

## **A Study On Analysis Of Stress Management Among Executives In Ashok Leyland, Ennore, Chennai**

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**ABSTRACT:** The project work entitled “A STUDY ON ANALYSIS OF STRESS MANAGEMENT AMONG EXECUTIVES IN ASHOK LEYLAND”, ENNORE, CHENNAI carried out by the researcher to know attitudes, skills and knowledge.

To achieve the objective of a research, the primary data was collected with the help of questionnaire. Responses were gathered from the executives of Ashok Leyland, Ennore. A descriptive study was conducted among these sample size of 90 were chosen for the purpose of study through a structured questionnaire. The collected data was analyzed with the help of simple statistical tools, such as percentage analysis, chi – square analysis and H – test.

These data were analyzed and the findings and recommendations were presented to the **ASHOK LEYLAND, ENNORE**. Apart from these, the pit falls this study is listed out which are out of control of the research.

### **I. PROFILE OF THE COMPANY**

The origin of Ashok Leyland can be traced to the urge for self-reliance, felt by independent India. Pandit Jawaharlal Nehru, India's first Prime Minister persuaded Mr. Raghunandan Saran, an industrialist, to enter automotive manufacture. In 1948, Ashok Motors was set up in what was then Madras, for the assembly of Austin Cars. The Company's destiny and name changed soon with equity participation by British Leyland and Ashok Leyland commenced manufacture of commercial vehicles in 1955

Since then Ashok Leyland has been a major presence in India's commercial vehicle industry with a **tradition of technological leadership**, achieved through tie-ups with international technology leaders and through vigorous in-house R&D.

### **OBJECTIVES OF THE STUDY**

#### **Primary objectives:-**

- To analyze the causes of stress among the executives in ASHOK LEYLAND.

#### **Secondary objectives:-**

- To identify the work stressors in the ASHOK LEYLAND.
- To find out the level and sources of the stressors of the executives in the ASHOK LEYLAND.

### **NEED FOR THE STUDY**

- To be measure the stress level of the executives.
- To be analyze the techniques of stress management programme in the organization.
- To be evaluate the attitudinal and behavioural symptoms of the stress.
- To be evaluate the potential sources of the work stress.

### **II. RESEARCH METHODOLOGY:**

Research methodology is a way to solve systematically the research problem. It explains the various steps generally adopted in studying research problem. It is necessary for the researchers to know not only the research methods / techniques but also methodology. The research design is descriptive in nature as the researcher has made attempts to describe characteristics as it is.

**RESEARCH DESIGN:**  
**SAMPLING DESIGN:**  
**DATA COLLECTION:**  
**SAMPLE SIZE:**  
**STATISTICAL TOOLS:**

The statistical tools and test used for this study are.

- Simple Percentage analysis.
- Chi – square analysis.
- H – Test analysis.
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### **III. REVIEW OF LITERATURE:-**

#### **Introducing Stress Management:-**

*stress is a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize.*

From our definition, you can see that there are three major approaches that we can use to manage stress:

- **Action-oriented:** In which we seek to confront the problem causing the stress, changing the environment or the situation;
- **Emotionally-oriented:** In which we do not have the power to change the situation, but we can manage stress by changing our interpretation of the situation and the way we feel about it; and
- **Acceptance-oriented:** Where something has happened over which we have no power and no emotional control, and where our focus is on surviving the stress.

#### **Job Analysis (Short Form):-**

##### **The First Step in Managing Job Overload:-**

**We have all experienced that appalling sense of having far too much work to do and too little time to do it in. We can choose to ignore this, and work unreasonably long hours to stay on top of our workload. The risks here are that we become exhausted, that we have so much to do that we do a poor quality job, and that we neglect other areas of our life. Each of these can lead to intense stress.**

To conduct a job analysis, go through the following steps:

#### **1. Review formal job documentation:**

- Look at your job description. Identify the key objectives and priorities within it.
- Look at the forms for the periodic performance reviews. These show precisely the behaviors that will be rewarded and, by implication, show those that will be punished.
- Find out what training is available for the role. Ensure that you attend appropriate training so that you know as much as possible about what you need to know.
- Look at incentive schemes to understand the behaviors that these reward.

#### **2. Understand the organization's strategy and culture:**

Your job exists for a reason – this will ultimately be determined by the strategy of the organizational unit you work for. This strategy is often expressed in a mission statement. In some way, what you do should help the organization achieve its mission (if it does not, you have to ask yourself how secure the job is!). Make sure you understand and perform well the tasks that contribute to the strategy.

#### **3. Find out who the top achievers are, and understand why they are successful:**

Inside or outside the organization, there may be people in a similar role to you who are seen as highly successful. Find out how they work, and what they do to generate this success. Look at what they do, and learn from them. Understand what skills make them successful, and learn those skills.

#### **4. Check that you have the people and resources to do the job:**

The next step is to check that you have the staff support, resources and training needed to do an excellent job. If you do not, start work on obtaining them.

#### **5. Confirm priorities with your boss:**

By this stage, you should have a thorough understanding of what your job entails, and what your key objectives are. You should also have a good idea of the resources that you need, and any additional training you may need to do the best you can.

#### **6. Take Action:**

You should now know what you have to do to be successful in your job. You should have a good idea of the most important things that you have to do, and also the least important.

Where you can drop the less-important tasks, do so. Where you can de-prioritize them, do so. Where you need more resource or training to do your job, negotiate for this. Remember to be a little sensitive in the way you do

this: Good teamwork often means helping other people out with jobs that do not benefit you. However, do not let people take advantage of you: Be assertive in explaining that you have your own work to do. If you cannot drop tasks, delegate them or negotiate longer time scales.

#### **FINDINGS FROM THE STUDY**

Based on the survey conducted the researcher has given following findings:

- i. From the research it is found that 34.5% of executives were having above 21 years of experience.
- ii. It is identified that 45.55% of executives have satisfied with their work load.
- iii. From the research it is found that 75.56% of executives have satisfied with their relationship between colleagues and higher authorities.
- iv. It is identified that 58.89% of executives have satisfied with the current job.

#### **SUGGESTIONS AND RECOMMENDATIONS**

Based on the given findings the following suggestions and recommendations are given by the researcher;

- Conduct a Stress management programme thrice in a year.
- Stress management effectiveness can be properly measured through performance appraisal and feedback & official reports.
- Implementing new techniques in stress management programme.
- Stress management programme should be conducted at all the levels of management regularly.
- Take physical exercise in day-to-day life, like walking, cycling etc.,
- Complete a job before we start the next one, this satisfaction level of a job reducing stress.

#### **IV. Conclusion**

To conclude,

The Study of Analyzing on Stress Management is ocean, and my try of this work is a tiny wave on it. Through this project work I gained a lot of theoretical and practical experience while interacting the respondents.

Stress management of "ASHOK LEYLAND" were analyzed based on the detailed study conducted inferences were revealed. From the study majority of the respondents are working in a peaceful environment. If some changes are undertaken then all the respondents will be satisfied. In this organization operates today is intensely competitive. As we move towards the competitive position we must be prepared both physically and mentally. So this study will help the organizations to make the employees to work more without tension.

Stress management is beneficial to executives in the form of self – confidence, productivity, safety, adaptability, performance and new skills

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