) between the hard and soft versions of Human Resources Management.

The hard version emphasizes that people are important resources through which organizations achieve competitive advantage. The soft version of Human Resources Management traces its roots to the human-relations school. It emphasizes communication, motivation and leadership.

Strategic with an emphasis on integration; is a key police goal of Human Resources Management, which is concerned with the ability of the organization to integrate Human Resources Management issues into its strategic plans, to ensure that the various aspects of Human Resources Management cohere, and to encourage line managers to incorporate a Human Resources Management perspective into their decision-making.

Commitment – oriented the achievement of high commitment, behavioral commitment to achieve agreed goals, and attitudinal commitment reflected in a strong identification with the enterprise '(Guest, 1987).

Based on the belief that people should be treated as assets (human capital); which means human resources are valuable and a source of competitive 16 advantage. Armstrong and Baron (2002) stated that people and their ability and collective skill making a significant contribution to the organization success.

Unitary rather than pluralist, individualistic rather than collective in its approach to employee relations; means it is believed that employees share the same interest as employers. The individualistic emphasize

the importance of maintaining links between the organization and individual employees in order to operating through group.

A management-driven activity – the delivery of HRM is a line management responsibility; Sisson (1990) suggest that the locus of responsibility for personnel management no longer resides with specialist managers.

Focused on business values; HRM policies are adapted to drive business values and are modified in the light of changing business objectives and conditions (Legge, 1995). She also describes this process as ‘thinking pragmatism’ and suggests that evidence indicates more support for the hard versions of HRM than the soft version.

She found that women are more likely to experience psychological stress than men and married women are more prone to stress than unmarried women. Swaminathan, P.S. & Rajkumar, S. (2013) conducted a research study that focused on different age groups, professions, jobs and influence of organization’s working environment on the amount of stress faced by the employees. This study indicates that the efficiency of the employees is increased if they are exposed to positive stress (optimum level of stress).

Satija, S. and Khan, W. (2013) found that job stress and occupational stress can be used interchangeably and must be controlled. Else it will impact employees’ behavior and attitude negatively. This study established a relationship between emotional intelligence and occupational stress.

Shani, A. and Pizam, A. (2009) studied the depression among hotel employees of Central Florida by evaluating the relationship between the work characteristics and occupational stress. Vijoen, J.P. and Rothmann, S. (2009) studied the relationship between occupational stress, ill health and organizational commitment.

Outcomes of the study were that the occupational stress leads to employee's ill health and decreased organizational commitment. They also found the five main reasons namely Work-life Balance, Overload, Control, Job Aspects and Pay were responsible for the low organizational commitment and Job Insecurity played a major role in physical and psychological illness.

Agolla, J.E. (2009) conducted the study among the police of Botswana to know the symptoms and coping strategies of occupational stress. He found that the reasons of stress were getting injured on duty, using arms and forces when required. And coping strategies were meditating, exercising and socializing. Khalid, A. (2012) studied that there is a direct relation between degree of stress and level of work performance in any organization. To improve the efficiency and performance of the employee, they must get good support from the leader.

CHAPTER – 3

OBJECTIVES AND SCOPE OF THE STUDY

Objective of the Study

1. To optimize resources of Trojan Hunt India LLP.
2. To increase efficiency of Trojan Hunt India LLP.
3. To reduce stress among employees of Trojan Hunt India LLP.

4. To promote personal development Trojan Hunt India LLP.
5. To uphold workplace morale of Trojan Hunt India LLP.
6. To generate business strategies of Trojan Hunt India LLP.
7. To identify talent of Trojan Hunt India LLP.

Scope

Job stress has become a common and costly problem in the American workplace, leaving few workers untouched. For example, studies report the following:

One-fourth of employees view their jobs as the number one stressor in their lives. Three-fourths of employees believe the worker has more on-the-job stress than a generation ago. Problems at work are more strongly associated with health complaints than are any other life stressor-more so than even financial problems or family problems

CHAPTER – 4

RESEARCH METHODOLOGY

Research methodology in a way is a written game plan for conducting research. Research methodology has many dimensions. It includes not only the research methods but also considers the logic behind the methods is used in the context of the study and complains why only a particular method of technique is used. Descriptive research procedure is used for describing the recent situations in the organization and analytical research to analyze the results by using research tools.

Data source & Collection Methods:

Primary Data:

Data that has been generated by the researcher himself/herself for understanding and solving the research problem at hand.

Sources

- Surveys
- Observations
- Experiments
- Questionnaire
- Personal Interview

Secondary Data:

Secondary Data are those which have already been collected by someone else and which have already been passed through the statistical process. Secondary data was collected from the reports of the company, books, journals and internet.

It is gathered from annual reports, official records and standing orders of the units here done the analysis on basis of secondary data, which include:

- ✓ Employees Work Experience Report.
- ✓ Profit and loss A/c of the Firm.

Tools used:

I am using the different tools to analyze the Occupational Stress of Trojan Hunt India LLP:

- 1) Stress Indicator Tool
- 2) The Work Stress Questionnaire
- 3) Statistical Analysis

STATISTICAL TOOLS:

MS-EXCEL is used to prepare pie- charts and graphs and MS-WORD is used to prepare or write the whole project report.

TIME FRAME OF THE STUDY:

2 years financial statements of Trojan Hunt India LLP:

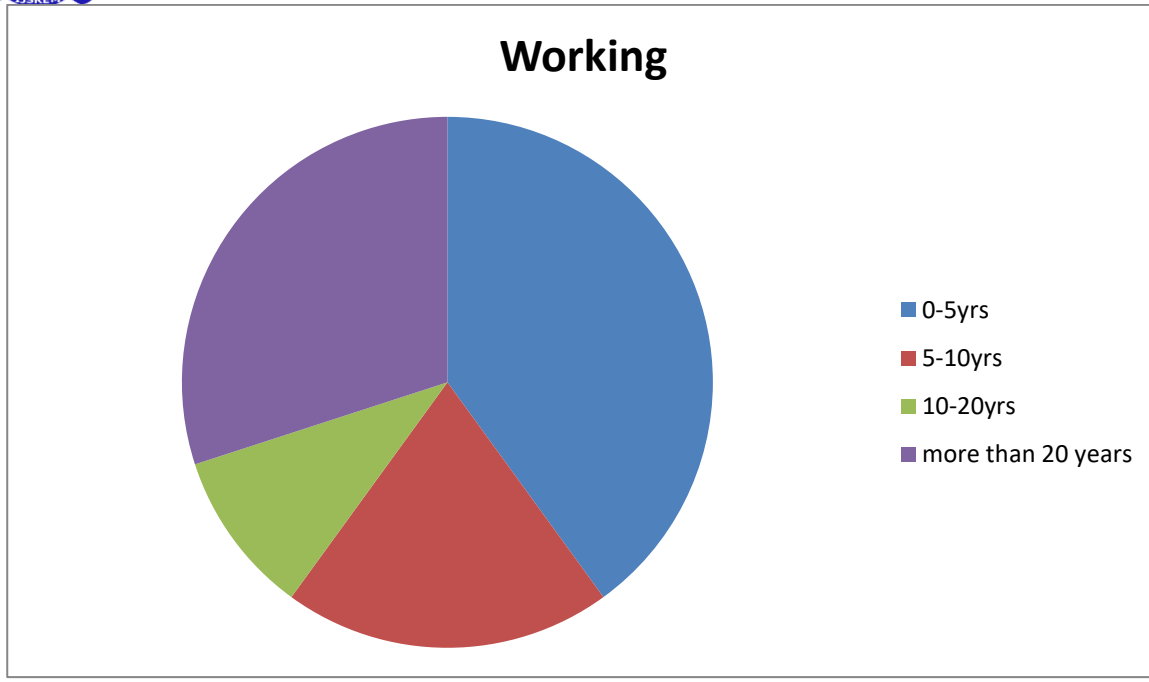
- 2022-2023
- 2023-2024

SAMPLE SIZE:

50 Employees

CHAPTER – 5**DATA ANALYSIS AND INTERPRETATION**

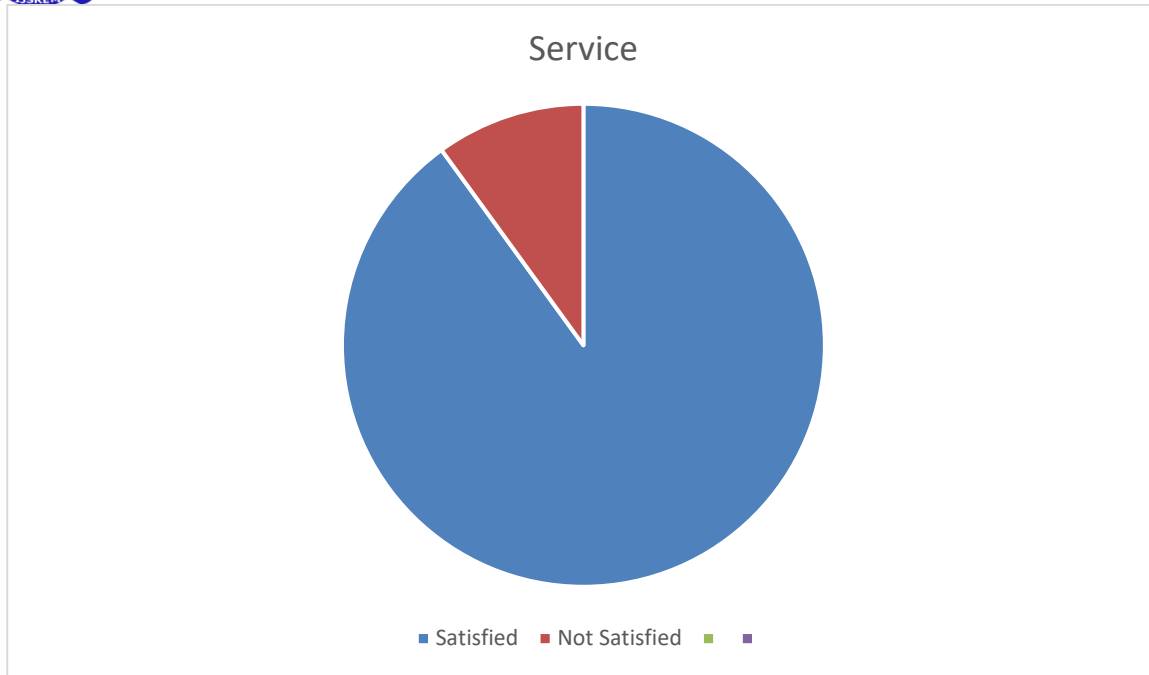
- Since how many years have you been working with this organization?



INTERPRETATION

From the above chart we can interpret that between 0-5 years 40% of an employee have been working, between 5-10years 20% of an employee have been working, between 10- 20years only 10% of an employee working and rest the 30% of an employee have been working from more than 20 years.

- Are you satisfied with the Mediclaim policy given by the organization?

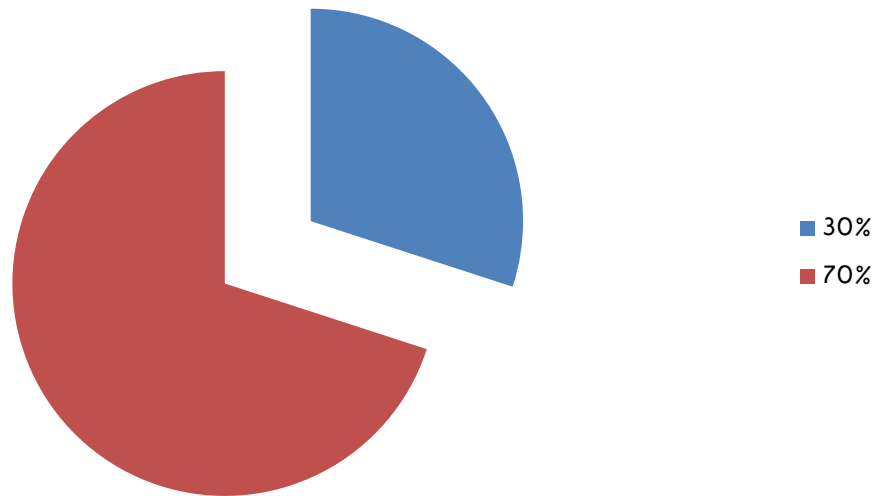


INTERPRETATION

Regarding service provide under the Mediclaim policy 90% of employees are satisfied and 10% of the employees are not satisfied.

- Does HR provide an adequate pool of quality applicants?

Quality Applicants

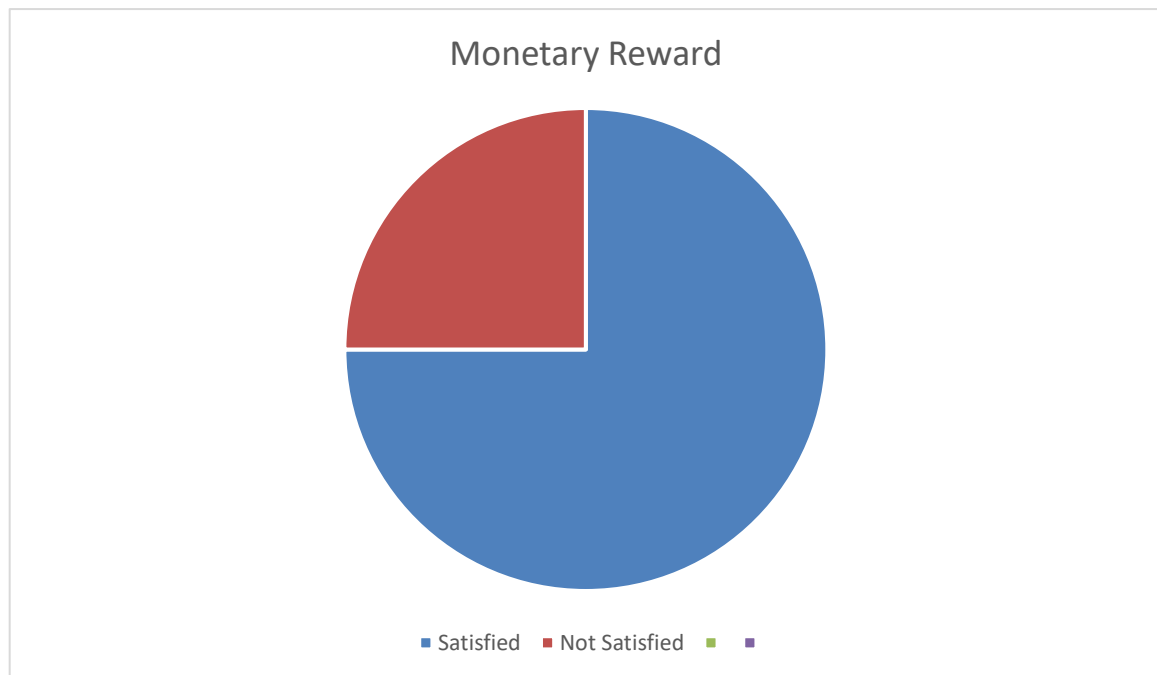


INTERPRETATION

from the above chart we can interpret that 70% of an employee's believe that HR provides an adequate pool of quality applicant.

It represents that the company is entertaining those employees for recruitment who have high skills and help in boosting the productivity of the company.

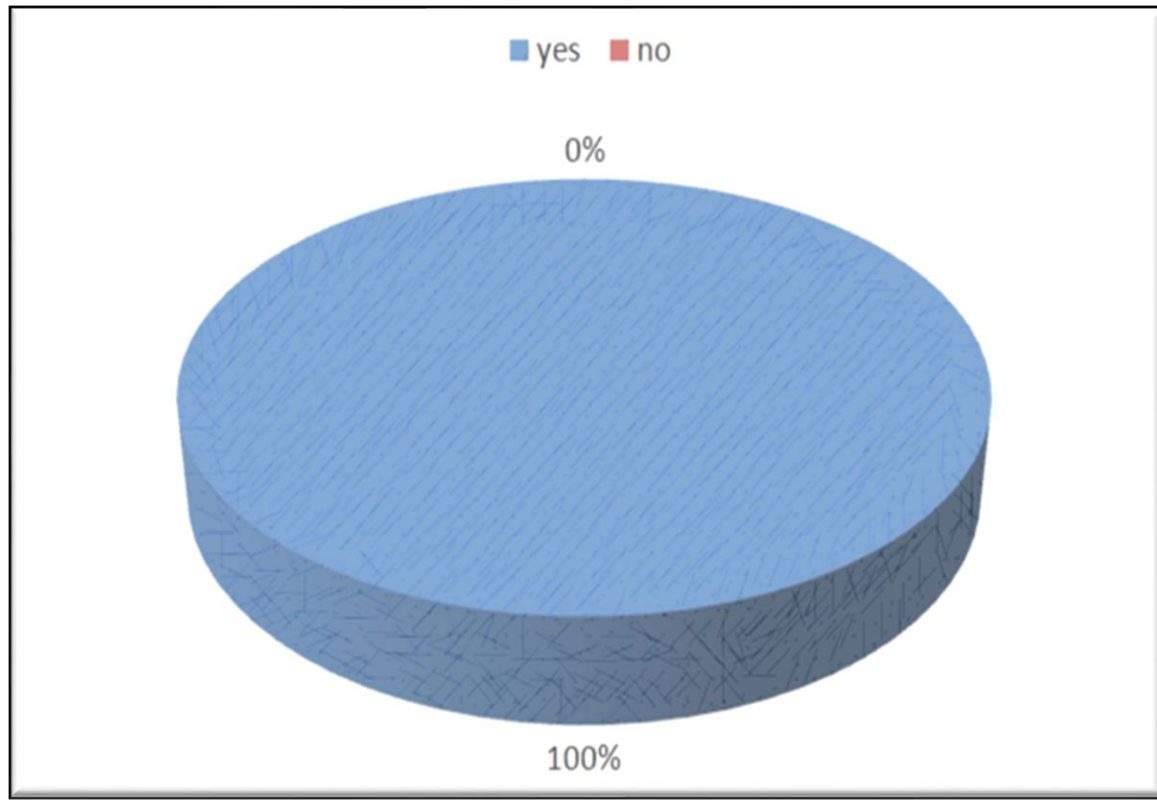
- Are you satisfied with the monetary benefits and rewards given on bringing a candidate on board?



INTERPRETATION

Regarding the monetary benefits and rewards given on bringing a candidate on board 75% of employees are satisfied and 25% are not satisfied.

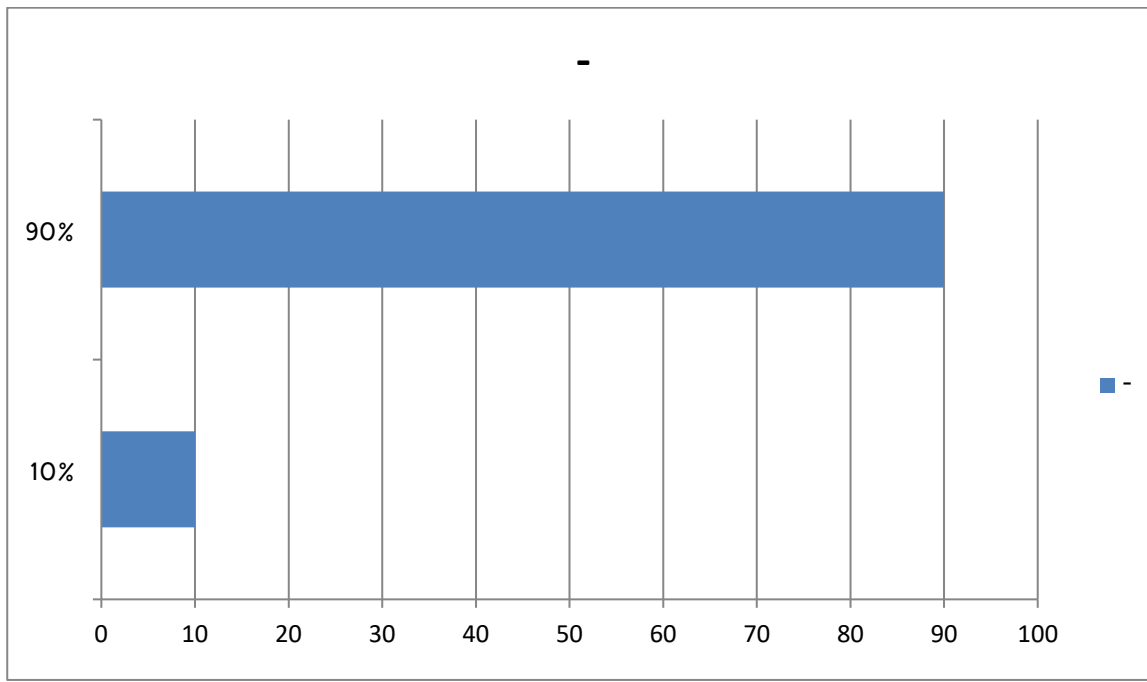
- Does HR train hire employees to marks the best hiring decisions?



INTERPRETATION

From the above chart we can interpret that the entire employees agrees that the HR train hiring employees to mark the best hiring decision.

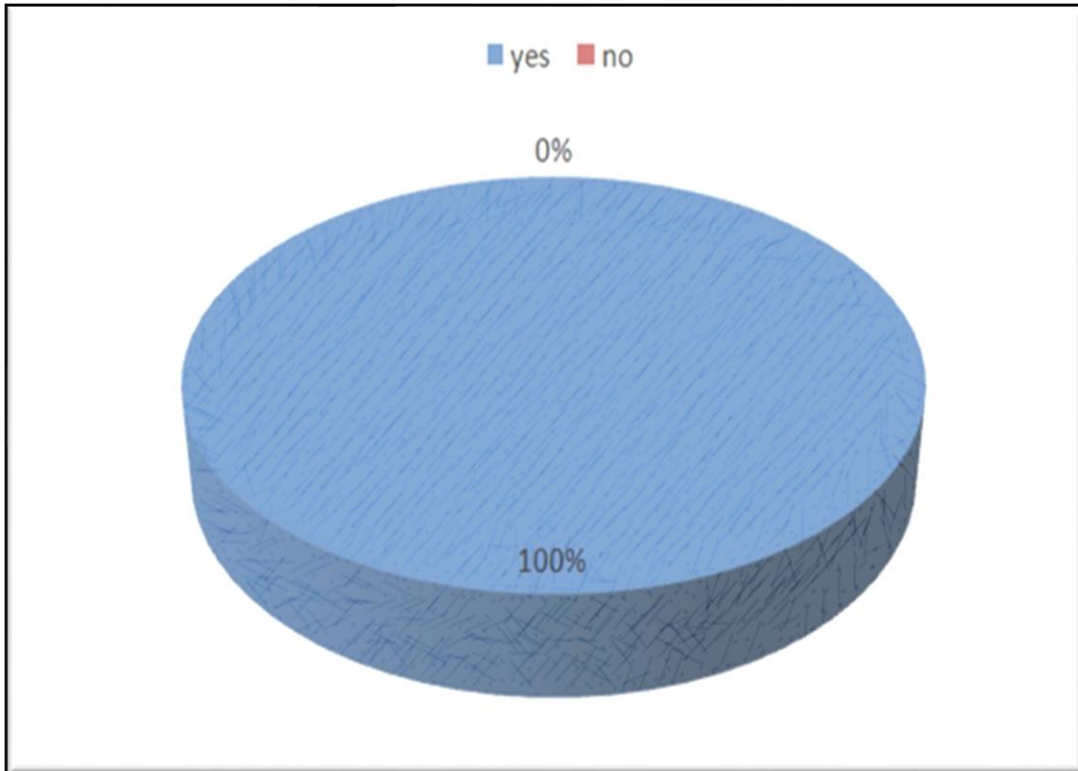
- How would you rate the HR department performance in removing the stress of employees?



• INTERPRETATION

From the above chart we can interpret that 90% of the employees' rate that the HR department is good in removing the stress of employees while 10% not satisfied.

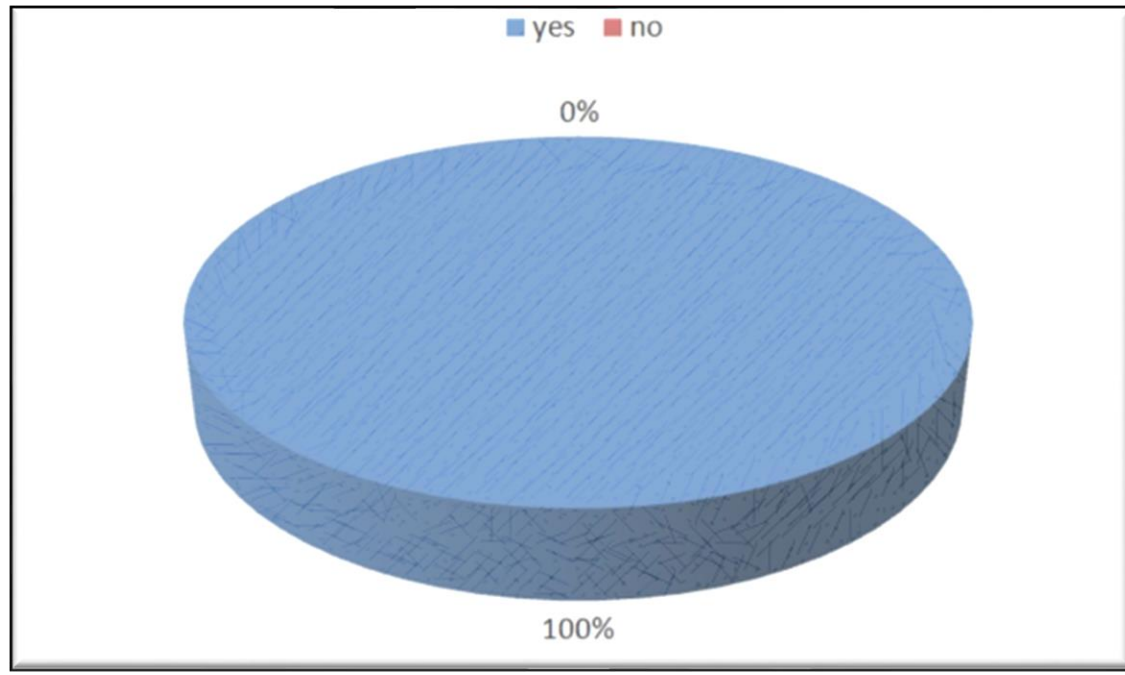
- Does the HR department is efficient in making policy for the benefit of employee?



INTERPRETATION

From the above chart we can interpret that the all employees satisfied in the efficient in the making policy for the benefit of employee.

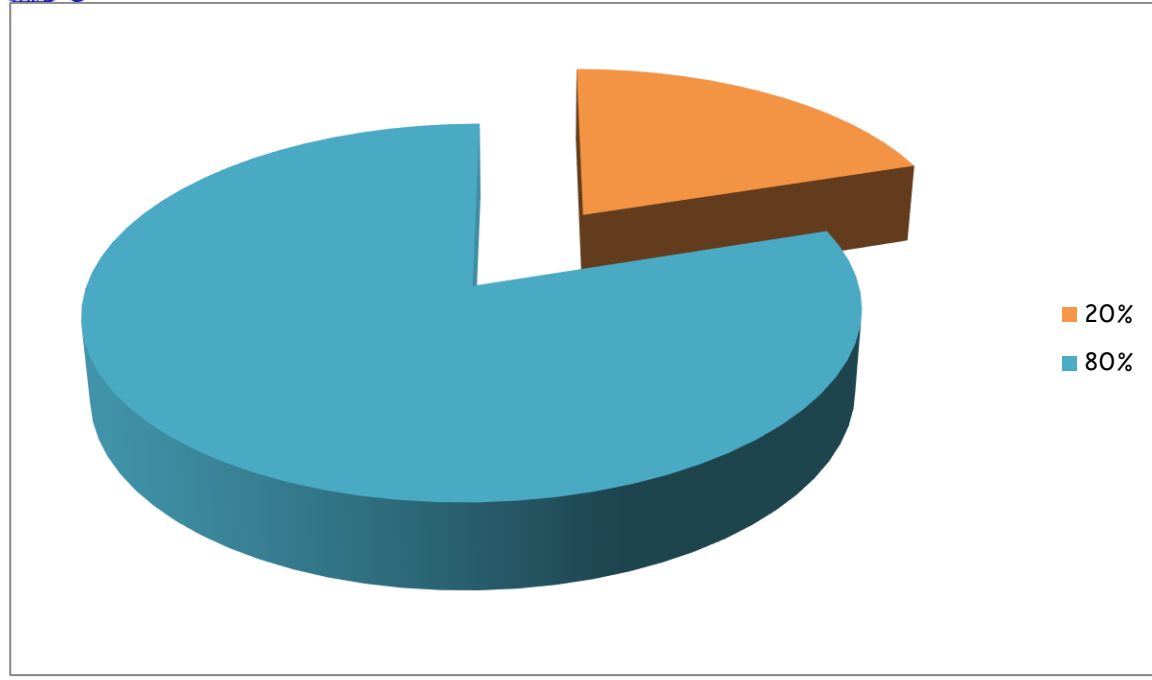
- Do you feel like you are able to speak honestly about issues that affect you in the workplace?



INTERPRETATION

From the above chart we can interpret that all the employees in the company agrees that they are able to speak honestly about issues that affect them in the workplace.

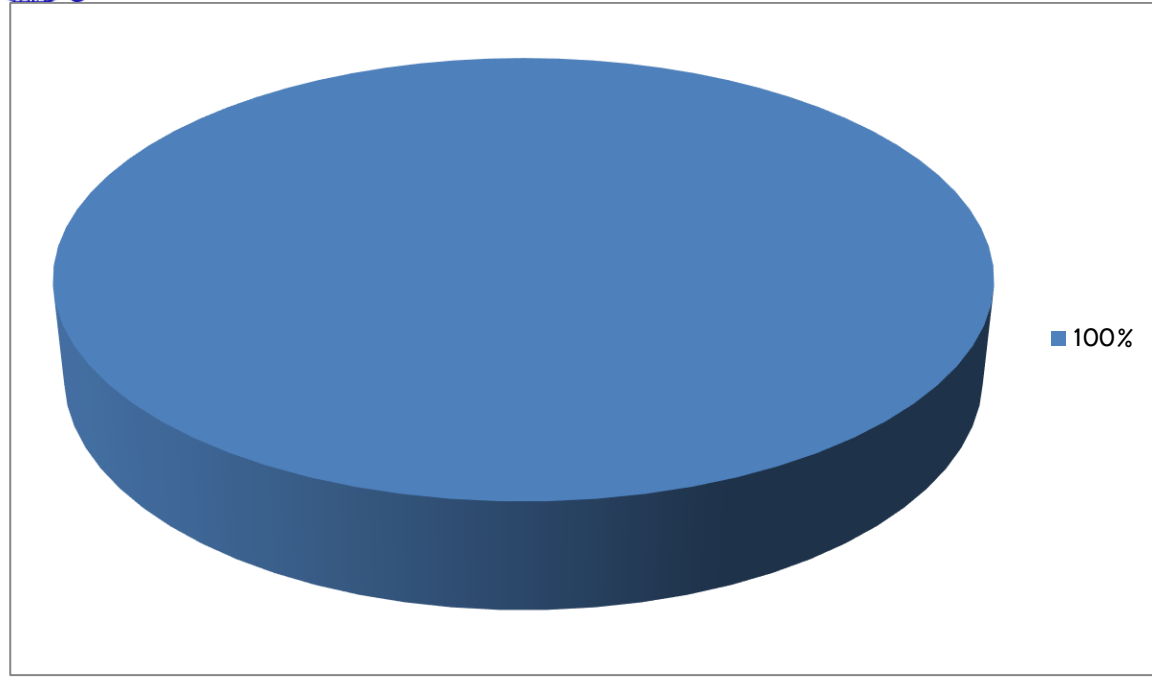
- The number of meetings I am expected to attend gets in the way of my ability to do my work.



INTERPRETATION

From the above chart we can interpret that the 80% are satisfied and 20% are not satisfied.

- **How satisfied are you with the amount of control and involvement you have over the work you do?**



- **INTERPRETATION**

From the above chart we can interpret that all employees are satisfied with the amount of control and involvement you have over the work they do.

CHAPTER – 6

CONCLUSIONS AND SIGGESTIONS

FINDINGS:

1. The employees have been provided various benefits such as, job training, free transport, health insurance, soft skills, cafeteria, child care, international relocation.
2. The majority of people have been working from more than 20 years.
3. Candidates are getting job through their good qualification.
4. The company is preparing policies for the benefit of the employees.
5. The company also provides work from home facilities.

RECOMMENDATIONS

1. The company should provide, more facilities to their employees.
2. Majority of the employees are satisfied with the company's policies.
3. The company also provided the soft skills and job training to their employees, which is mandatory within organization.
4. Experienced as well as those from diverse background may be considered, to avail the innovation and enthusiasm of new candidates.
5. Work Timings should be Proper.
6. The Company should provide more incentives and bonus to their employees.

CHAPTER – 7

CONCLUSION

All kinds of work require some amount of physical and mental effort and hence when done over a long period of time can lead to stress. Mental wellbeing is being spoken about all over the world, and several leaders across the globe are coming up with strategies such as four-day workweek or remote working to reduce the amount of time that an individual spends at work and ensure that he or she is able to attain work–life balance.

However, it is usually not the amount of time spent at workplace that is the stressor, but what happens during the work time, irrespective of whether it is at home (while working remotely) or at office is what matters.

For example, it is almost impossible for an individual to forget a berating that he or she received during the day from his or her boss even after returning home and may even have a disturbed sleep due to that. Studies on burnout indicate that all the biggest sources of occupational stress come from an individual's boss—unreasonable timelines, lack of support, heavy workload, unfair treatment and unclear communication.

Hence, managers have to realize that with the mental wellbeing of their workers comes an increase in productivity and profit; hence, they must lend a listening ear to their issues at the workplace and try to sort things out so that it becomes a win-win situation for both parties.

CHAPTER – 8

LIMITATIONS OF THE STUDY

1. As only single area is surveyed or covered. It does not represent the overall view of each field.
2. The preparation and interpretation of data may not be 100% free from errors and may be affected by the authenticity of employees' behavior to some extent.
3. There may not be substantial and it is limited to the years under study.
4. Increase the budget of the company.
5. Employees can leave the organisation.
6. Outshine the all-old schemes of the company.
7. Identify the Correct Method is quite difficult.

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QUESTIONNAIRE

- 1. Since how many years have you been working with this organization?**
 - A. 0-5 Years
 - B. 5-10 Years
 - C. 10-20 Years
 - D. More than 20 Years

- 2. Are you satisfied with the Mediclaim policy given by the organization?**
 - A. Agree
 - B. Disagree

- 3. Does HR provide an adequate pool of quality applicants?**
 - A. Agree
 - B. Disagree

- 4. Are you satisfied with the monetary benefits and rewards given on bringing a candidate on board?**
 - A. Agree

B. Disagree

5. Does HR train hire employees to marks the best hiring decisions?

A. Agree

B. Disagree

6. How would you rate the HR department performance in removing the stress of employees?

A. Satisfied

B. Not Satisfied

7. Does the HR department is efficient in making policy for the benefit of employee?

A. Yes

B. No

8. Do you feel like you are able to speak honestly about issues that affect you in the workplace?

A. Yes

B. No

9. The number of meetings I am expected to attend gets in the way of my ability to do my work.

A. Satisfied

B. Not Satisfied

10. How satisfied are you with the amount of control and involvement you have over the work you do?

A. Satisfied

B. Not Satisfied

QUESTIONNAIRE REVIEWS

S.No.	Employee Name	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
1	Alok	A	A	A	A	A	A	A	A	B	A
2	Brijesh Yadav	A	A	A	A	A	A	A	A	B	A
3	Aakash	A	A	A	A	B	A	A	A	B	A
4	Ravi Kumar	A	A	A	A	A	A	A	A	B	A
5	Mohan Kumar	A	A	B	A	A	A	A	A	A	A
6	Raj Singh	A	A	A	A	A	A	A	A	A	A
7	Chirag Yadav	A	A	A	A	A	A	A	A	A	A

8	Chetna	A	A	B	B	A	A	A	A	A	A
9	Pushplata Ojha	B	A	B	B	A	A	A	A	A	A
10	Sejal Pal	B	A	A	B	A	A	A	A	A	A
11	Shivam	B	B	A	B	A	A	A	A	A	A
12	Shivangi Nautiyal	B	B	A	B	A	A	A	A	A	A
13	Mamta	C	A	A	A	A	A	A	A	A	A
14	Tamanna	C	A	B	A	A	A	A	A	A	A
15	Jayant	D	A	B	A	A	A	A	A	A	A
16	Dushyant Raghav	D	A	A	A	A	A	A	A	A	A
17	Ankit Kumar	D	A	A	A	A	A	A	A	A	A
18	Anita	D	A	A	A	A	A	A	A	A	A
19	Harsh Bansal	D	A	A	A	A	B	A	A	A	A
20	Yash Aggarwal	D	A	A	A	A	B	A	A	A	A