

“A STUDY ON IMPACT OF STRESS FACTORS ON EMPLOYEE ENGAGEMENT”

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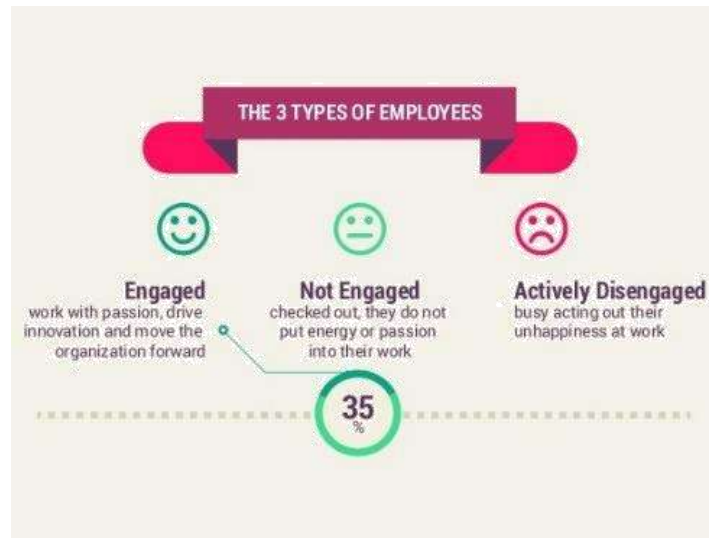
ABSTRACT

The purpose of this research is to find out how stress factors affect employee engagement at PRODEVBASE TECHNOLOGIES Pvt Ltd. Data was gathered from 100 employees ranging in age from 26 to 35. Professional diplomas to master's degrees are available. Employees who have a low degree of job stress are more engaged and committed to their jobs, whereas those who have a high degree of job stress are less engaged to the work in the organization. This study aims to identify more than a few factors that influence employee engagement in a company and to develop high-quality policies and procedures for its continual improvement. Employee engagement refers to an employee's commitment to a company. It's a strategy that needs the company to cultivate and build a relationship with their employees. The learn out focuses on a number of aspects that influence the work environment, the organization's image, incentives and remuneration, training and development, decision-making, policies and procedures, Intrinsic of the Job, Employee performance, Career development, Employee motivation and the Employee-Management interaction.

INTRODUCTION

The topic is about A Study on the Impact of Stress Factors on Employee Engagement with Special Reference to PRODEVBASE TECHNOLOGIES. We investigate a variety of stressors that have an impact on employee engagement and are typically disregarded by employers. This issue is seen as a top priority for businesses as they improve strategies to handle the numerous elements that contribute to employee stress. Environmental stress factors, corporate stress factors, and personal stress factors are the three main contributors of work stress. They are intended to help employees manage work stress, economic uncertainty, and political instability, and technological change. Employee engagement is a metric that measures how happy people are with their jobs, their performance, and their relationship with the firm. Employee engagement is linked to both productivity and profitability. It also raises staff morale and pushes them to work toward the organization's objectives. There are three types of engagement that a worker could be feeling. Engaged, Not Engaged, and Actively Disengaged, for example. Those who are engaged should be seen as enthusiastic about the organization's goals and objectives. Those who are no longer engaged may be seen as not participating in the activities of the organisation and no longer having a passion for its

common goal, and Actively disengaged employees may desire to be perceived as more than merely dissatisfied with their current job.



There are three types of involvement as well: intellectual engagement, emotive engagement, and social engagement. Intellectual engagement is defined as a commitment to improving one's job performance, emotional engagement is defined as a feeling of joy after one's job is completed, and social engagement is defined as participation in discussions with others about how to enhance one's job performance. Employee engagement is now a critical component of any business. Employees must be motivated and engaged in order to perform their duties. Every firm nowadays recognises the need of attracting and motivating employees, and this has grown in importance over time. However, a variety of stressors can have an impact on staff morale. Personality type, position ambiguity, and psychological toughness are only a few of them. High-stress occupations are those that require a lot of effort. It might cause a disconnect between personal and professional life. Individuals' fitness can be harmed by overwork since it leads to discontent and unproductive work. It can also cause an imbalance in both private and public life. Employee morale is affected by a variety of factors. As a result, it's critical that they know how to manage stress while also prioritising the organization's tasks. In other words, the corporation wants to ensure that its workers are fully engaged. This can have a negative impact on the team's productivity and morale.

NEED OF THE STUDY:

- Comfortable communication between the employer and the employee is required for employee engagement. Only then can the employee be motivated to commit to the job.
- Employees want to know the specific procedures that are taken to achieve the company's objectives.

- The employee desires a thorough understanding of the organization's public and non-public goals.
- In order to interact with the task, the employee will require a line of sight. A focal point will be used to recognise organisational goals and direct the line of sight in the direction of accomplishing those goals through specific actions.
- The company wishes to investigate the impact of stress on employee performance .
- Workplace stress can be decreased in a variety of ways. Predominant prevention, stress reduction through work and environmental design, and organisational and management development are among them. Secondary prevention, which entails minimising stress through employee education and training, and tertiary prevention, which entails establishing more sensitive and responsive management structures as well as improved occupational health services.
- Employees feel relieved and engaged when they receive regular feedback on their overall performance and wonderful professional development discussions.
- Employees must show commitment and sincerity to the organization's work.
- When required, corporations need hard and clever effort from employees.
- Employee commitment to the job leads to effective communication and attractive compensation packages.

CONCEPTUAL FRAMEWORK:

| DEPENDENT VARIABLES | INDEPENDENT VARIABLES |
|-----------------------|--------------------------|
| Employee Performance | Intrinsic of the Job |
| Employee Motivation | Role in the Organization |
| Employee Commitment | Relationship at Work |
| Employee Satisfaction | Career Development |
| Employee Competence | Organization Structure |

RESEARCH GAP

The research is to identify the impact of stress factors on employee engagement. Researchers found that role conflict and role ambiguity are source of job stress. When the employee values and employee feelings are not taken in to consideration then the employee get in to stress and that shows in the decrease of employee performance in the organization.

Employee engagement is very important in the organization which will keep on developing

the organization. Many researchers had explained about Stress factors, Job stress, Factors effecting employees in the organization and also about Employee Engagement, Employee Performance, Employee Productivity in the organization. But In this project the research is about effect of stress factors on employee engagement. i.e., A Study on impact of stress factors on Employee Engagement.

RESEARCH QUESTIONS

1. To what extent does the employee effectiveness is being affected by the stress in **PRODEVBASE TECHNOLOGIES Pvt Ltd.?**
2. What are the variables that challenge the employees to take part in their role performance?
3. What are the measures to be taken to overcome stress levels in **PRODEVBASE TECHNOLOGIES Pvt Ltd.?**

SCOPE OF THE STUDY:

The current study lays its significant reviews on features that make contributions to workstress and managing stress in PRODEVBASE TECHNOLOGIES Pvt Ltd. This inquiry will investigate any working circumstances which are the primary pressures of this organisation. The research work which is carried out over stress at the place of work is not only vital but is interesting too. This case study will assist researched point out numerous variables creating stress, its indications, and techniques to control the stress levels. It is no longer hard to discern the hassle causing stress and how to clear it up. Every organisation finds solutions and tries to get rid of them with more choices. If your business place is sufficiently bendy, it can help you cope with every type of stress. Every character has to get away from the stress problems and find solutions, because they are physically and psychologically harmful to employees. Moreover, this stress can have a serious effect on the company's work culture, quality, production and results. This look at the results, interviews and surveys of stress-related issues in PRODEVBASE TECHNOLOGIES Pvt Ltd will be of great help to future researchers and retail chains.

OBJECTIVES OF THE STUDY

To identify factors which affect employee performance in PRODEVBASE TECHNOLOGIES both positively and negatively

To assess the impact of workstress on Employee Engagement at PRODEVBASE TECHNOLOGIES

To measure the employees stress level in PRODEVBASE TECHNOLOGIES

HYPOTHESIS

Ho: There is no significant impact of work stress on employee engagement in PRODEVBASE TECHNOLOGIES Pvt Ltd.

H1: There is a significant impact of work stress on employee engagement in PRODEVBASE TECHNOLOGIES Pvt Ltd.

RESEARCH METHODOLOGY

The main objective of this research is to provide readers with a knowledge of how the research was conducted. It begins with a description of the research methodologies used. The next step is data collection and analysis. Finally, the research findings' legitimacy is established. "Research is the procedure that assists the analyst in depicting concerns driving the selection of data gathering and research methods," according to Saunders et al (2009).

SAMPLE:

- **Area:** PRODEVBASE TECHNOLOGIES
- **Size:** Sample size used for the study is 100 employees
- **Techniques:** Simple random sampling technique

DATA COLLECTION:

There are two types of data i.e., primary data and secondary data.

- **Primary data:** The primary data was gathered via a sample survey and a structured questionnaire (quantitative) in the form of a google form, as well as information gained via (qualitative) interviews with employees.
- **Secondary data:** The data is gathered using information available to the company in the form of websites, past records, newspaper articles, journals, and other sources such as research gate, ijert.org, and others.

PERIOD OF THE STUDY: 45 days

STATISTICAL TOOLS:

1. Percentage analysis method
2. Weighted average method
3. Simple regression

FROM TABLE 1.1

EMPLOYEE BASIS OF GENDER

| GENDER OF RESPONDENTS | NO OF RESPONDENTS | PERCENTAGE |
|-----------------------|-------------------|-------------|
| Male | 57 | 57% |
| Female | 43 | 43% |
| Total | 100 | 100% |

Source: Primary data

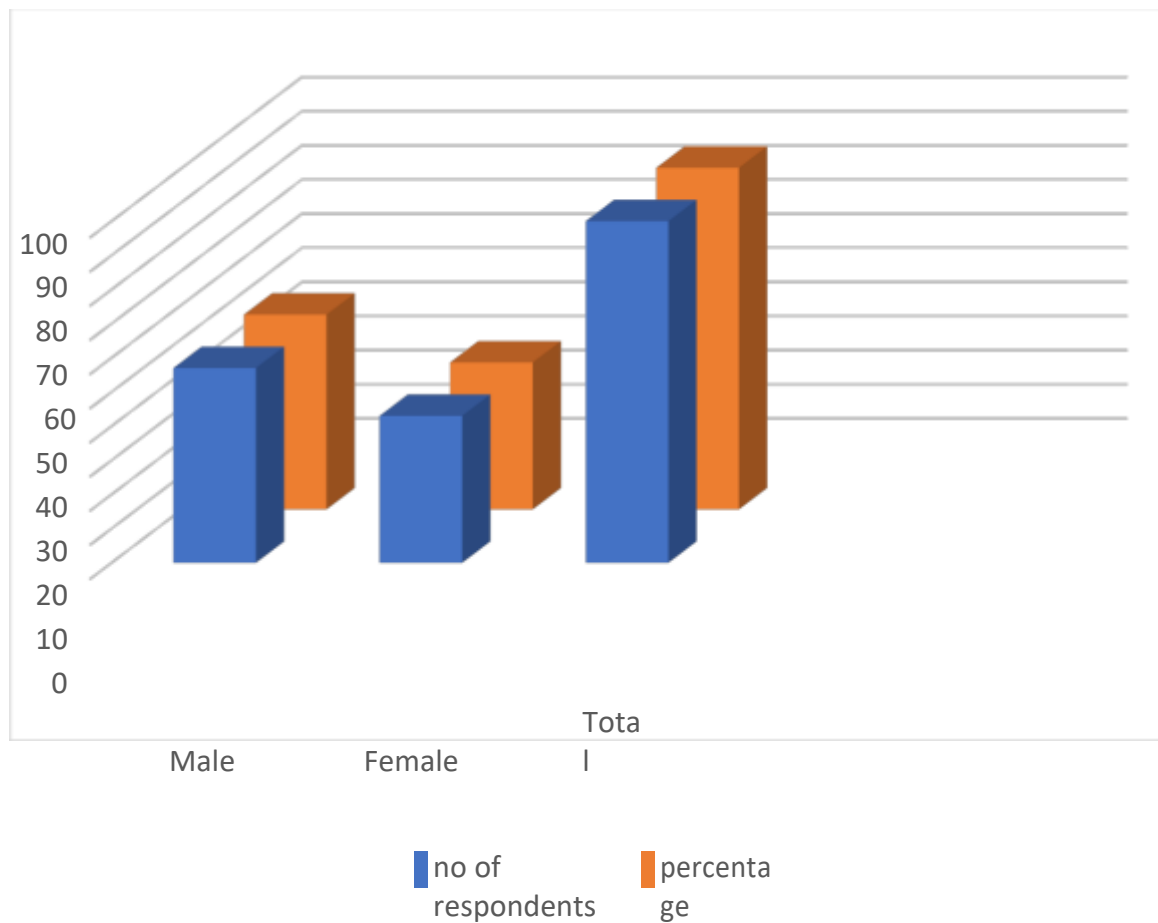


Figure 1.1

INTERPRETATION:

Table 1.1 shows that 57% of respondents were male, and 43% were female, among 100% responses. From this we can observe that, Male employees are higher than Female employees.

FROM TABLE 2.6

BELIEVING MANAGEMENT

| OPTIONS | NO OF RESPONDENTS | PERCENTAGE |
|----------------|-------------------|------------|
| Strongly agree | 10 | 10% |

| | | |
|-------------------|------------|-------------|
| Agree | 40 | 40% |
| Neutral | 32 | 32% |
| Disagree | 18 | 18% |
| Strongly disagree | 00 | 00% |
| Total | 100 | 100% |

Source: Primary data

WEIGHTED AVERAGE METHOD = 3.52 (Agree)

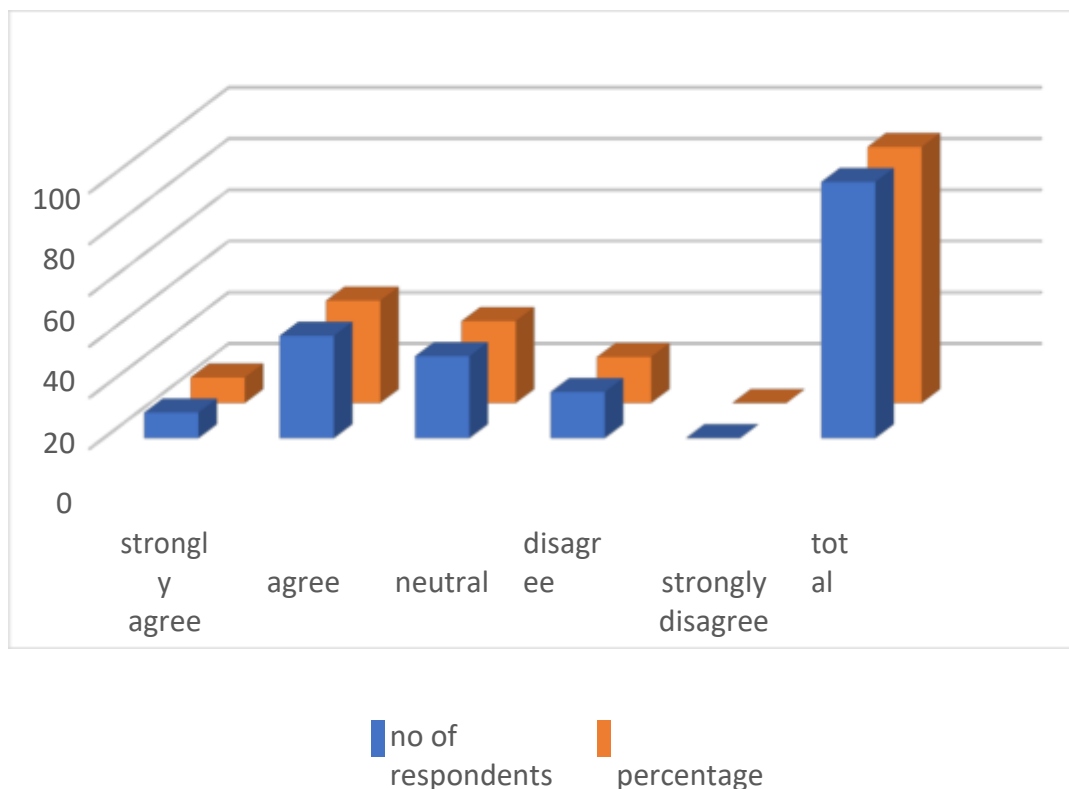


Figure 2.6

INTERPRETATION:

From table 2.6, it is observed, 10 percent of the respondents out of 100 percent are strongly agreed, 40% of the respondents agree, and 32% of respondents are fairly agreed to the above statement. i.e., I think management is concerned on me. Remaining 18% of the respondents are disagreed with the statement. And by using weighted average method it is rated as 3.52 (agree)

HYPOTHESIS TESTING:

Ho: There is no significant relationship between work stress and employee engagement in PRODEVBASE TECHNOLOGIES Pvt Ltd.

H1: There is a significant relationship between work stress and employee engagement in PRODEVBASE TECHNOLOGIES Pvt Ltd.

a. Constant: Work Stress

b. Independent variable: Employee Engagement

ANOVA

Table 3.1 b

| | df | SS | MS | F | Significance F |
|------------|-----------|-------------|-----------|----------|---------------------------|
| Regression | 1 | 3025.874544 | 3025.87 | 322.755 | 0.00037613 |
| Residual | 3 | 28.12545591 | 9.37515 | | |
| Total | 4 | 3054 | | | |

Significant level: 0.05

a. Constant: Work Stress

b. Independent variable: Employee Engagement

Table 3.1 c Coefficient

| | Coefficients | Standard Error | t Stat | P-value |
|--------------|---------------------|-----------------------|---------------|----------------|
| Intercept | -1.79998927 | 1.829611534 | -0.9838 | 0.39775 |
| X Variable 1 | 0.900826003 | 0.050142342 | 17.9654 | 0.00038 |

a. Constant: Work Stress

b. Independent variable: Employee Engagement

INTERPRETATION:

From the above coefficient table 21 c, the P value is lesser than the significant level 0.05 ($0.00038 < 0.05$). Since P value is lesser than significant level, the null hypothesis is rejected. Thus we can conclude that there is a positive significant effect between work stress and employee engagement in PRODEVBASE TECHNOLOGIES Pvt Ltd. It shows that there is significant positive relationship between the Work stress and employee performance.

CONCLUSION

The purpose of the study was to determine how stress factors affect employee engagement. Employee stress levels are within the permissible range for optimal performance at PRODEVBASE TECHNOLOGIES, and stress levels can be regulated. Employee stress symptoms include difficulties making decisions, being enraged when interrupted at work, repeating mistakes or methods, having trouble concentrating or remembering things, and suffering from regular headaches and migraines, among others. Heavy workloads, overtime work, a low salary package, a lack of training, and other stress-related behaviours are widespread. It's also a soothing atmosphere. The majority of employees are able to work without being interrupted and still have time to meet their personal obligations.

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