



ACHARYA INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 17/05/2018

CERTIFICATE

This is to certify that **Ms. B Adbutha Shunemi** bearing **USN 11A16MBA08** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on "A Study on Stress Management" at **Penna Cement Industries Pvt Ltd., Anantapur AP** is prepared by her under the guidance of **Prof. Mahak Balani**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

Signature of HOD
Head of the Department
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Signature of Principal
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ACHARYA



Penna Cement Industries Limited.

29th March 2018

PES-3/PROJ/P-01/2018

CERTIFICATE OF INTERNSHIP

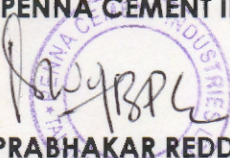
This is to certify that **Ms. Adbutha Shunemi** (USN 11A16MBA08) has successfully completed her internship with M/s. Penna Cement Industries Limited on the project of "**STRESS MANAGEMENT**" from 15th January, 2018 to 24th March, 2018.

During the internship **Ms. Adbutha Shunemi** was found to be punctual, positive and performance oriented.

We wish her success in her career.

Thanking you,

for **PENNA CEMENT INDUSTRIES LIMITED,**


(B PRABHAKAR REDDY)
Senior Manager - HR & Admn..)

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I deem it a privilege to thank our Principal, Dr. Sharanabasava Pilli, Dr. Mahesh, Dean Academics and our HOD Dr Nijaguna for having given me the opportunity to do the project, which has been a very valuable learning experience.

I am truly grateful to my external guide Mr. Prabhakar Reddy, Senior Manager, Penna Cement Industry Pvt Ltd, Ananthapur and my internal research Guide Prof. Mahak Balani, Faculty of M.B.A Department, Acharya Institute of Technology for their research guidance, encouragement, and opportunities provided.

I wish to thank all the respondents from the firms who spent their valuable time in discussing with me and giving valuable data by filling up the questionnaire.

My sincere and heartfelt thanks to all my teachers at the Department of MBA, Acharya Institute of Technology for their valuable support and guidance.

Last, but not least, I want to express my deep appreciation to my parents for their unstinted support.

DECLARATION

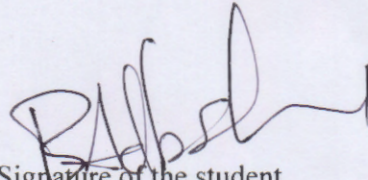
I, B. Adbutha Shunemi, hereby declare that the Internship report entitled study on "Stress Management" with reference to "Penna Cement Industries" prepared by me under the guidance of Prof Mahak Balani, faculty of MBA Department, Acharya and external assistance by Mr Prabhakar Reddy, Senior Manager at Penna Cement Industry.

I also declare that this Internship work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of Ten weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: Bangalore

Date: 28/05/ 2018



Signature of the student

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EXECUTIVE SUMMARY

This report deals the phenomenon of work related stress. It takes a gander at more critical hazard factors and whether they are identified with requests at work or to hierarchical angles. It likewise inspects the potential results of stress at individual, hierarchical and societal level. Work related stress has been recognised as a noteworthy reason for nonappearance from work and is related with sick wellbeing results and low execution in the organisation. Work related stress has been a developing concern both for workers and managers. It constitutes a noteworthy cost to organisations, specialists and society due to the related nonattendance from work and, now and again and conditions, expanded grimness.

Work related stress is hard to gauge and assess as it is challenging to operationalise the idea. Much relies upon definitions and procedures chose. Trends on the incidence of work related stress have a tendency to change between nations. Information gave in this report contains work related stress among representatives.

Particular occupations appear to probably experience the ill effects of work related stress. Female specialists will probably report higher frequencies of stress than men. Age, then again, does not appear to have an unmistakable association with stress as concentrates from various nations introduce negating discoveries.

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Just as of late has stress been viewed as a contributory factor to the efficiency and wellbeing expenses of organisations and nations. As investigations of stress-related ailments and passings appear, stress forces a high cost on singular wellbeing and prosperity and in addition hierarchical profitability. There are books now, which audit the sources and results of employment related stress, the techniques used to evaluate levels and outcomes of word related stress and systems to defy stress and its related issues.

In customary everyday presence people are subjected to a broad assortment of pressure. Basically there are in like manner a broad assortment of resources and strategies for adjusting to pressure. A portion of the time people adjust well and won't feel that the pressure is having any disagreeable effect upon them. At various conditions they will encounter issues in dealing with the situation and that is the time when we may use the articulation "stress".

When stress is not under control both individual and organisation may suffer and it also said that job stress occurs from the work, condition of work, low morale among workers, work overload, unreasonable job demand, sex/race/age discrimination, low pay even when the employee is skilled, poor working conditions, long hours of work without break and work involving risk and danger.

As a general rule, any circumstance that puts pressure is actually "stressful". Stress isn't really obnoxious or destructive. At the point when individuals can adapt palatably to the stress and observe it to be sure in its impact, they tend to utilise different words, for example, "Incitement" or "test".

1.2 INDUSTRY PROFILE

Cement industry in India

Introduction

India is second vast maker of cement on planet. No big surprise, India's cement industry an vital segment of its economy, giving work in excess of a million people, specifically or indirectly. As far back as it was deregulated in 1982, the Indian cement industry has pulled in enormous attracted, both from Indian & also abroad investors. India has a ton of potential for advancement in the infrastructure & construction area & the cement part is relied upon to a great extent advantage from it. A portion of the current significant c, for example, advancement of 98 smart cities are relied upon to give a noteworthy lift to the sector. Expecting such improvements in the nation & supported by reasonable government remote strategies, a few outside players, for example, Lafarge-Holcim, Heidelberg Cement, & Vicat have put resources into the nation in the current past. A huge factor which helps the development of this segment is the prepared accessibility of the crude materials for making cement, for example, limestone & coal.

Road Ahead

The eastern states of India are most likely going more present & virgin markets cement associations & could add their principle worry in future. In the accompanying 10 years, India will transform into rule exporter of clinker & diminish cement to Middle East, Africa, & other making nations of the world. Cement plants close the ports, illustration the plants in Gujarat & Vizag, will have an extra great position for exchanges & will deliberately be especially prepared to stand up to strong competition from cement plants in within country. Since growing solicitation in various sections, illustration, lodging, business advancement & mechanical improvement, cement industry is required to accomplish 550-600 Million Tons Per Annum (MTPA) by year 2025. Significant number remote players are moreover foreseen that would enter the cement zone, owing to the net incomes & tenacious demand. In future, family unit cement associations could go over all postings either through the FCCB course or GDR course. With help from the assembly in regards to friendlier laws, cut down expense evaluation, & extended establishment spending, the territory will create & take India's economy forward close by it. Swapping scale Used: INR 1 = US\$ 0.015 as of January 04, 2018.

1.3. COMPANY PROFILE

Penna Cement Industries Limited (PCIL) was established in year 1991 by Mr. P. Prathap Reddy. Penna Cement Industries limited is an ISO 9001:2015 Company. Penna Cement is one of the biggest secretly held cement organisations in India, with an introduced cement limit of 7 Million Tons Per Annum. The organisation has built up itself as a standout amongst the most trusted cement brands, with noteworthy impressions in southern & western India. To begin with plant was appointed in 1994 at Talericheruvu town in Tadipatri Mandal of Anantapur locale of Andhra Pradesh with beginning limit of 0.2 MTPA in 1994 was expanded over years, bringing about introduced limit of 1.8 MTPA. The plant's tasks were balanced out in a brief timeframe & the organisation has been influencing benefits to ideal from the main year of its activities, which overhauled its status as a noteworthy plant.

In the course of the most recent two decades, the organisation introduced 4 cement plants & one hostage control plant & expanded the ability to in excess of seven million tons. the organisation have developed naturally by creating in-house aptitude & capacities, over the whole esteem chain in cement business. All the cement plants are furnished with cutting edge innovation, empowering the organisation to convey the unrivalled quality items. Penna is very much situated for proceeded with development & market predominance in light of its dynamic administration. The administration has found a way to recharge & revive the centre business of cement producing for tomorrow, influencing the organisation to accomplish more noteworthy statures.

1.3.1. PROMOTERS:

Chairman & Managing Director:

Mr. P. Prathap Reddy built up PCIL in 1991 & has been its Managing Director since its commencement. Straightforwardly in the wake of proceeding onward from school, Mr Reddy took up structural planning contracts under the name of "PIONEER BUILDERS".Pioneer Builders executed various famous basic outlining contracts for various state governments, for instance, A.P, Karnataka, Maharashtra, Kerala & Tamilnadu.

Under the organisation of Mr. P. Prathap Reddy, Penna Cement has showed unsurprising advancement & has set up itself as one of the biggest secretly held cement organisations in India.

Executive Management:

MR. B VIKRAM REDDY - EXECUTIVE DIRECTOR & CEO

Mr. B. Vikram Reddy possesses a MBA degree from The University of Chicago, Booth School of Business what's more a Master's degree in Information Technology from Carnegie Mellon University, USA. He has likewise done his B.Com from Loyola College, Chennai.

Mr. B. Vikram Reddy began his masters calling as a Senior master with Deloitte (USA) where he worked for more than 3 years. In 2008, he came back to India to join the selective associations. At to begin with, he joined the Power Division of Penna & concentrated on utilisation of Hydro Power Projects. In 2012, he was named as an Executive Director on the principle get-together of Penna Cement Industries Limited. In March 2014, he was re-alloted as Executive Director & CEO of the affiliation. Mr. B. Vikram Reddy directs to all through the normal activities of the affiliation.

MR. D L KANTHAM - DIRECTOR(TECHNICAL)

Mr. D L Kantham Bachelor of Science & an experience of over 40 years in cement business. He's been associated with Penna Cement since its commencement. Mr. Kantham has been charge of rise & business production of each of the Penna Cement plants. He is responsible for assembling of all the Cement Plants of the Company. In the year 2012, he was allotted as Director (Technical) on the primary social affair of Penna Cement Industries limited.

1.3.2. VISION, MISSION & QUALITY POLICY:

Vision:

To create sustainable value & growth for all stakeholders.

Mission:

To create energised, competitive, innovative & a winning environment for all stakeholders

Values:

Focus on Customer, Act with Integrity, Nurture Employees, Pursue Excellence, Care for Safety, Care for Community.

Quality policy:

- Penna Cement Industry Ltd is a main maker of concrete's creation in India with a long history & respected reputation.
- In the cement production market, Penna is synonymous with steady excellent, items assorted variety, reliability, specialised greatness & client driven arrangements, taking portage a rich 'Cement Tradition' in the nation.
- Penna gives quality, supportability & solidness to structures of different measurements in framework that require a durable establishment & for lodging with comfort & security.
- The four cement factories are strategically located, to cater to customers all across Southern India.
- To understand the longterm objectives of fast development, the organisation embraces the most recent control & front line innovations & endeavour to accomplish unequivocally upper hands in each circle of the exercises.
- In the age exceptional industrial boom, the organisation symbolise India's constant drive for independence in the centre businesses of the economy.
- In the wake rising interest for the development of lodging & foundation segments in the nation, the organisation have extended the operations throughout the years with a view to accomplishing a long haul vital esteem.

1.3.3. PRODUCT PROFILE:

Product portfolio comprises of Ordinary Portland Cement(OPC), Portland Pozzolana Cement(PPC) & Portland Blast Furnace Slag Cement(PBFS).

Penna Power – PPC Cement

PPC is an uncommon blended cement as per BIS detail, IS: 1489, & is conveyed by between squashing Ordinary Portland Cement clinker with top notch arranged fly powder nearby gypsum. In view of its intrinsic traits, PPC helps in making erosion safe solid that is much better than concrete made with OPC. The usage of blended cement in concrete reduces break development, improves workability, stifles sulfate attacks & diminishes the warmth of hydration. Likewise, its 28 days quality ends up being limitlessly enhanced than OPC 53 Grade.

Penna Suraksha – PSC Cement

PSC is a slag-based mixed cement according to BIS particular, IS: 455, & is made by mixing Ordinary Portland Cement clinker & granulated slag & gypsum in appropriate proportions. Usage of these components adds to making the quality unrivalled as well as energises economical improvement. PSC is utilised broadly in super constructions inferable from the strength & strength it permits the structures.

1.3.3. Areas of operation:

- The technical cell in Penna is in charge of building & keeping up contact with the end client in the area. It includes advancing & scattering of technical data to merchants, engineers, clients, & so on., guaranteeing accessibility of technical administrations by taking care of & preparing of clients, overseeing quality grievances, giving powerful pre & post deal benefit & planning with the quality division & plants.
- The organisation enables the clients to make sturdy cement & intend to encourage great development hones.
- The organisation customer base reaches from little house proprietors to built up land engineers & from different state governments to worldwide development majors.

- The technical advisory services offered are: FIFO—> The services are on a first start things out served premise just & subject to accessibility.
- The other services offered are:
 1. Test on concrete & fine total.
 2. Tests on concrete for workability.
 3. Test on solidified cement for compressive block quality.
 4. Non-damaging test on concrete – bounce back sledge test.
 5. On location tests are additionally directed.
 6. Training to site engineers, temporary workers, bricklayers & clients on cement & concrete.
 7. Workshops for architects & engineer.

1.3.4. INFRASTRUCTURE FACILITIES:

The organisation Implements The Factories Act, 1948 (Act No. 63 of 1948), as amended by the Factories (Amendment) Act, 1987 (Act 20 of 1987)

- The assessing staff
- Health care
- Safety/Wellbeing measures
- Provisions relating to Hazardous processes.
- Welfare
- Working hours
- Yearly leave with compensation
- Special provisions
- Penalties & procedure
- Supplements

1.4. COMPITITORS INFORMATION:

Ultratech Cement Limited APCW, Tadipatri:

UltraTech Cement has been recognised at National Energy Conservation Award 2017, with two units winning awards at the event.

India's one of the best cement production

The company is situated in Tadipatri (AP)

Annual Production: 2.3 million tonnes of cement

Owner: Andhra Pradesh Cement Works (APCW)

Shareholders: Ultra Tech Cement limited (Aditya Bir1a Group)

Bharathi Cement:

Bharathi Cement Corporation Private Limited (BCCPL) is a maker of Superior Quality Cement has set new benchmarks in the cement business. It is a joint venture of Vicat Group, France (pioneers in cement) in India having 51% larger part stake.

Bharathi Cement has a 2 production lines with utilising cutting edge innovation having an aggregate limit of 5 MTPA & is situated at Nallalingayapalli, in Kadapa region of Andhra Pradesh. The cement is promoted as "Bharathi Cement" since 2009.

1.5. SWOT ANALYSIS

STRENGTH	WEAKNESS
<ol style="list-style-type: none"> 1. It is South India's fast growing cement company. 2. It is the largest producer of cement clinkers. 3. It is having a good image & brand loyalty among consumers. 4. It has more than seven million tonnes. 5. They have same price prevailing for wholesale at dealers/stockiest retailers end. 6. ISO 9001:2015 Company certification 7. Penna Cement limited has coordinated plants, white cement plant & numerous granulating units in India. 8. Penna cement maker with a solid nearness in South & North India, has now entered the western area with the dispatch of its cement products in Maharashtra. 	<ol style="list-style-type: none"> 1. In spite of the fact that Penna gives different construction products & administrations, yet the brand is related with Cement just, so it needs to take a shot at situating the brand as a development materials mark, which can be accomplished by actualising marketing exercises. 2. It is not operating /exporting in US market which is a huge market for Cement industry. 3. Brand awareness of Penna is lesser as compared to cement factory players.
OPPORTUNITIES	THREATS
<ol style="list-style-type: none"> 1. It should deliver the sales in North India by Mergers & acquisitions. 2. Only 15 per cent of growth from North India, expanding its capacity would be a great option. 3. It should do worldwide branding activities that would help the brand grow as whole. 	<ol style="list-style-type: none"> 1. It faces strong competition from Ultratech cement industries. 2. Mergers & acquisitions involves high risk, so it should be careful while entering new market.

1.6. FUTURE GROWTH AND PROSPECTS:

- Penna cement enterprises is making arrangements for extending the limits of the plants in various areas.
- While the limit designs mirror the organisation's certainty over its long haul prospects, the normal recuperation in cement request & totally concentrating on the Growth of the production line.
- To have the capacity to reach all through India.
- The organisation is intending to set up a bundling unit in Maharashtra
- Putting around Rs 100 crore in Panvel in Maharashtra unit.
- a mean to reinforce its business arrange base in Maharashtra
- PCIL has officially opened deals terminals at significant areas over the state, including Mumbai, Pune, Nashik, Ahmednagar, Solapur, Sangli, Satara & Kolhapur. The organisation had additionally intended to enter Gujarat showcase in 2013.
- Out of organisation's aggregate business, around 85% business originates from South India & whatever remains of 15 per cent from North India.

CHAPTER 2

Conceptual background and Literature review

2.1. Theoretical backgrounds of the study:

Meaning of Stress management:

Stress management includes strategies proposed to furnish a man with compelling ways of dealing with stress for managing mental stress, with stress characterised as a man's physiological reaction to an interior or outer boost that triggers the battle or-flight reaction.

Definition of Stress Management:

Stress management

As indicated by Richard S Lazarus, stress is an inclination experienced when a man believes that "the requests surpass the individual & social assets the individual can activate."

Stress management is a wide range of strategies & psychotherapies went for controlling a man's level of stress, particularly constant stress, more often than not to improve regular working. In this specific situation, the term 'stress' alludes just to a stress with noteworthy negative results, or distress in the wording upheld by Hans Selye, instead of what he calls eustress, a stress whose outcomes are useful or something else.

The term stress has been gotten from latin word "stringi" which intends to draw tight. The term used to allude to hardship, strain, misfortune or tribulation. It was utilised as a part of the eighteenth & nineteenth hundreds of years to signify constrain, weight, strain, or solid endeavours with reference to a protest or individual. Different terms have been synonymously utilised with stress, viz., uneasiness, disappointment, struggle, weight, strain & so forth.

Stress on people ranges from individual everyday life to their hierarchical exercises. Urbanisation, industrialisation, rivalry, modernisation & expanding size of activities in the general public are causing expanding stresses. Individuals see stress when they can't get together to the ecological desires & feel a maverick inside themselves. Reliably expanding rate of psychosomatic & mental issue & feeling of disappointment & disappointment with life &

large mirror the high stress being experienced by general population in present day world. Amid most recent two decade recurrence, seriousness & traverse of psycho-social stress have radically expanded. The essential reason being the massively changed physical & socio-social condition of the contemporary society & way of life of individuals. Individuals' life in contemporary social orders has turned out to be more requesting, confused, mechanical & ward, & running by clock. Consistently expanding need & goals, solid rivalry, weights of meeting due dates & vulnerability of future & debilitated social emotionally supportive network have made the life of lion's share of individuals profoundly stressful in present day social orders.

TYPES of STRESS:

Eustress

Eustress can be characterised as a pleasant / remedial stress. Frequently, it's controlled stress that gives focused edge in execution related exercises like games, giving a discourse & so forth. The term eustress was first utilised by endocrinologist (Selye 1983)⁴, when he distributed a model partitioning stress into two noteworthy classifications eustress & distress. In his article, Selye presumed that stress includes upgrades work (physical or mental, for example, through quality preparing or testing work) & it is thought about eustress. They can apply a sound impact on individuals. It gives one a sentiment satisfaction or happiness & furthermore makes one amped up forever. Sadly, it is a kind of stress that happens for a brief timeframe. Eustress is regularly called the therapeutic stress since it enables a man to produce the best execution or most extreme yield.

Distress

Distress is most ordinarily alluded to sort of stress, having negative ramifications. It is terrible / negative stress. It is a stress issue that caused by unfavourable occasions & it frequently impacts a man's capacity to adapt. A few occasions prompting distress might be demise of an adored one, Financial issues, overwhelming work duty or workload, stressed relationship, unending sicknesses & so forth distress can be grouped further as intense stress & constant stress.

Hyperstress:

At the point when a man is pushed past what he or she can deal with, they should encounter hyper-stress circumstance. Hyper-stress comes about because of being over-burden /

overworked. It resembles being stressed out. When somebody hyper-stressed, even easily overlooked details can trigger compelling passionate reaction. Individuals who are well on the way to experience the ill effects of hyper-stress might work moms who have a multi-assignment, juggling amongst work & family imperatives / might be individuals under steady money related strains / individuals working in quick pace condition & so forth.

Hypostress:

Hypo-stress remains in coordinate inverse to hyper-stress. This is on the grounds that hypo-stress is one of those kinds of stress experienced by individual who always exhausted. Somebody in unchallenging work, for example, an assembly line labourer playing out a similar assignment again & again will frequently encounter hypo-stress. The impact of hypo-stress is sentiments of anxiety & an absence of motivation.

Word related stress:

Word related stress will be stress including work. It happens when individuals have obligations & requests at work with which they can't adapt, for an assortment of reasons. It happens when there is bungle between work desires & reality. Word related stress is identified with the activity put. Stress a characteristic factor an occupation or vocation. Getting it done, the nearness of stress can be a spark that desires the person to take a stab at greatness. Nonetheless, overabundance stress can prompt an absence of profitability, lost certainty, & the capacity to perform routine undertakings

Occupational stress:

Occupation stress comes about because of different connections of the worker & nature of the work they play out their obligations, area, sexual orientation, condition, & numerous different components add to the development of stress. Occupation stress comes about because of the cooperation of the worker & the states of work. Views change on the significance of worker attributes opposed to working conditions as essential driver of employment stress. The disparity perspectives recommend varied approaches to counteract stress at work. Dissimilitude in singular qualities, example, identity & adapting abilities can be essential in anticipating whether certain activity conditions will bring about stress. At the end of the day, what is stressful for one individual may not be issue for another person. This perspective underlies anticipation systems that emphasis on workers & approaches to enable them to adapt to requesting work conditions. When all is said in done, word related stress is

caused by bungle between apparent exertion & saw remunerate, & a feeling of low control in a vocation with levels of popularity. low social help at work & employment frailty can likewise increment word related stress. Psychosocial stressors are noteworthy reason for word related stress.

Sources of Occupational Stress:

In spite of the fact that word related stress at first emerges from constituent components of occupation & its psycho-physical condition, these variables are not intrinsically stressors. Truth be told, individual qualities of the worker & his intellectual evaluation of the activity factors in the framework of his ability & assets decide the degree of stress he would understand from a vocation factor or circumstance. Also, that is the reason one can just speculatively anticipate the intensity of the activity components / circumstances for causing stress however can't order or sum up any work-setting variable as a widespread stressor. Be that as it may, a few variables like occupation frailty, work over-burden, downgrade, loss of employment, extraordinary warmth or cool & so on are probably going to make stress the greater part of representatives. The different causes / wellsprings of stress can be arranged into four general classifications natural, authoritative, gathering & person.

- **Role conflict:** Each individual is assuming fluctuated parts in their everyday life. Additionally, individuals assume different parts in the associations. At the point when individuals confront clashing requests in releasing their parts, it is called part strife. For instance, employee needs to assume the part of a true worker, a great chief, a spouse at home, a gushing father, understanding companion & so forth Role strife additionally emerges when a worker gets conflicting messages from various individuals about how to play out a job well. It is called intra part strife.
- **Role ambiguity:** Role uncertainty happens when representatives are indeterminate about different parts of their occupations. Such uncertainty has a tendency to be experienced by representatives when they enter new occupation zones / taking an outside task since they are indeterminate about assignment & social desires.
- **Workload:** In the present focused work condition where cutting back is normal, less representatives are regularly required to work considerably like never before previously. This causes stress. Work over-burden is a significant basic issue in Japan that demise from overwork has its own particular name Karoshi. Much the same as finished work under work

can likewise be very stressful. Work under load is a circumstance of accepting too little work or performing errands that don't adequately require worker's ability.

- **Life events:** life events, for example, death of spouse, family, companion separate, damage to one's relatives, undesirable recurrence & so forth have emotional occasion on individuals. The individual encounters sudden life occasions like passing & separation of life partner, the more is stress experienced & thus, the poorer will be his ensuing wellbeing.
- **Personality traits:** Personality influences conduct. Singular qualities of identity direct the degree to which individuals encounter stress. That is the reason distinctive individuals encounter diverse levels of stress for similar stressors. There can be three reasons ascribing to the causes they are impression of the representatives towards the issue, individual opposition of the worker & the different techniques embraced. Ladies adapt up to stress superior to their male partners.
- **Working conditions:** Although the noteworthiness of individual differentiations can't be slighted, consistent evidence suggests that particular working conditions are unpleasant to by far most. Such affirmation battles for more important complement on working conditions as the key wellspring of business stretch, & for work overhaul as basic balancing activity strategy. Huge audits of working conditions, including conditions apparent as risk factors for work pressure, were driven to some extent states of the European Union in 1990, 1995, & 2000. Results showed period slant suggesting a development in work constrain. In 1990, the level of specialists specifying that they worked at high speeds no short of what one-fourth of their working time was 48%, growing to 54% of each 1995 & to 56% out of 2000. Correspondingly, half of specialists declared they conflict with tight due dates no short of what one-fourth of their working time in 1990, extending to 56% out of 1995 & 60% out of 2000. In any case, no change was noted from the period 1995 to 2000 (data not accumulated in 1990) in the level of specialists declaring satisfactory time to complete endeavours.
- **Workload:** Managing workload can be stressful & fill in as a stressor for representatives. There are three parts of workload that be stressful Quantitative workload / over-load having excess work to do than can be capable effortlessly.
- **Qualitative workload:** Having work that is exorbitantly troublesome.

- ***Under-load:*** Having work that neglects to utilise worker's aptitudes & capacities. Workload has been associated with different strains, including apprehension, physiological reactions, for instance, cortisol, exhaustion, spinal agony, headache, & gastrointestinal issues.
- ***Economic factors:*** Economic elements that workers are looking in the 21st century have been connected to expanded stress levels. Analysts & social observers have brought up that the PC & correspondences upheavals have made organisations more effective & profitable than any time in recent memory. This help in profitability in any case, has caused higher desires & more noteworthy rivalry, putting more stress on the employee.
- ***Bullying:*** Bullying in workplace can likewise add to stress. This can be separated into five unique classifications
 - Danger to calling status
 - Danger to individual status
 - Confinement
 - Destabilisation i.e. absence of credit for work, insignificant undertakings & so forth.
 - This as a result can make a threatening work condition for the representatives that, which thus, can influence their work ethic & commitment to the association.
- ***Narcissism & Psychopathy:*** Thomas proposes that there has a tendency to be more elevated amount of stress with individuals who work / cooperate with narcissist, which thus builds non-appearance & staff turnover. Body finds a similar dynamic where there is corporate insane person in the association.
- ***Workplace Conflict:*** Relational conflict among people at work has been seemed, by all accounts, to be a champion among the most routinely noted stressors for agents. Difficulty has been noted to be a pointer of the more broad thought of work environment incitement. It relates to various stressors that may co-happen, for instance, part conflict, part vulnerability, & workload. It in like manner relates to strains, for instance, pressure, hopelessness, physical reactions, & low levels of business satisfaction.
- ***Techniques for Managing the Stress:*** Some of the accompanying ways instigate lower than regular stress level, briefly, to repay the natural tissues included; others confront the stressor at a more elevated amount of deliberation.

A. Social activity

- B. Cognitive therapy
- C. Compromise
- D. Cranial discharge procedure
- E. Getting a leisure activity
- F. Meditation
- G. Mindfulness (psychology)
- H. Music as a coping strategy
- I. Deep breathing
- J. Yoga Nidra
- K. Nootropics
- L. Reading novels
- M. Prayer
- N. Relaxation techniques
- O. Artistic expression
- P. Fractional relaxation
- Q. Humour
- R. Physical exercise
- S. Progressive relaxation
- T. Spas

Techniques of stress management will shift as indicated by the philosophical paradigm.

2.2. LITERATURE REVIEW

1. Stewart Collins in his book titled “Statutory Social Workers: Stress, Job Satisfaction, Coping, Social Support & Individual Differences” (2008) he has highlighted that healthy or unhealthy coping strategies for stress have gender difference & the importance of support in various forms within the work setting, whereas mutual group support accompanied by individual differences are linked to good self-esteem, personal hardiness & resilience.
2. Gbolahan & Gbadamosi in their research titled “Stress at Work: Any Potential Redirection from an African Sample” (2008) they conducted a study which explored the relationship among perceived stress, perception of sources of stress, satisfaction, core self-evaluation, perceived health & well being. Data were collected from 355 employees in Botswana. Result indicated that significant links existed between perceived stress, Satisfaction, Core self-evaluation & Well being.
3. Hampe1, Petra; Meier, Manuela; Kummel, & Ursula in their article “School-Based Stress Management Training for Adolescents: Longitudinal Results from an Experimental Study” (2008) they investigated the effectiveness of a school-based universal preventive stress management training program for early & middle adolescents in comparison with a no-treatment control group. The experimental group scored higher on perceived self-efficacy compared to the control group at the follow-up assessment.
4. Richardson, K. M., & Rothstein, H.R.17 in their article titled “Effects of occupational stress management intervention programs” (2008) they provided an empirical review of stress management interventions, employing meta-analysis procedures. The results also revealed that relaxation interventions were the most frequent type of intervention. Further, there were a few stress interventions focused on the organisational level. More specific results also indicated that cognitive-behavioural interventions produced larger effects than other types of interventions.

5. Kopp, Maria S; Stauder, Adrienne; Purebl, Gyorgy; Janszky, Imre; Skrabski, Arpad in their research paper titled “Work stress & mental health in a changing society” (2008) they conducted a study indicates that a cluster of stressful working & psychosocial conditions are responsible for a substantial part of variation in self reported mental & physical health with work related factors.
6. Mäki K, Vahtera J, Virtanen M, Elovainio M, Keltikangas-Järvinen L & Kivimäki M in their study titled “Work stress & new onset migraine in a female employee population” (2008) examined whether work stress, as indicated by the job strain model & the effort-reward imbalance model, predicts new-onset migraine among 19 469 female employees with no history of migraine at study entry. The proportion of new migraine cases attributable to high effort-reward imbalance was 6.2percentage. This study suggested that the high effort-reward imbalance might function as a modifiable risk factor for new-onset migraine.
7. Amir Shani & Abraham Pizam (2009) —Work-Related Depression among Hotel Employees have conducted a study on the depression of work among hotel employees in Central Florida. They have found that, incidence of depression among workers in the hospitality industry by evaluating the relationship between the occupational stress & work characteristics.
8. Chang-qin Lu; Oi-ling Siu; Wing-tung Au; Sandy S. W. Leung¹⁵ in their article titled “Manager's occupational stress in state-owned & private enterprises in the People's Republic of China” (2009) has showed that managers in private enterprises experienced higher levels of occupational stressors & psychological strains than those in state-owned enterprises. Moreover, ‘Organisational structure & climate’ was also found to be a major stressor when predicting both psychological & physical strain in both economic sectors.
9. Connelly, John F & Willock, Joyce & Hipwell, Michele & Chisholm, Vivienne in their research titled —Occupational Stress & Psychological Well Being following University Relocation (2009) they describe & analyse that management standards for

work related stress(demand, support, control, role, relationships & change) can be analysed by examining 1) overall levels of psychological strain 2) job satisfaction, & 3) the psychosocial working conditions.

10. J.E. Ago11a in his research titled —Police officers: The Case of Botswana Police Servicell, (2009). He has conducted a study in Botswana, among the police to find out work stress symptoms & coping strategies among the police service. This study reveals that the police work stressors are; getting injured while on duty & the use of force when the job demands to do so, etc. The coping strategies were identified as exercising, socialising, healthy eating or diets, career planning & employee training.
11. Vi1joen & Rothmann, have investigated the relationship between —occupational stress, ill health & organisational commitmentl (2009). They found that organisational stressors contributed significantly to ill health & low organisational commitment. Stress about job security contributed to both physical & psychological ill health. low individual commitment to the organisation was predicted by five stressors, such as Work-life balance, Overload, Control, Job aspects & Pay.
12. Katherine Pollak. Eisen. George J. Allen. Mary Bollash & linda S. Pescatello in their book titled “Stress management in the workplace” (2009) it suggested that work stress significantly contribute to corporate health costs. Comparison through randomised controlled design of stress management & intervention provided by an instructor-led group & computer presented format, has resulted in significantly higher attrition in computer based presentation format.
13. Magee, & Bill in their article titled "Stress, Anxiety & Anger about Home & Work" (2009) they suggested that mediate associations between the differentiated forms of work with me matching effects at home.Their interference seems to play a relatively limited role in maintaining the cross-domain association which is affected in either form of negative or positive.

14. Pa1, S., & Saksvik,P. In their article titled “Work-family conflict & psychosocial work environment stressors as predictors of job stress in a cross-cultural study” (2009) conducted a study on job stress on 27 Norwegian doctors & 328 nurses & 111 Indian doctors & 136 nurses. The result was that work-family conflict was not predictive of job stress in Norwegian doctors, but work-family conflict, high job dem&s, & low flexibility in working hours predict job stress in Norwegian nurses. For the Indian sample, job stress was predicted by high family - work conflict & low social support in nurses & low job control in doctors. Hence, it seems to be overlapping & some differences in cultures when considering the role of demands, control, support, & flexibility in predicting strain.

15. Bushara Bano (2011)⁵⁵ empirically assesses the occupational stress among the employees of two important government organisations namely archaeological survey of India (ASI), Agra & District Treasury office of Agra. The analysis has been done using ORS scale. This scale comprises of ten role stressors; Inter-role distance, Role Stagnation, Role Erosion Conflict, Role Erosion, Role Overload, Role Isolation, Personal Inadequacy, Self-role distance, Role Ambiguity, Resource Inadequacy indicate key findings as well. The finding reveals that the government employees are facing moderate level of stress. The research established that Resource inadequacy is the most potent stressor. It also identifies that Role Erosion & Role Expectation Conflict has a significant impact on the stress level of employees in different government organisations.

16. Urska Treven, Sonja Treven & Simona Sarotar Zizek in their research titled —Effective approaches to managing stress of employees (2011), have found that, where the workers are said to be stressed are more likely to be unsuccessful in their work. Various approaches of managing stress, good work organisation & good management are the effective ways of preventing stress. They categorised stress broadly into three types; such as i) Transient Stress ii) Post Traumatic Stress Disorders (PTSD) & iii) Chronic Stress.

17. Khalid A. in his research titled —Role of Supportive leadership as a Moderator between Job Stress & Job Performance (2012), have found that, there is a direct relationship between stress & job performance in any organisation. To improve the performance of an individual in an organisation an employee should receive good support from their leaders. Therefore, a supportive leader can improve the performance of an employee even at unfavourable situations.
18. Kavitha in her research titled —Role of stress among women employees forming majority workforce at IT sector in Chennai & Coimbatore (2012), she has focuses on the organisational role stress for the employees in the IT sector. She found in her research that, women face more stress than men in the organisation & she viewed to be more specific married women faces more stress than the unmarried women.
19. P.S. Swaminathan,& Rajkumar S. in their work on —Stress levels in Organisations & their Impact on Employees' Behaviour (2013). They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work & the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity & identified three conditions responsible for work stress they are 1) Role overload 2) Role self distance 3) Role stagnation.
20. Satija S. & Khan W. in their research work titled —Emotional Intelligence as Predictor of Occupational Stress among Working Professionals (2013). According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively affect on employee's work attitudes & behaviour. This study investigates that, the relationship between Emotional Intelligence & Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress.

CHAPTER 3

RESEARCH DESIGN

3.1. STATEMENT OF THE PROBLEM

Around the world, companies are endeavouring to be the best & to be effective in the business. Yet, to make that kind of progress it is fundamental for the organisations to accomplish their objectives. Organisation needs to keep their employees dynamic & inspired. This study plans to inquire about on one such centre capacity, that is stress, its impact on representatives' execution.

The investigation was directed to break down the adequacy of stress management on the workers & comprehend the fulfilment of the representatives upon the specific performance projects.

3.2. NEED FOR THE STUDY

Stress is the most common reaction given by the body due the day to day activities. Stress could actually interfere with the work, the dominant need of the study is to find out when the employee experiences stress, what causes the stress & how to manage the stress.

3.3.OBJECTIVES Of THE STUDY.

- To find out factors responsible for the resulting stress among employees.
- To determine the effects of the stress on employees
- To suggest some of stress management strategies which may improve employee job performance.
- To give suggestions on the basis of findings

3.4. SCOPE OF THE STUDY

This study was limited to one organisation that is Penna Cement Industries located at Talaricheruvu, Tadipatri Manda1, Anantapur dt, Andhra Pradesh, 10 weeks & study aims at covering employees in the factory in order to understand their stress at work & its effects on them. It is always important for a concern to get to its methodologies & reshape its purpose. It is important for each association to contemplate the diverse angles that influences the

company's improvement. Each investigation has a well defined & particular extension. The extent of this research is restricted to PENNA CEMENT INDUSTRIES Pvt. Ltd.

3.5. RESEARCH METHODOLOGY

Research Design: The kind of research utilised as a part of this study is Descriptive Research. Descriptive research: It is utilised to depict qualities of a populace/phenomenon being contemplated. It does not answer inquiries concerning how/when/why the attributes happened.

SOURCE OF DATA:

Primary Data: Collected from the employees through questionnaire.

Secondary Data: Collected from internet, magazines & Journal.

Sampling Type: Simple random sampling was utilised to choose individuals from populace to be incorporated into the study. Arbitrary inspecting is a piece of the study system in which each example has an equivalent likelihood of being picked. An example picked arbitrarily is intended to be an impartial portrayal of the aggregate populace. On the off chance that for a few reasons, the example does not speak to the populace, the variety is known as sampling error

Sampling size: 100 respondents.

3.6. HYPOTHESIS FRAMEWORK

H₀ :There is significant relationship between stress levels and performance

H₁: There is no significant relationship between stress levels and performance

STATISTICAL TEST

Data collected will be present in tabulated form & analysis will be carried out using various research tools that ANOVA view to find out whether the result of research study are significant or not.

3.7. LIMITATIONS OF THE STUDY

- The study is restricted to PENNA CEMENT INDUSTRIES in Thalaricheruvu.
- The research study is conducted only on the data provided by the staff.

- Some of the information given may be reliable.
- Some staff members hesitated to answer the questions.
- The research has been attempted to understand the stress & job performance of employees only at PENNA INDUSTRIES.

3.8. CHAPTER SCHEME

Chapter 1 Introduction

This chapter contains the introduction to the topic of research, Industry profile, insight of company where the research has been carried out, brief introduction about the promoters, vision, mission, quality policy , service profile & its areas of operation, the company's infrastructure facilities, provided with the competitors information, finding out the SWOT analysis of the company & its future growth & prospects.

Chapter 2 Conceptual background of the study

This chapter contains Theoretic background of the study, in depth study on Stress, its origin & types of stress among the workers & various strategies to manage stress. And collected around 24 Literature review on occupational stress.

Chapter 3 Research Design

This chapter contains the statement of the problem, need for the research, the objectives of this research project, the scope of the study done, research methodology with hypothesis & limitations, & chapter scheme.

Chapter 4 Analysis and Interpretation

This chapter contains the data collected through questionnaire framed in the form of tables & interpreted through graphs, analysing & interpretation with SPSS software statistical tools result.

Chapter 5 Summary of Finding, Conclusions and Suggestions

This chapter contains Finding on the research done, conclusions & suggestions to the company based on the research done.

CHAPTER 4

ANALYSIS AND INTERPRETATION

4.1 Introduction

This chapter speaks to the result of the study from the factual investigation led on the gathered information. The initial segment of chapter will introduce the statistic profile of respondents of this examination. The legitimacy of estimation is controlled by breaking down outcomes accomplished from the unwavering quality examination, factor investigation & expressive investigation on the estimation. The last part of this section will centre around aftereffects of the relationship testing & speculations testing.

The SPSS software version 20 was used to code and analyse the data collected through the questionnaire. The statistical analyses methods used are descriptive statistics, reliability test and regression analysis.

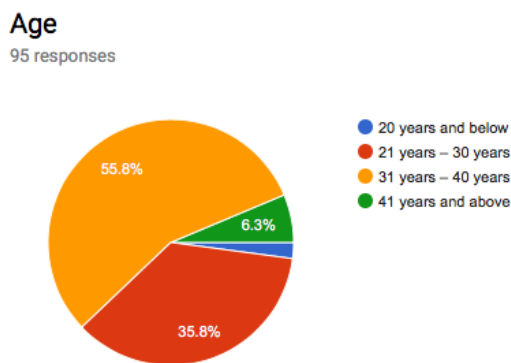
Descriptive analysis is used to comprehend the general profiles of respondents. The descriptive analysis is used to analyse the mean and standard deviation of independent variables and dependent variable. As for demographic data, the frequency and percentage will be used for computation.

TABLE 4.1. Showing Demography Data of Age

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Age	20 years & below	2	6.3
	21 years – 30 years	34	2.1
	31 years – 40 years	53	35.8
	41 years & above	6	55.8
TOTAL		95	100

AGE: The respondents are males, most of respondents aged between 31 years to 40 years which has the highest percentage of 55.8%, followed by 35.8% those who aged between 21 years to 30 years, 41 & above with 6.3% & lastly with 2.1% for those who aged 20 years & below.

GRAPH 4.1. Showing Demography Data of Age



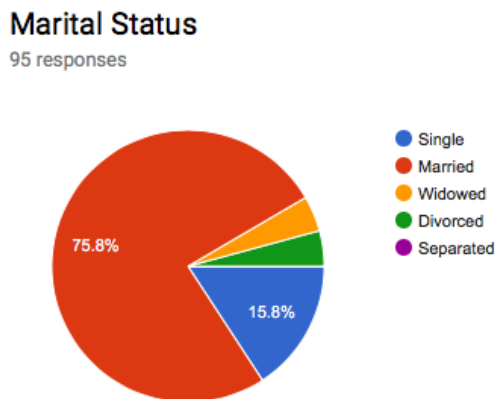
Interpretation: The following pie chart shows the proportions of age of employees at company. The highest number of population of employees are aged between 31 & 40 years.

TABLE 4.2 Showing Demography Data of Marital Status

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Marital status	Single	15	2.1
	Married	72	35.8
	Divorced	4	55.8
	Widowed	4	6.3
TOTAL		95	100

MARITAL STATUS: As for respondents marital status, 75.8% or 72 respondents were married, while 15.8% or 15 respondents were unmarried, 4 respondents (4.2%) were widowed & 4 respondents (4.2%) were divorced.

GRAPH 4.2. Showing Demography Data of Marital Status



Interpretation: The pie chart shows more number of employees are married.

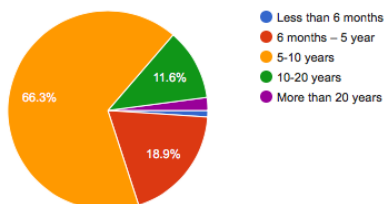
TABLE4.3. Showing Demography Data of Work Experience

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Work Experience at Current Job	less than 6 months	1	1.1
	6 months – 5 year	18	18.9
	5-10 years	63	66.3
	10-20 years	11	11.6
	More than 20 years	2	2.1
TOTAL		95	100

WORK EXPERIENCE: Further profiling of the respondents showed that 1.1% respondents of this research are those with less than 6 months working experience at current job, while those with more than 6 months – 5 year working experience at current job consist 18 (18.9%) respondents, 63 respondents (66.3%) have 5-10 years of working experience at current job.

GRAPH 4.3. Showing Demography Data of Work Experience

Work experience at current job?
95 responses



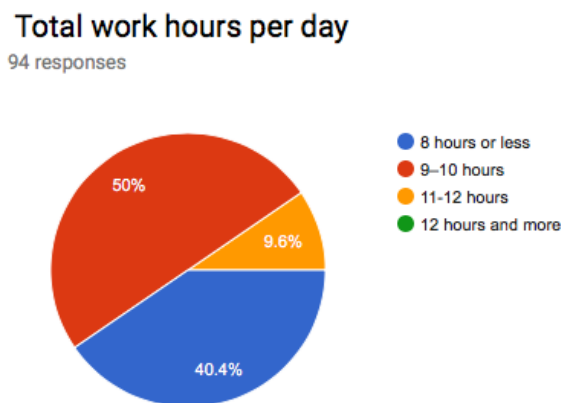
Interpretation: The above pie chart shows more number of employees are experienced between 5 & 10 years as most of the people quit their jobs after 5 years for better jobs.

TABLE 4.4. Showing Demography Data of Total Work Hours Per Day

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Total Work Hours Per Day	8 hours or less	38	40.4
	9–10 hours	47	50
	11-12 hours	9	9.6
	12 hours & more	-	-
TOTAL		95	100

WORKING HOURS: Majority of the respondents with 47, 50% of the total number of respondents were working with total working hours of 9 hours or less per day as per work load, while 38 respondents (40.4%) were working for 8 hours or less hours per day & 8 respondents (9.6%) were working for 11 to 12 hours per day depends on the work.

GRAPH 4.4. Showing Demography Data of Total Work Hours Per Day



Interpretation: The above result shows the proportions of work hours of employees at company. There is slight difference between 8 hours or less to 9-10 hours because the jobs are divided as morning shifts, noon shifts & night shifts.

TABLE 4.5. Showing Employees Are Clear About Work.

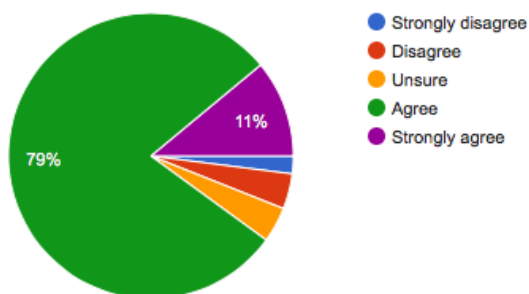
Sl no	Category	No of Respondents	Percentage %
1	SD	2	2%
2	D	4	4%
3	UN	4	4%
4	A	79	79%
5	SA	11	11%
	Total	100	100

ANALYSIS: The above result shows that 79% of employees agree what kind of work is expected from them & 11% strongly agree to the same. 4% of employees remain unsure here. 4% of employees disagree while 2% of employees strongly disagree.

GRAPH 4.5. Showing Employees Are Clear About Work.

I am clear what is expected of me at work

100 responses



Interpretation: The following pie chart shows the proportions of employees at company being clear about their work. Majority of the employees agree about being clear about work because they were given proper instructions about work.

TABLE 4.6. Showing Employees Can Decide Breaks

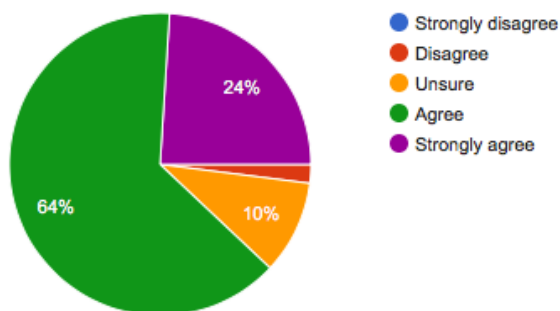
Sl no	Category	No of Respondents	Percentage %
1	SD	-	-
2	D	2	2
3	UN	10	10
4	A	64	64
5	SA	24	24
	Total	100	100

ANALYSIS: The above result shows that 64% of employees agree that they can decide when to take break & 24% strongly agree to the same. 10% of employees remain unsure here. 2% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.6. Showing Employees Can Decide Breaks

I can decide when to take a break

100 responses



Interpretation: The above pie chart shows the proportions of employees at company can decide breaks. More number of employees agree, as the company is into production of cement, regular breaks are needed.

TABLE 4.7. Showing Employees Have Work Demands That Are Hard

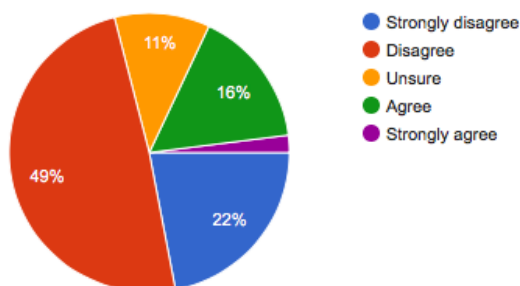
Sl no	Category	No of Respondents	Percentage %
1	SD	22	22
2	D	49	49
3	UN	11	11
4	A	16	16
5	SA	2	2
	Total	100	100

ANALYSIS: The above result shows that 16% of employees agree that different groups at work demand things which are hard to combine & 2% strongly agree to the same. 11% of employees remain unsure here. 49% of employees disagree while 22% of employees strongly disagree.

GRAPH 4.7. Showing Employees Have Work Demands That Are Hard

Different groups at work demand things from me that are hard to combine

100 responses



Interpretation: The above pie chart shows the proportions of employees at company having different groups at work demand things which are hard to combine. Many of the employees disagree to this as the department allots work at the beginning of the day.

TABLE 4.8. Showing Employees Having Unachievable Deadlines

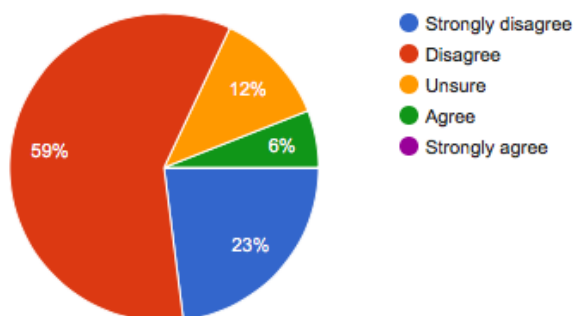
Sl no	Category	No of Respondents	Percentage %
1	SD	23	23
2	D	59	59
3	UN	12	12
4	A	6	6
5	SA	-	-
	Total	100	100

ANALYSIS: The above result shows that 6% of employees agree that they have unachievable deadlines & 0% strongly agree to that. 12% of employees remain unsure here. 59% of employees disagree while 23% of employees strongly disagree.

GRAPH 4.8. Showing Employees Having Unachievable Deadlines

I have unachievable deadlines

100 responses



Interpretation: The above pie chart shows the proportions of employees at company having unachievable deadlines. Most of the employees disagree, as the deadlines are chosen by the supervisor after the team's consent.

TABLE 4.9. Showing Employees Can Decide The Work

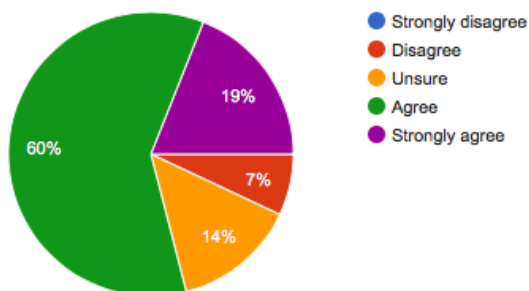
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	7	7
3	UN	14	14
4	A	60	60
5	SA	19	19
	Total	100	100

ANALYSIS: The above result shows that 60% of employees agree that they have choice in deciding how they do work & 19% strongly agree to the same. 14% of employees remain unsure here. 7% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.9. Showing Employees Can Decide The Work

I have a choice in deciding how I do my work

100 responses



Interpretation: The above pie chart shows the proportions of employees at company have choice in deciding how to do their work. Majority of employees agree, because the employees work in batches or teams so the output is important.

TABLE 4.10. Showing Employees Taking Insufficient Breaks

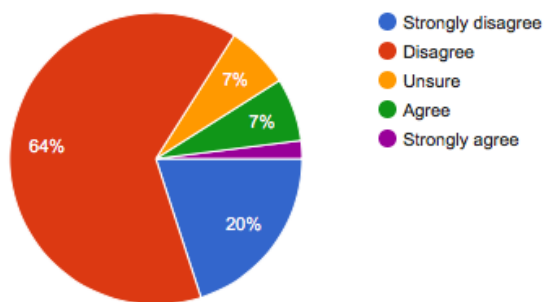
Sl no	Category	No of Respondents	Percentage %
1	SD	20	20
2	D	64	64
3	UN	7	7
4	A	7	7
5	SA	2	2
	Total	100	100

ANALYSIS: The above result shows that 7% of employees agree that they are unable to take sufficient breaks & 2% strongly agree to the same. 7% of employees remain unsure here. 64% of employees disagree while 20% of employees strongly disagree.

GRAPH 4.10. Showing Employees Taking Insufficient Breaks

I am unable to take sufficient breaks

100 responses



Interpretation: The above pie chart shows the proportion of employees at company are unable to take sufficient breaks, Most of the employees disagree to this, as the company has regular breaks & shifts while work is going on.

TABLE 4.11. Showing Job Made Life Cumbersome

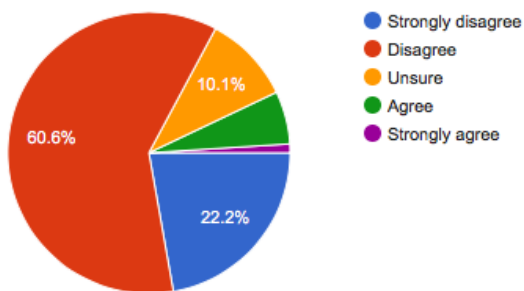
Sl no	Category	No of Respondents	Percentage %
1	SD	22	22
2	D	60	60.6
3	UN	10	10.1
4	A	6	6.1
5	SA	1	1
	Total	100	100

ANALYSIS: The above result shows that 6% of employees agree that job life has made their life cumbersome & 1% strongly agree to the same. 10% of employees remain unsure here. 60.6% of employees disagree while 22% of employees strongly disagree.

GRAPH 4.11. Showing Job Made Life Cumbersome

I often feel that this job has made my life cumbersome.

99 responses



Interpretation: The above pie chart shows the proportions of employees at company feeling that their job made their life cumbersome. Many of the employees disagree to this, because they have got quite comfortable with the daily routine of work.

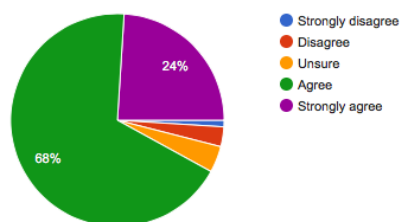
TABLE 4.12. Showing Employees Being Informed About Matters Affecting Them

Sl no	Category	No of Respondents	Percentage %
1	SD	1	1
2	D	3	3
3	UN	4	4
4	A	68	68
5	SA	24	24
	Total	100	100

ANALYSIS: The above result shows that 68% of employees agree that company keeps Employees Informed about matters affecting them & 24% strongly agree to the same. 4% of employees remain unsure here.3% of employees disagree while 1% of employees strongly disagree.

GRAPH 4.12. Showing Employees Being Informed About Matters Affecting Them

The company does an excellent job in keeping employees informed about matters affecting us.
100 responses



Interpretation: The above pie chart shows the proportions of employees at company are being informed about matters affecting them & majority of them agreed, because the company follows democratic leadership style.

TABLE 4.13. Showing Employees Satisfied With Involvement In Decision Making

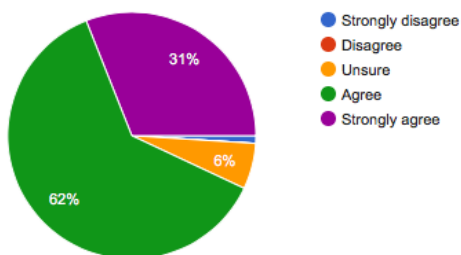
Sl no	Category	No of Respondents	Percentage %
1	SD	1	1
2	D	3	3
3	UN	4	4
4	A	68	68
5	SA	24	24
	Total	100	100

ANALYSIS: The above result shows that 62% of employees agree they are satisfied with their involvement in decision making & 31% strongly agree to the same. 6% of employees remain unsure here.0% of employees disagree while 1% of employees strongly disagree.

GRAPH 4.13. Showing Employees Satisfied With Involvement In Decision Making

I am satisfied with my involvement in decisions that affect my work.

100 responses



Interpretation: The above pie chart showing employees satisfied with involvement in decision making & majority of them agreed, because the company follows democratic leadership style.

TABLE 4.14. Showing Employees Encouraged To Come Up With New Ideas

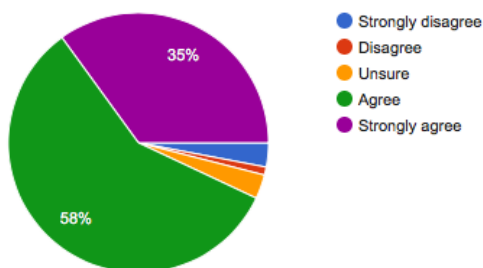
Sl no	Category	No of Respondents	Percentage %
1	SD	3	3
2	D	1	1
3	UN	3	3
4	A	58	58
5	SA	35	35
	Total	100	100

ANALYSIS: The above result shows that 58% of employees agree they are encouraged to come up with new ideas & 35% strongly agree to the same. 3% of employees remain unsure here.1% of employees disagree while 3% of employees strongly disagree.

GRAPH 4.14. SHOWING EMPLOYEES ENCOURAGED TO COME UP WITH NEW IDEAS

I feel encouraged to come up with new and better ways of doing things.

100 responses



Interpretation:The above pie chart showing employees are encouraged to come up with new ideas & better ways of doing things & majority of them agreed, because the company follows democratic leadership ship style.

Stress Management Under Job Performance

TABLE 4.16. Showing Employees Enjoying Their Work

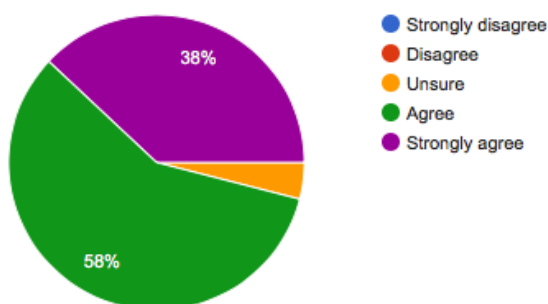
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	0	0
3	UN	4	4
4	A	58	58
5	SA	38	38
	Total	100	100

ANALYSIS: The above result shows that 58% of employees agree they enjoy the work & 38% strongly agree to the same. 4% of employees remain unsure here. 0% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.16. Showing Employees Enjoying Their Work

I enjoy my work.

100 responses



Interpretation: The above pie chart showing employees enjoying their work, Most of the employees agreed & the reason includes many things like they are paid well, good incentives.

TABLE 4.16. Showing Employees Well Trained In Their Work

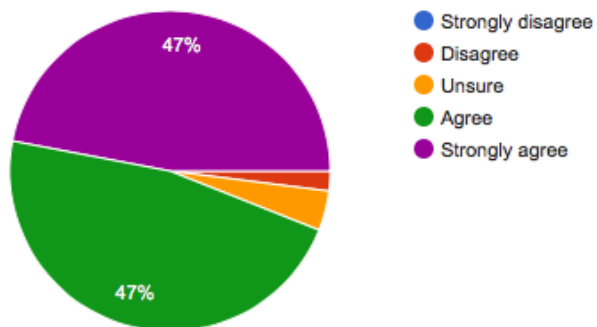
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	2	2
3	UN	4	4
4	A	47	47
5	SA	47	47
	Total	100	100

ANALYSIS: The above result shows that 47% of employees agree they are well trained & 47% strongly agree to the same. 4% of employees remain unsure here.2% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.16. Showing Employees Well Trained In Their Work

I am well trained in my work.

100 responses



Interpretation: The above pie chart showing employees are well trained in their work, most of them agree because there is compulsory training program for everyone.

TABLE 4.17. Showing Employees Willing To Accept Their Faults

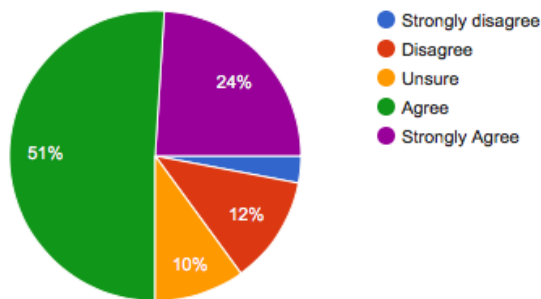
Sl no	Category	No of Respondents	Percentage %
1	SD	3	3
2	D	12	12
3	UN	10	10
4	A	51	51
5	SA	24	24
	Total	100	100

ANALYSIS: The above result shows that 51% of employees agree they accept their faults & 24% strongly agree to the same. 10% of employees remain unsure here.12% of employees disagree while 3% of employees strongly disagree.

GRAPH 4.17. Showing Employees Willing To Accept Their Faults

I am willing to accept my faults.

100 responses



Interpretation:The above pie chart showing employees willing to accept their faults, most of them agreed to this since the employees choose how they want their work done & they do in groups.

TABLE 4.18. Showing Employees Seeing Problem As Challenge

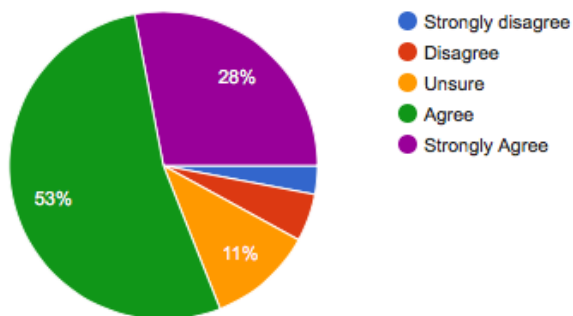
Sl no	Category	No of Respondents	Percentage %
1	SD	3	3
2	D	5	5
3	UN	11	11
4	A	53	53
5	SA	28	28
	Total	100	100

ANALYSIS: The above result shows that 53% of employees agree they see problem as challenge rather than as obstacles & 28% strongly agree to the same. 11% of employees remain unsure here.5% of employees disagree while 3% of employees strongly disagree.

GRAPH 4.18. Showing Employees See Problem As Challenge

I tend to see problems as challenge rather than as obstacles.

100 responses



Interpretation:The above pie chart showing employees see problem as challenge rather than challenge, because they have good team work to depend on each other.

TABLE 4.19. Showing Manager’s Encouragement To Employees

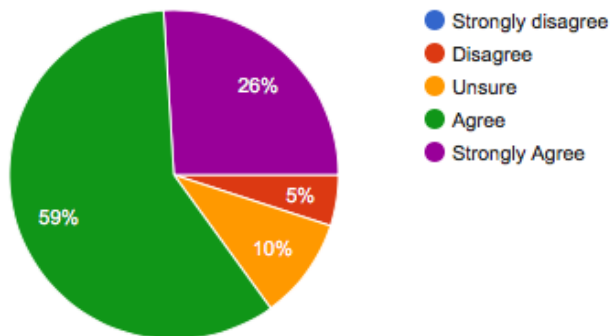
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	5	5
3	UN	10	10
4	A	59	59
5	SA	28	28
	Total	100	100

ANALYSIS: The above result shows that 59% of employees agree their manager encourages them at work & 28% strongly agree to the same. 10% of employees remain unsure here.5% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.19. Showing Manager’s Encouragement To Employees

The manager encourages me at work.

100 responses



Interpretation:The above pie chart showing manager encouragement to employees, majority of them agreed, because the company follows democratic leadership style & encourages the employees.

TABLE 4.20. Showing Employees Understanding The Overall Aim of The Organisation

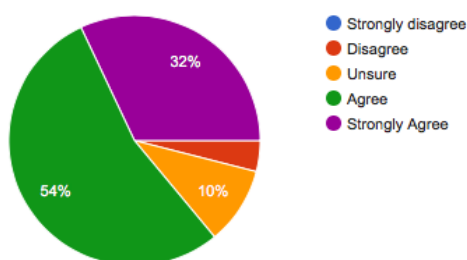
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	4	4
3	UN	10	10
4	A	54	54
5	SA	32	32
	Total	100	100

ANALYSIS: The above result shows that 54% of employees agree that they understand how their work fits in the aim of the organisation & 32% strongly agree to the same. 10% of employees remain unsure here.4% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.20. Showing Employees Understanding The Overall Aim of The Organisation

I understand how my work fits into the overall aim of the organisation.

100 responses



Interpretation:The above pie chart showing employees understand how their work fits the overall aim of the organisation, majority of the employees agree to this, because their job performance is examined according to their work.

TABLE 4.21. Showing Changes At Work And Employees Clear About How They Workout In Practice

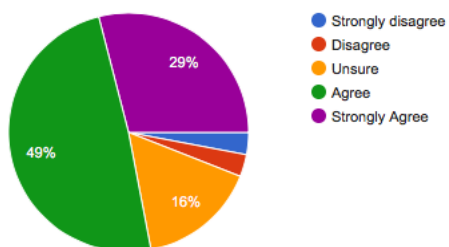
Sl no	Category	No of Respondents	Percentage %
1	SD	3	3
2	D	3	3
3	UN	16	16
4	A	49	49
5	SA	29	29
	Total	100	100

ANALYSIS: The above result shows that 49% of employees agree that they are clear that changes made at work can work out in practice & 29% strongly agree to the same. 16% of employees remain unsure here.3% of employees disagree while 3% of employees strongly disagree.

GRAPH 4.21. Showing Changes At Work And Employees Clear About How They Workout In Practice

When changes are made at work, I am clear how they will work out in practice.

100 responses



Interpretation:The above pie chart showing when changes are made at work employees are clear about how they workout in practice, majority of the employees agree to this, because proper demo of the procedure is done to adjust to the changes

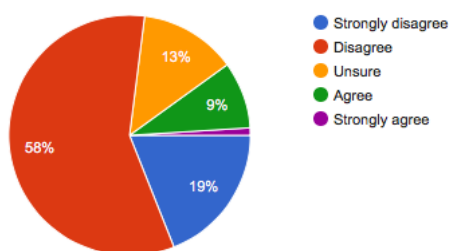
TABLE 4.22. Showing Employees Not Clear About Behaviour Is Expected of Them Is Expected

Sl no	Category	No of Respondents	Percentage %
1	SD	19	19
2	D	58	58
3	UN	13	13
4	A	9	9
5	SA	1	1
	Total	100	100

ANALYSIS: The above result shows that 9% of employees agree that they are not clear what type of work & behaviour is expected from the higher authorities & colleagues expect from them & 1% strongly agree to the same. 13% of employees remain unsure here. 58% of employees disagree while 19% of employees strongly disagree.

GRAPH 4.22. Showing Employees Not Clear About Behaviour of Them Is Expected

It is not clear what type of work & behaviour my higher au...agues expect from me.
100 responses



Interpretation: The above pie chart showing employees not being clear about what behaviour is expected of them from higher authorities, majority disagreed with this, because they have been working in the company for quite a long time.

TABLE 4.23. Showing Working Conditions Are Satisfactory

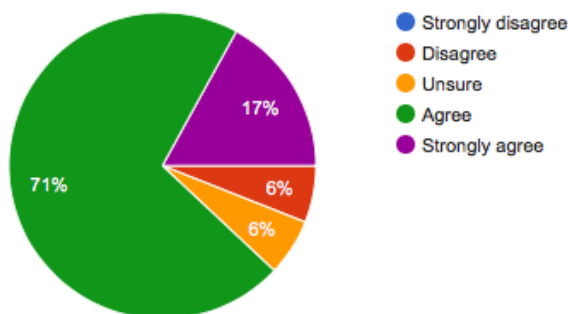
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	6	6
3	UN	6	6
4	A	71	71
5	SA	17	17
	Total	100	100

ANALYSIS: The above result shows that 71% of employees agree that they are satisfied with working conditions & 17% strongly agree to the same. 6% of employees remain unsure here. 6% of employees disagree while 6% of employees strongly disagree.

GRAPH 4.23. Showing Working Conditions Are Satisfactory

Working conditions are satisfactory here from the point of view of our...elfare and convenience.

100 responses



Interpretation: The above pie chart showing working conditions are satisfactory, majority of employees agreed with this, because the company follows democratic leadership style.

TABLE 4.24. Showing Mutual Co-Operation Among Employees

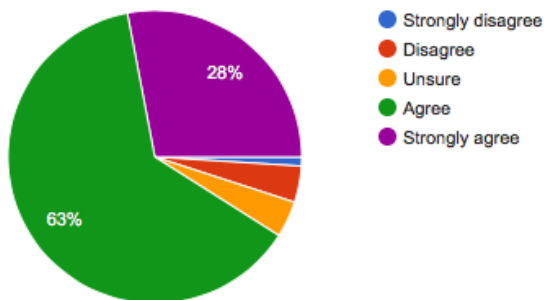
Sl no	Category	No of Respondents	Percentage %
1	SD	1	1
2	D	4	4
3	UN	4	4
4	A	63	63
5	SA	28	28
	Total	100	100

ANALYSIS: The above result shows that 63% of employees agree that there is mutual understanding between colleagues & 28% strongly agree to the same. 4% of employees remain unsure here. 4% of employees disagree while 1% of employees strongly disagree.

GRAPH 4.24. Showing Mutual Co-Operation Among Employees

There exists sufficient mutual co-operation & team spirit among employees in the organisation/department.

100 responses



Interpretation: The above pie chart showing mutual co-operation & team spirit among employees, since the company work in teams, maximum of employees agreed to company having mutual co-operation.

Stress Management - Working Environment

TABLE 4.25. Showing Job Positive Changes In Employees

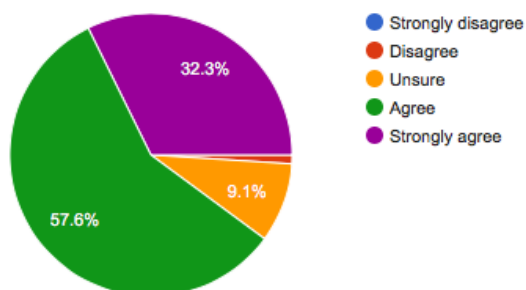
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	1	1
3	UN	9	9.1
4	A	57	57.6
5	SA	32	32.3
	Total	100	100

ANALYSIS: The above result shows that 57% of employees agree that their job brings positives changes to them & 32% strongly agree to the same. 9% of employees remain unsure here. 1% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.25. Showing Job Positive Changes In Employees

My job brings positive changes to me.

99 responses



Interpretation: The above pie chart showing job bringing positive changes to the employees, & maximum of employees agreed, because they are fine with workload, working environment & other factors.

TABLE 4.26. Showing Staff Are Consulted About Change At Work

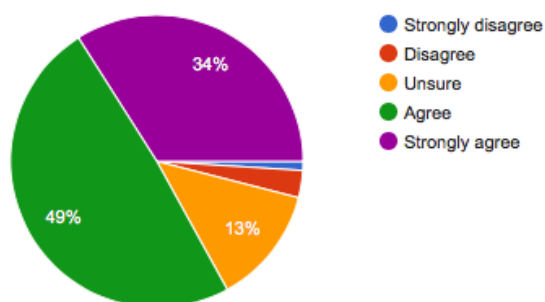
Sl no	Category	No of Respondents	Percentage %
1	SD	1	1
2	D	3	3
3	UN	13	13
4	A	49	49
5	SA	34	34
	Total	100	100

ANALYSIS: The above result shows that 49% of employees agree that they are always consulted about changes at work & 34% strongly agree to the same. 13% of employees remain unsure here. 3% of employees disagree while 1% of employees strongly disagree.

GRAPH 4.26. Showing Staff Are Consulted About Change At Work

Staff are always consulted about change at work

100 responses



Interpretation: The above pie chart showing staff are always consulted about change at work. Majority of the employees agree, because the company follows democratic leadership style.

TABLE 4.27. Showing Employees Given Supportive Feedback

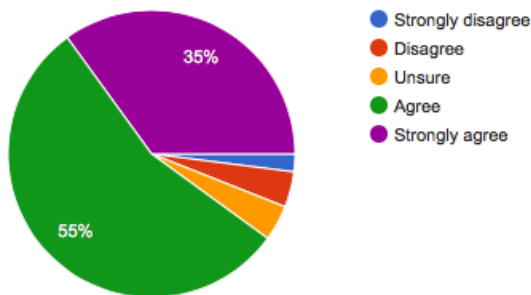
Sl no	Category	No of Respondents	Percentage %
1	SD	2	2
2	D	4	4
3	UN	4	4
4	A	55	55
5	SA	35	35
	Total	100	100

ANALYSIS: The above result shows that 55% of employees agree that they are given supportive feedback & 35% strongly agree to the same. 4% of employees remain unsure here. 4% of employees disagree while 2% of employees strongly disagree.

GRAPH 4.27. Showing Employees Given Supportive Feedback

I am given supportive feedback on the work I do.

100 responses



Interpretation: The above pie chart showing employees given supportive feedback on the work done. Majority of them agreed as the company work on teams & are encouraged.

TABLE 4.28. Showing Friction Or Anger Among Colleagues

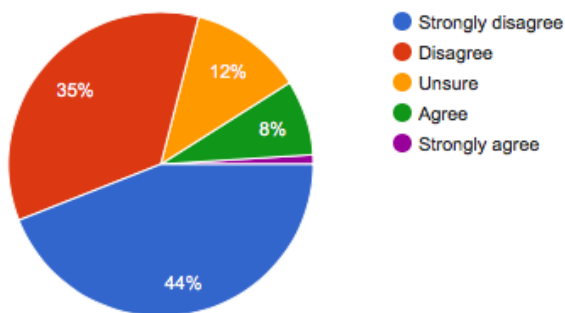
Sl no	Category	No of Respondents	Percentage %
1	SD	44	44
2	D	35	35
3	UN	12	12
4	A	8	8
5	SA	1	1
	Total	100	100

ANALYSIS: The above result shows that 8% of employees agree that there is friction or anger between colleagues & 1% strongly agree to the same. 12% of employees remain unsure here. 35% of employees disagree while 44% of employees strongly disagree.

GRAPH 4.28. Showing Friction Or Anger Among Colleagues

There is friction or anger between colleagues.

100 responses



Interpretation: The above pie chart showing friction or anger between colleagues, Majority of employees disagreed to this, because the company make sure the misunderstandings are cleared.

TABLE 4.29. Showing Personal Harassment Among Employees

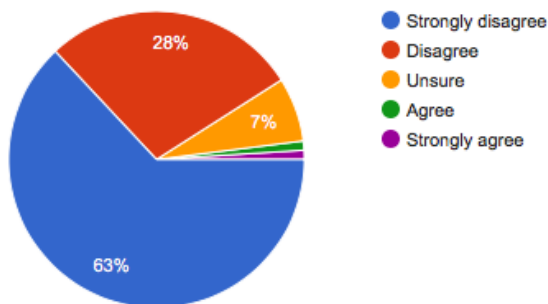
Sl no	Category	No of Respondents	Percentage %
1	SD	63	63
2	D	28	28
3	UN	7	7
4	A	1	1
5	SA	1	1
	Total	100	100

ANALYSIS: The above result shows that 1% of employees agree that they are subject to personal harassment & 1% strongly agree to the same. 7% of employees remain unsure here. 28% of employees disagree while 63% of employees strongly disagree.

GRAPH 4.29. Showing Personal Harassment Among Employees

I am subject to personal harassment in the form of unkind words or behaviour.

100 responses



Interpretation: The above pie chart showing employees being subject of personal harassment in the form of unkind words or behaviour, Majority of employees disagreed to this, as the company follows strict rule to anti-raging & contains anti-raging squad.

TABLE 4.30. Showing Implementation of Sudden New Procedures

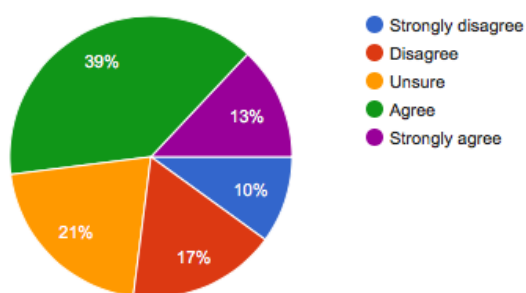
Sl no	Category	No of Respondents	Percentage %
1	SD	10	10
2	D	17	17
3	UN	21	21
4	A	39	39
5	SA	13	13
	Total	100	100

ANALYSIS: The above result shows that 39% of employees agree that its difficult to implement sudden new procedures & 13% strongly agree to the same. 21% of employees remain unsure here. 17% of employees disagree while 10% of employees strongly disagree.

GRAPH 4.30. Implementation of Showing Sudden New Procedures

It becomes difficult to implement all of a sudden the new dealing ...se already in practice.

100 responses



Interpretation:The above pie chart showing employees finds it becomes difficult to implement all of a sudden the new dealing procedures & policies in place of those already in practice, Majority of employees agree to this, as. new policies & procedure are often often difficult to put it into practice.

TABLE 4.31. Showing Employees Can Rely For Help From Manager

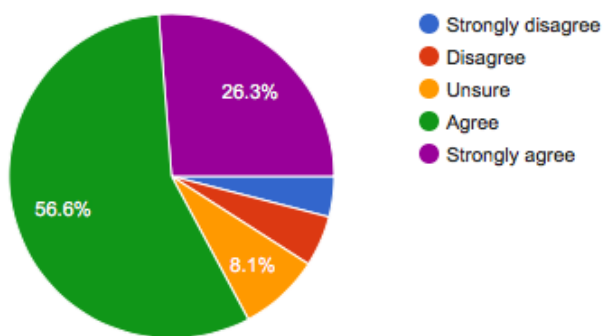
Sl no	Category	No of Respondents	Percentage %
1	SD	4	4
2	D	5	5
3	UN	8	8.1
4	A	56	56.6
5	SA	26	26.3
	Total	100	100

ANALYSIS: The above result shows that 56% of employees agree that line manager help them out when there is work problem & 26% strongly agree to the same. 8% of employees remain unsure here. 5% of employees disagree while 4% of employees strongly disagree.

GRAPH 4.31. Showing Employees Can Rely For Help From Manager

I can rely on my line manager to help me out with a work problem.

99 responses



Interpretation: The above pie chart showing employees can rely on their line manager to help them out with work problem, Majority of employees agree to this, as both co-workers & line manager work together.

TABLE 4.32. Showing Encouragement From Supervisors

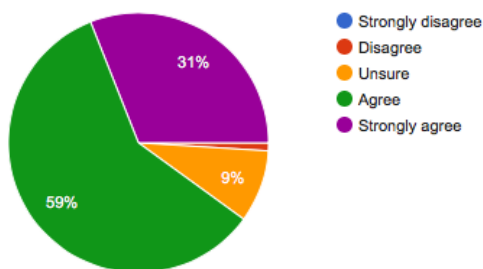
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	1	1
3	UN	9	9
4	A	59	59
5	SA	31	31
	Total	100	100

ANALYSIS: The above result shows that 56% of employees agree that line manager help them out when there is work problem & 26% strongly agree to the same. 8% of employees remain unsure here. 5% of employees disagree while 4% of employees strongly disagree.

GRAPH 4.32. Showing Encouragement From Supervisors

Supervisors encourage me to do well in my work.

100 responses



Interpretation: The above pie chart showing employees find encouragement from supervisor, Majority of employees agree to this, as both co-workers & employers work together.

TABLE 4.33. Showing Employees Questions And Concerns Are Addressed

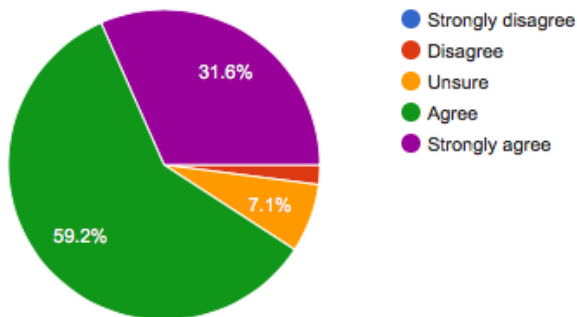
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	1	1
3	UN	9	9
4	A	59	59
5	SA	31	31
	Total	100	100

ANALYSIS: The above result shows that 59% of employees agree that their questions or concerns are addressed & 31% strongly agree to the same. 9% of employees remain unsure here. 1% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.33. Showing Employees Questions And Concerns Are Addressed

When I have questions or concerns, my supervisor is able to address them.

98 responses



Interpretation: The above pie chart showing employees questions & concerns are addressed, Majority of employees agree to this, as the company contains suggestion & complaint attendance.

TABLE 4.34. Showing Employees Find Safe At Sharing Plans

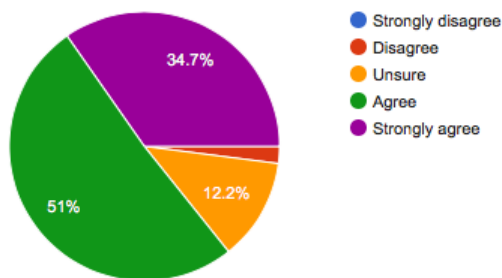
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	2	2
3	UN	12	12.2
4	A	51	51
5	SA	34	34.7
	Total	100	100

ANALYSIS: The above result shows that 51% of employees agree that they feel safe sharing their plans with management & 34% strongly agree to the same. 12% of employees remain unsure here. 2% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.34. Showing Employees Find Safe At Sharing Plans

I feel safe sharing my plans with my management.

98 responses



Interpretation: The above pie chart showing employees find safe at sharing plans with the management, Majority of employees agree to this, as they work in teams their opinions are mattered.

Stress Management - Salary

TABLE 4.35. Showing Satisfaction With Current Salary

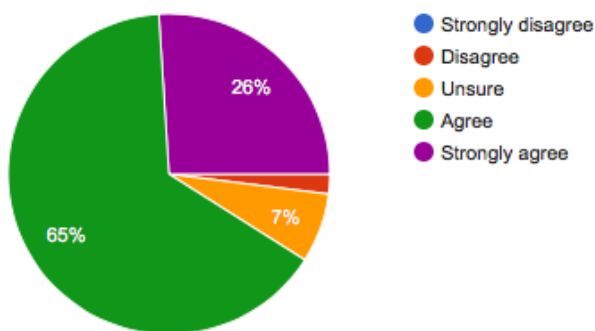
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	2	2
3	UN	7	7
4	A	65	65
5	SA	26	26
	Total	100	100

ANALYSIS: The above result shows that 65% of employees agree that they are satisfied with their current salary & 26% strongly agree to the same. 7% of employees remain unsure here. 2% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.35. Showing Satisfaction With Current Salary

I am satisfied with my current salary.

100 responses



Interpretation: The above pie chart showing employees satisfaction with current salary, most of the employee agree to this, as this company pays well comparable to other cement factories.

TABLE 4.36. Showing Satisfaction With Benefit Packages

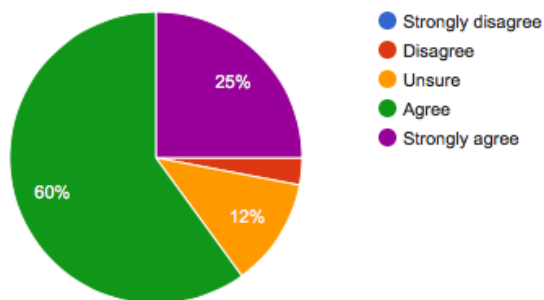
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	3	3
3	UN	12	12
4	A	60	60
5	SA	25	25
	Total	100	100

ANALYSIS: The above result shows that 60% of employees agree that they are satisfied with their benefit packages & 25% strongly agree to the same. 12% of employees remain unsure here. 3% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.36. Showing Satisfaction With Benefit Packages

I am satisfied with my benefit packages.

100 responses



Interpretation: The above pie chart showing employees satisfaction with benefit packages at the company. as this company's pay structure is good comparable to other cement factories.

TABLE 4.37. Showing Satisfaction With Pay Raise Interval In The Company

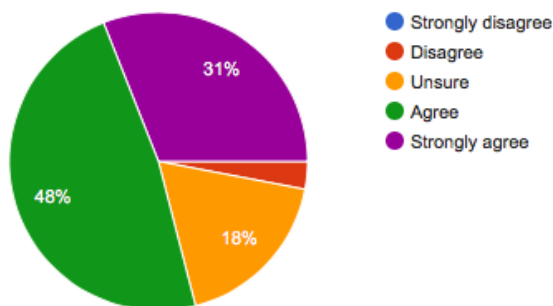
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	3	3
3	UN	18	18
4	A	48	48
5	SA	31	31
	Total	100	100

ANALYSIS: The above result shows that 48% of employees agree that they are satisfied with their pay raise & 18% strongly agree to the same. 18% of employees remain unsure here. 3% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.37. Showing Satisfaction With Pay Raise Interval In The Company

I am satisfied with the pay raise interval in the company.

100 responses



Interpretation: The above pie chart showing employees satisfaction with pay raise interval at the company. And majority of employees are satisfied, as this company's pay structure is good comparable to other cement factories.

TABLE 4.38. Showing Employee Rewarded For The Quality of Efforts.

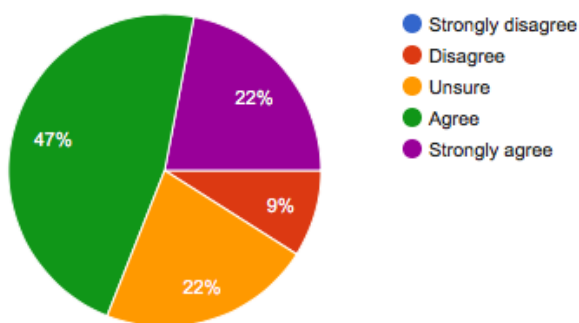
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	9	9
3	UN	22	22
4	A	47	47
5	SA	22	22
	Total	100	100

ANALYSIS: The above result shows that 47% of employees agree that they are rewarded for the quality of their efforts & 22% strongly agree to the same. 22% of employees remain unsure here. 9% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.38. Showing Employee Rewarded For The Quality of Efforts.

I am rewarded for the quality of my efforts.

100 responses



Interpretation: The above pie chart showing employees rewarded for the quality of efforts at the company. And majority of employees agree, as they are recognised for their effort.

TABLE 4.39. Showing Satisfied With Company’s Pay Structure Company’s Pay Structure

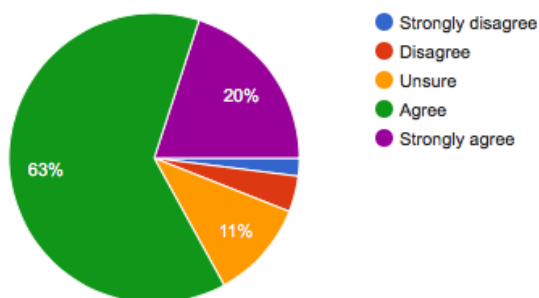
Sl no	Category	No of Respondents	Percentage %
1	SD	2	2
2	D	4	4
3	UN	11	11
4	A	63	63
5	SA	20	20
	Total	100	100

ANALYSIS: The above result shows that 63% of employees agree that they are satisfied with company’s pay structure & 20% strongly agree to the same. 11% of employees remain unsure here. 4% of employees disagree while 2% of employees strongly disagree.

GRAPH 4.39. Showing Satisfied With Company’s Pay Structure Company’s Pay Structure

I am satisfied with the company’s pay structure.

100 responses



Interpretation: The above pie chart showing employees satisfaction with company’s pay structure at the company. And majority of employees are satisfied, as this company’s pay structure is good comparable to other cement factories.

TABLE 4.40. Showing Financially Personal Growth Experience

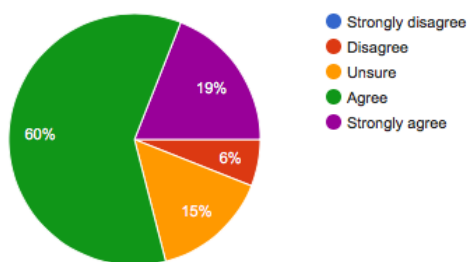
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	6	6
3	UN	15	15
4	A	60	60
5	SA	19	19
	Total	100	100

ANALYSIS: The above result shows that 60% of employees agree that they experience personal growth financially & 19% strongly agree to the same. 15% of employees remain unsure here. 6% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.40. Showing Financially Personal Growth Experience

I experience personal growth financially in this company.

100 responses



Interpretation: The above pie chart showing personal growth financially at the company. And majority of employees have agreed, as the company has promotions, pay structure & many other perks & benefits.

TABLE 4.41. Showing Opportunities For Career Advancement

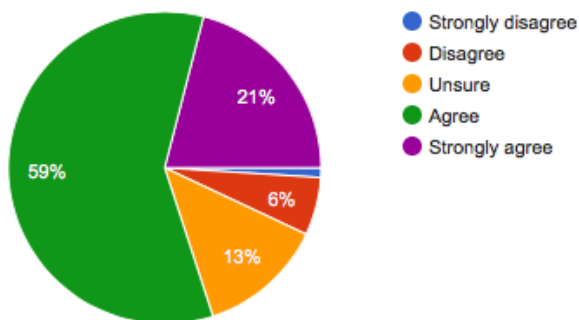
Sl no	Category	No of Respondents	Percentage %
1	SD	1	1
2	D	6	6
3	UN	13	13
4	A	59	59
5	SA	21	21
	Total	100	100

ANALYSIS: The above result shows that 59% of employees agree that there are career advancement & 21% strongly agree to the same. 13% of employees remain unsure here. 6% of employees disagree while 1% of employees strongly disagree.

GRAPH 4.41. Showing Opportunities For Career Advancement

There are opportunities for career advancement in this company.

100 responses



Interpretation: The above pie chart showing opportunities for career advancement at the company. And majority of employees have agreed, as the company has promotions, pay structure & many other perks & benefits.

TABLE 4.42. Showing Family Satisfied With Current Salary

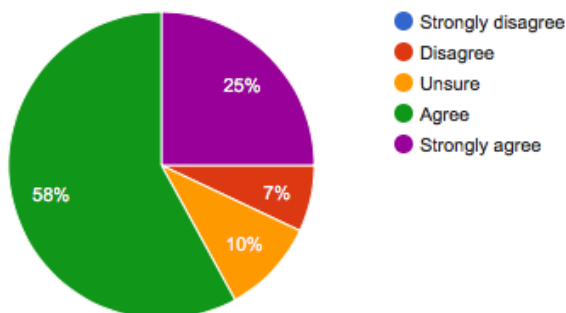
Sl no	Category	No of Respondents	Percentage %
1	SD	0	0
2	D	7	7
3	UN	10	10
4	A	58	58
5	SA	25	25
	Total	100	100

ANALYSIS: The above result shows that 58% of employees agree that their family is satisfied with current salary & 25% strongly agree to the same. 10% of employees remain unsure here. 7% of employees disagree while 0% of employees strongly disagree.

GRAPH 4.42. Showing Family Satisfied With Current Salary

My family is satisfied with my current salary.

100 responses



Interpretation: The above pie chart showing family of employees satisfaction with current salary at the company. And majority of employees have agreed, as the company has promotions, pay structure & many other perks & benefits.

TABLE 4.43. Showing Satisfied With Most Recent Increment

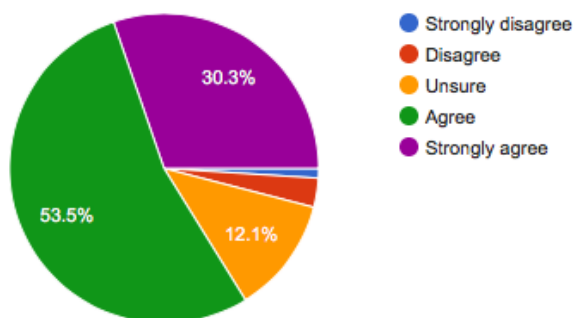
Sl no	Category	No of Respondents	Percentage %
1	SD	1	1
2	D	3	3
3	UN	12	12.1
4	A	53	53.5
5	SA	30	30.3
	Total	100	100

ANALYSIS: The above result shows that 53% of employees agree that they are satisfied with most recent increment & 30% strongly agree to the same. 12% of employees remain unsure here. 3% of employees disagree while 1% of employees strongly disagree.

GRAPH 4.43 Showing Satisfied With Most Recent Increment

I am satisfied with my most recent increment.

99 responses



Interpretation: The above pie chart showing employees satisfaction with most recent increment at company. And majority of employees have agreed, as the company has promotions, pay structure & many other perks & benefits.

TABLE 4.44. Showing Employee Being Regular To Job

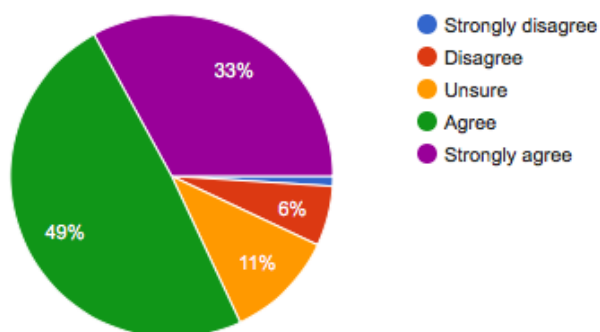
Sl no	Category	No of Respondents	Percentage %
1	SD	1	1
2	D	6	6
3	UN	11	11
4	A	49	49
5	SA	33	33
	Total	100	100

ANALYSIS: the above result shows that 49% of employees agree that they have been regular to job & 33% strongly agree to the same. 11% of employees remain unsure here. 6% of employees disagree while 1% of employees strongly disagree.

GRAPH 4.44. Showing Employee Being Regular To Job

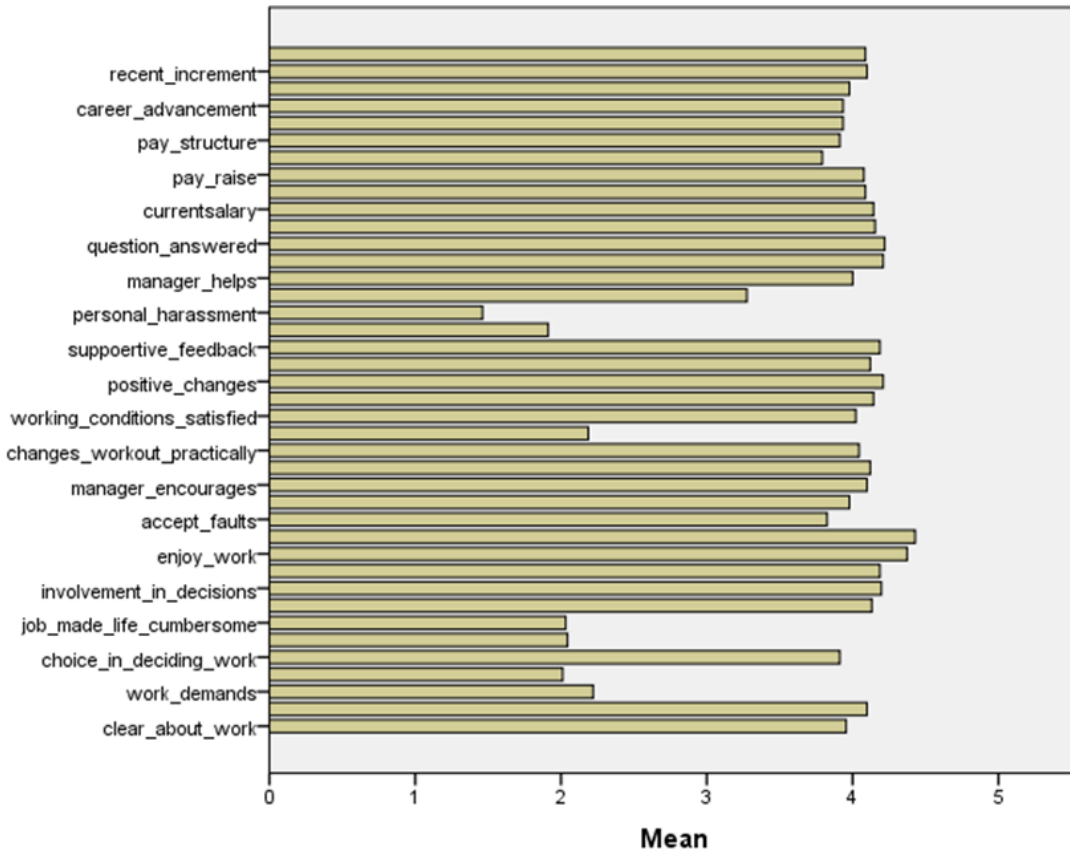
I have been regular to my job.

100 responses



Interpretation: The above pie chart showing employees satisfaction with benefit packages at the company. And majority of employees have agreed, as the employees are benefited for being regular to company is beneficial in many ways.

GRAPH 4.45. Showing Means of all variables



Interpretation: An aggregate of 100 substantial reactions were gotten from appropriation of survey, giving the aggregate level of reactions rate of 100%. Table 4.1 demonstrates the information of all the means of all variables of the research.

STATISTICAL TOOL RESULTS

HYPOTHESIS FRAMEWORK

H₀ :There is significant relationship between stress levels and performance

H₁: There is no significant relationship between stress levels and performance

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
AVG_WL	100	2.70	4.10	3.2830	0.25428	0.356
AVG_JP	100	2.80	4.40	3.9060	0.32312	-0.964
AVG_WE	100	2.50	4.40	3.5540	0.34302	-0.576
AVG_PB	100	2.80	4.90	4.0030	0.45626	-0.780
Valid N (listwise)	100					

Descriptive Statistics

	Skewness	Kurtosis	Std. Error
	Std. Error	Statistic	
AVG_WL	0.241	0.331	0.478
AVG_JP	0.241	1.074	0.478
AVG_WE	0.241	1.195	0.478
AVG_PB	0.241	0.297	0.478
Valid N (listwise)			

Analysis: The above descriptive table & graph shows that employees job performance is less due to stress levels. Hence null hypothesis is accepted.

TABLE 4.46 CORRELATION

CORRELATION		AVE_ WL	AVE_ JP	AVG_ WE	AVG_ PB
AVG_WL	Pearson correlation	1	-0.060	0.066	-0.163
	Sig. (2- tailed)	100	0.552	0.513	0.105
	N		100	100	100
AVG_JP	Pearson correlation	-0.060	1	.373**	373**
	Sig. (2- tailed)	0.552	100	0.000	0.000
	N	100		100	100
AVG_WE	Pearson correlation	0.066	373**	1	0.149
	Sig. (2- tailed)	0.513	0.000	100	0.140
	N	100	100		100
AVG_PB	Pearson correlation	-0.163	373**	0.149	1
	Sig. (2- tailed)	0.105	0.000	0.140	100
	N	100	100	100	

Interpretation: As per the above table p value is significant.

ANOVA -1

ANOVA		Sum of Squares	df	Mean Square	F	Sig.
AVG_WL Groups	Between	0.317	3	0.106	1.677	0.177
	Within Groups	5.983	95	0.063		
	Total	6.300	98			
AVG_WE Groups	Between	0.634	3	0.211	1.825	0.148
	Within Groups	10.993	95	0.116		
	Total	11.627	98			

ANOVA		Sum of Squares	df	Mean Square	F	Sig.
AVG_PB Groups	Between	0.374	3	0.125	0.590	0.623
	Within Groups	20.071	95	0.211		
	Total	20.445	98			

Interpretation: As per the above anova table p value is more than 0.05 hence there is no difference in means in the respondent opinion. Hence null hypothesis is accepted.

ANOVA - 2

ANOVA		Sum of Squares	df	Mean Square	F	Sig.
AVG_WL Groups	Between	0.070	3	0.023	0.354	0.786
	Within Groups	6.230	95	0.066		
	Total	6.300	98			
AVG_WE Groups	Between	0.166	3	0.055	0.459	0.172
	Within Groups	11.461	95	0.121		
	Total	11.627	98			
AVG_PB Groups	Between	0.355	3	0.118	0.560	0.643
	Within Groups	20.090	95	0.211		
	Total	20.445	98			

Interpretation: As per the above anova table p value is more than 0.05 hence there is no difference in means in the respondent opinion. Hence null hypothesis is accepted.

ANOVA - 3

ANOVA		Sum of Squares	df	Mean Square	F	Sig.
AVG_WL Groups	Between	0.260	4	0.065	1.012	0.406
	Within Groups	6.040	94	0.064		
	Total	6.300	98			
AVG_WE Groups	Between	0.405	4	0.101	0.848	0.498
	Within Groups	11.222	94	0.119		
	Total	11.627	98			
AVG_PB Groups	Between	0.990	4	0.247	1.196	0.318
	Within Groups	19.455	94	0.207		
	Total	20.445	98			

Interpretation: As per the above anova table p value is more than 0.05 hence there is no difference in means in the respondent opinion. Hence null hypothesis is accepted.

ANOVA - 4

Model		Sum of Squares	df	Mean Square	F	Sig.
AVG_WL Groups	Between	0.065	3	0.022	0.328	0.805
	Within Groups	6.235	95	0.066		
	Total	6.300	98			
AVG_WE Groups	Between	0.051	3	0.017	0.138	0.937
	Within Groups	11.576	95	0.122		
	Total	11.627	98			

Model		Sum of Squares	df	Mean Square	F	Sig.
AVG_PB Groups	Between	2.995	3	0.998	5.435	0.002
	Within Groups	17.450	95	0.184		
	Total	20.445	98			

Interpretation: As per the above anova table p value is more than 0.05 hence there is no difference in means in the respondent opinion. Hence null hypothesis is accepted.

REGRESSION

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.493 ^a	0.243	0.219	0.28547

a. Predictors: (Constant), AVG_PB, AVG_WE, AVG_WL

R value indicates the correlation coefficient. Here value is .493 which is more than .05 so there is no correlation between Job Performance & stress.

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2.513	3	0.838	10.279	.000 ^b
Residual	7.823	96	0.081		
Total	10.336	99			

a. Dependent Variable: AVG_JP

b. Predictors: (Constant), AVG_PB, AVG_WE, AVG_WL

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (constant)	2.028	0.537		3.774	0
AVG_WL	-0.038	0.115	-0.03	-0.33	0.742
AVG_WE	0.309	0.085	0.328	3.637	0
AVG_PB	0.226	0.065	0.319	3.497	0.001

a. Dependent Variable: AVG_JP

Interpretation:

Since the p value (sig value) less than 0.05 alternative hypothesis is accepted. The effect of stress on performance is 24.3%. As per the research conducted if stress is more then performance will get effected to the extent of 24.3%..

The above expression can be expressed in the form of $y = bx+c$, where c is the constant & x is variable.

As per the above table $y = 0.309(\text{AVG_WE}) + 0.226(\text{AVG_PB}) - 0.038(\text{AVG_WL}) + 2.028$.

CHAPTER 5

SUMMARY OF FINDINGS, CONCLUSIONS AND SUGGESTIONS

5.1. FINDINGS

- It has been observed most employees are clear regarding what kind of work expected of them.
- It has been observed most of Employees can decide when to take break
- It has been observed Employees opposed about contrasting groups at work demand things from the workers which are hard to combine.
- It has been observed Majority of the Employees do not have unachievable deadlines.
- It has been observed with help of research that Employees have choice in deciding how they want to do their work.
- It has been observed in this research employees are not able to take sufficient breaks.
- It has been observed most of the employees do not think job made their life cumbersome.
- It has been observed employees are informed about matters affecting them.
- It has been observed employees are satisfied with their involvement in decision making,
- It has been observed most of employees are encouraged to come up with new ideas.
- It has been observed employees enjoy their work.
- It has been observed employees are well trained in their work.
- It has been observed employees remain unsure about them accepting their faults.
- It has been observed More number of employees approve they see problem as challenge rather than as obstacles.
- It has been observed Employees admit responding that their manager encourages them at work.
- It has been observed In the research major part of employees accept that they understand how their work fits in the aim of the organisation
- It has been observed Employees agree that they are clear that changes made at work can work out in practice.

- It has been observed Majority of employees agree that they are not clear what type of work & behaviour is expected from the higher authorities & colleagues.
- It has been observed Most of the employees approve they are satisfied with working conditions.
- It has been observed In the research it is found that many of the employees have mutual understanding between colleagues.
- It has been observed In the research employees agree their job brings positives changes to them.
- It has been observed Few employees remain unsure that company consults them about changes at work.
- It has been observed Most of the employees admit they are given supportive feedback.
- It has been observed Major part of employees agree there is no friction or anger between colleagues.
- It has been observed Most employees strongly disagree that they are subject to personal harassment.
- It has been observed Employees agree that its difficult to implement sudden new procedures .
- It has been observed Majority of Employees accept their line manager helps them out when there is work problem.
- It has been observed Most of employees admit their questions or concerns are addressed.
- It has been observed 51% of employees agree they feel safe sharing their plans with management.
- It has been observed Most of the employees admit they are satisfied with their current salary.
- It has been observed In this research it is found that few employees remain unsure about their satisfaction with benefit packages.
- It has been observed Employees agree that they are satisfied with their pay raise.
- It has been observed Maximum number of Employees approve they are rewarded for the quality of their efforts.
- It has been observed In the research most employees admit they are satisfied with company's pay structure.

- It has been observed In the research many of the employees accept they experience personal growth financially.
- It has been observed Employees remain sure here that there are career advancement in the company.
- It has been observed In the research employees agree that their family is satisfied with current salary.
- It has been observed Maximum number of Employees agree they are satisfied with most recent increment.
- It has been observed Majority of the Employees agree they have been regular to job.

5.2 CONCLUSION

The present research closes by throwing light on effect of stress on employees & significance of stress management. It is extremely clear from the current descriptive & research information that no causes for stress can be fathomed without legitimate & satisfactory communication. As the stress at workplace has negative impacts, the Penna Cement Industry need to recognise the requirement for battling, unraveling & preventing stress at workplace. The examination has drawn out the association & reliance between (a) work stressors & work load (b) work stressors & working condition (c) work stressors & Job execution & (d) work stressors & Perks & advantages.

In the event that one component runs with the other component easily, the result will be helpful. Furthermore the significance of stress management has been underscored which will clear path for progress. It is truly trusted that the Penna Cement Industry will find a way to execute the proposals of the research to ease stress & take reasonable measures to satisfy the desire for the workers.

5.2 SUGGESTIONS

- The company needs to find out stressors in life of employees.
- Work should properly delegated to the employees to avoid overload of work, which could cause stress.
- The company needs to recover issue of stress faced by employees.
- Company needs to maintain good relationship with the employees to make the climate healthy.
- The company needs to provide recreational activities.
- The company needs to give information about stress adapting procedures to the employees.
- The company needs to provide assistance from the line Manager for the employees.
- The company needs to make workers feel secure when they are engaged with the leadership.
- The company needs to provide enough breaks to employees so they will perform better.
- The company needs to guide the supervisors to think about the level of their workers mindfulness & skills whether they will be able to practice their objectives.
- The company needs to come up with problem controlling strategy that will help in aggregate yield.
- The company needs to Raising systems like furnishing the employees with some stress help trips.
- The company needs to keep a decent employer-employee, employee-employee relationship so that there will be a good connection & there won't be any issue of stress.
- The company needs to underst& the employees concern, figuring out perspectives prompting labourer stress & proper strategies to overcome the stress faced by workers.
- The company needs to maintain proper grievance h&ling system should be practiced to help the employees to overcome their problems.
- The company needs to ensure subordinate are aware about ethical practices & proper behaviour in office premises
- Company needs to organise stress management programme that focuses on different categories of employee's at all hierarchical level.
- The company needs to organise the training of stress management techniques, but first of all exp&ing of awareness to enjoy the present moment, not to think of past, no future.

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ANNEXURE -1: Questionnaire

SD - STRONGLY DISAGREE

D - DISAGREE

UN - UNSURE

A - AGREE

SA - STRONGLY AGREE

SI	QUESTIONS	SD	D	UN	A	SA
	STRESS MANAGEMENT - WORK LOAD					
1	I am clear what is expected of me at work					
2	I can decide when to take a break					
3	Different groups at work demand things from me that are hard to combine					
4	I have unachievable deadlines					
5	I have a choice in deciding how I do my work					
6	I am unable to take sufficient breaks					
7	I often feel that this job has made my life cumbersome.					
8	The company does an excellent job in keeping employees informed about matters affecting us.					
9	I am satisfied with my involvement in decisions that affect my work.					
10	I feel encouraged to come up with new and better ways of doing things.					
	STRESS MANAGEMENT - JOB PERFORMANCE					
11	I enjoy my work.					
12	I am well trained in my work.					
13	I am willing to accept my faults.					
14	I tend to see problems as challenge rather than as obstacles.					
15	The manager encourages me at work.					
16	I understand how my work fits into the overall aim of the organisation.					
17	When changes are made at work, I am clear how they will work out in practice.					
18	It is not clear what type of work & behaviour my higher authorities & colleagues expect from me.					

19	Working conditions are satisfactory here from the point of view of our welfare and convenience.					
20	There exists sufficient mutual co-operation & team spirit among the employees of this organisation/department.					
STRESS MANAGEMENT - WORKING ENVIRONMENT						
21	My job brings positive changes to me.					
22	Staff are always consulted about change at work					
23	I am given supportive feedback on the work I do.					
24	There is friction or anger between colleagues.					
25	I am subject to personal harassment in the form of unkind words or behaviour.					
26	It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice.					
27	I can rely on my line manager to help me out with a work problem.					
28	Supervisors encourage me to do well in my work.					
29	When I have questions or concerns, my supervisor is able to address them.					
30	I feel safe sharing my plans with my management.					
STRESS MANAGEMNT - SALARY						
31	I am satisfied with my current salary.					
32	I am satisfied with my benefit packages.					
33	I am satisfied with the pay raise interval in the company.					
34	I am rewarded for the quality of my efforts.					
35	I am satisfied with the company's pay structure.					
36	I experience personal growth financially in this company.					
37	There are opportunities for career advancement in this company.					
38	My family is satisfied with my current salary.					
39	I am satisfied with my most recent increment.					
40	I have been regular to my job.					

ANNEXURE - 2: Photos





ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA
INTERNSHIP WEEKLY REPORT (16MBAPR407)

Name of the Student : B. ADBUTHA SHUNEMI
Internal Guide : PROF MAHAK BALANI
USN No : IIA16MBA08
Specialisation : MARKETING - HR
Title of the Project : STRESS MANAGEMENT
Company Name : PENNA CEMNT INDUSTRIES LTD
Company Address : Tadipatri mandal, Talaricheruvu, Andhra Pradesh 515415, India.

WEEK	WORK UNDERTAKEN	EXTERNAL GUIDE SIGNATURE	INTERNAL GUIDE SIGNATURE
15-01-18 to 21-01-18	Learnt about the organization and its areas of operation		1
22-01-18 to 28-01-18	Understood about Structure, culture and functioning of the Organization		2
29-01-18 to 04-01-18	Understand products/services and the problems of the organization		3
05-02-18 to 11-02-18	Acquired in depth knowledge about Performance of Employees		4
12-02-18 to 18-02-18	Preparation of Research instrument for data collection		5

19-02-18 to 25-02-18	Interaction with the employees of the company	<i>Raj</i> <i>Raj</i>	6 <i>dnb</i>
26-02-18 to 04-03-18	Designing the questionnaire	<i>Raj</i> <i>Raj</i>	7 <i>dnb</i>
05-03-18 to 11-03-18	Data Collection	<i>Raj</i> <i>Raj</i>	8 <i>dnb</i>
12-03-18 to 18-03-18	Data Analysis using statistical tools	<i>Raj</i> <i>Raj</i>	9 <i>dnb</i>
19-03-18 to 24-03-18	Analysis and finalization of report and Submission of Report	<i>Raj</i> <i>Raj</i>	10 <i>dnb</i>

HOD *[Signature]*

