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# A STUDY ON STRESS MANAGEMENT IN HERO MOTORS- HYDERABAD

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## ABSTRACT

Stress management is crucial for maintaining physical, mental, and emotional well-being in today's fast-paced and demanding world. This abstract provides an overview of stress management, its significance, and key aspects to consider when successfully managing and lowering stress. Stress is a natural reaction to hardship, but if it is protracted or severe, it can be harmful to a person's health, productivity, and general quality of life. Stress management comprises devising techniques and tactics for dealing with problems, minimizing their impact, and increasing resilience. This abstract analyzes the role of stress management in general well-being, performance, and burnout prevention. It emphasizes how stress management practices can improve mental health, decision-making, and interpersonal interactions.

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**Keywords:** Organization, Employees, Behavioral, Performance.

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## INTRODUCTION

### DEFINITION

Stress management is defined as the tools, strategies, or techniques that reduce stress and reduce the negative impacts stress has on your mental or physical well-being. A variety of techniques can be used to manage stress. These include mental, emotional, and behavioral strategies. When stress management is used regularly and in response to stressful life events, we can optimize our well-being (take this well-being quiz to see how you're doing).

### MEANING:

Stress management is the process of acquiring and practicing a variety of cognitive and behavioral techniques with the goal of managing and coping with stress. Stress is defined as the perception that demands exceed personal resources, and can result in both physiological (e.g., increased blood pressure, migraine headaches) as well as psychological effects (e.g., anxiety, depression). Potential sources of stress range from major life events such as death of a loved one, divorce, or job loss to "daily hassles" such as traffic and interpersonal annoyances

### NEED FOR THE STUDY:

Stress exists in every aspect of life. The Automobile environment poses stressful working conditions. The demands of meeting the required project deadlines added to this factor, things such as job repetition, potential job dissatisfaction, poor ergonomics or low pay results in higher level of stress. If stress in the workplace is not on the agenda, the results of stress are revealed through higher absenteeism than other parts of the company, higher Worker's Compensation claims and ultimately in reduced customer satisfaction. This operations topic focuses on various approaches to managing stress. Raising the pay isn't necessarily the solution. There are many other creative means of managing stress. This study focuses on the level of stress due to the working conditions, sources of stress, its consequences and the steps taken to manage stress in the work place. The present study is to make an attempt to mainly identify the level of stress, various sources of stress, its consequences and the stress management techniques adopted by organizations

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### SCOPE OF THE STUDY:

The scope of this research is to focus on the employees stress and its effect on their job efficiency. The study will focus on work stress among employees and their coping strategies. Automobile sector is one of the important sectors in India. The employee stress may have a great impact on the job efficiency as it indirectly affects performance of the company. Stress will badly affect the employees both at work place and in personal life. So stress management is more important both in workplace and in personal life. Various coping strategies also followed by the employees so this study concentrates more on the various types of stress in Automobile industry and various strategies to overcome this stress.

### OBJECTIVES OF THE STUDY:

- To study the concept of stress at workplace
- To identify potential methods of relieving pressure at the office.
- To identify one's own individual, organisational, and environmental stressors.
- To Know the stress-reduction methods in organisation .
- To examine staff feedback on existing stress-reduction initiatives.

### REVIEW OF LITERATURE:

1. **Anna Vittoria Mattioli , Susanna Sciomer, Sabina Gallina, Silvia Maffei (2020)** has published on “Lifestyle and Stress Management in Women During COVID-19 Pandemic: Impact on Cardiovascular Risk Burden” in American journal of Life style Medicine has said that practical recommendations for women to reduce stress and recovery for a healthy lifestyle after quarantine. Quarantine is associated with stress and depression, which lead to unhealthy lifestyle, including unhealthy diet, smoking, alcohol, and reduced physical activity.
2. **Saheed O. Ajayi, William Jones, Maria Unuigbo (2019)** has published on “Occupational stress management for UK construction professionals :Understanding the causes and strategies for improvement” in journal of Engineering, Design and Technology has said study could help in mitigating stress and mental health concerns that are currently plaguing the construction industry.
3. **Harne, Bhavna P., Tahseen, Azra A., Hiwale , Anil S. , Dhekekar, Ram S. (2019)** has published on “Survey on Om mediation: Its effect on the human body and Om mediation as a tool for stress management” in psychological Thought has said that Meditation and yoga both have positive effects on

physical, as well as mental health. Om mantra chanting, a simple and easy to practice, also comes under the aspect of meditation. Om meditation in curing anxiety and depression.

4. **Alexander Ciji, Mohammad S. Akhtar (2021)** has published “Stress management in aquaculture: a review of dietary interventions” in journal reviews in aquacult has said that stressful conditions impair the health of cultured animals and predispose them to diseases resulting in economic losses. Optimizing the stress resilience of the cultured species is paramount to ensure sustainable development of aquaculture sector.
5. **Anubhuti Saxena , Naval Garg, B.K.Punia, Asha Prasad (2020)** has published “Exploring role of Indian workplace spirituality in stress management : a study of oil and gas industry” in journal of Organizational Change management has said that relationship between workplace spirituality and work stress among offshore and onshore employees of the Indian oil and gas industry. The impression that the normal working conditions (onshore workplace) provide adequate opportunity to workplace spirituality to transcend its impact on work stress.

### RESEARCH METHODOLOGY:

#### DATA SOURCES

Primary and secondary data collection is the two most common methods.

#### PRIMARY DATA

Primary Data is collected with help of structured questionnaire.

#### SECONDARY DATA

Secondary data is collected with the help of published research articles, books and internet sources.

#### SAMPLE UNIT

The survey was taken by workers at the company.

#### SAMPLE SIZE

There will be 100 people a part of the investigation.

### LIMITATIONS OF THE STUDY:

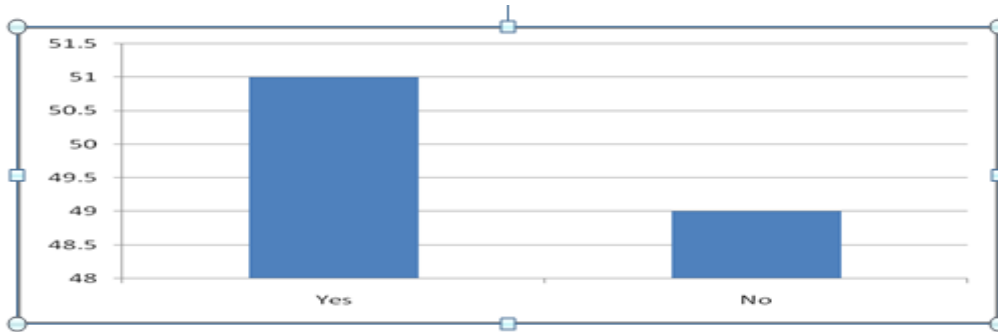
There was a lack of openness among the staff.

- According to the study's original plan, the researcher would only focus on the most important aspects of stress.
- Due to time limits, the inquiry could not completely explore all possibilities.
- Respondents may have been reluctant to provide details for fear of repercussions at work.

**DATA ANALYSIS AND INTERPRETATION**

**4.1. Techniques for Managing Anxiety with Forward Organizing?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Yes	51	51%
2	No	49	49%
	<b>Total</b>	<b>100</b>	<b>100%</b>

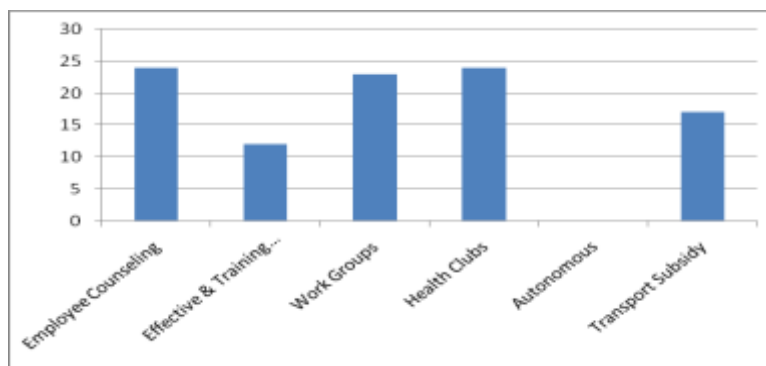


**INTERPRETATION**

The survey found that while 51% of respondents said they received company support for stressmanagement measures, 49% said they did not receive sufficient resources.

**4.2. What are some possible stress-reduction initiatives that Hero Motors may undertake?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Employee Counseling	24	24%
2	Effective & Training Development Program	12	12%
3	Work Groups	23	23%
4	Health Clubs	24	24%
5	Autonomous	0	0%
6	Transport Subsidy	17	17%
	<b>Total</b>	<b>100</b>	<b>100%</b>



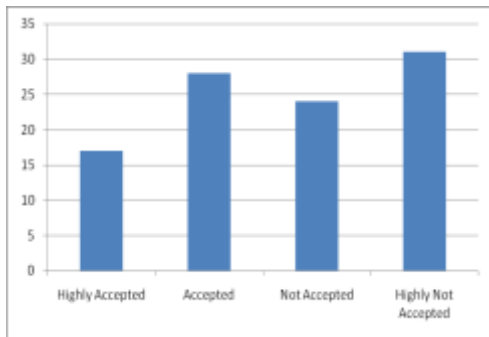
**INTERPRETATION**

As shown by the data, 24% of respondents support providing employees with access to counselling services, 12% are interested in effective training, 23% have a need for work groups, 24% have a desire for health groups, and the remaining

demand for transportation subsidies.

**4.3. What is the best method for alleviating stress?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Relaxation Techniques	31	31%
2	Time Management	28	28%
3	Training And Development	24	24%
4	Working	17	17%
	<b>Total</b>	<b>100</b>	<b>100%</b>

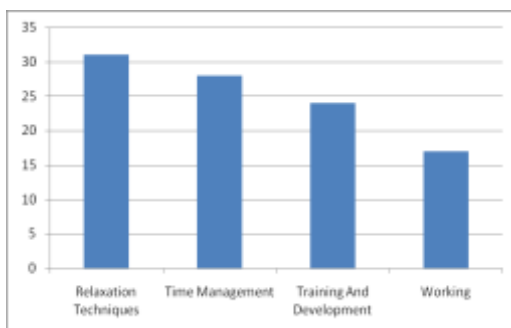


**INTERPRETATION**

Three in ten respondents believe they could benefit from learning relaxation techniques, 28% say they could use assistance with time management, 24% say training is the best treatment, and 17% say they would benefit from a change in routine at work.

**4.4. Doesn't care about breaking any of Hero Motors' policies?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Perception	20	20%
2	Attitude	29	29%
3	Health Condition	20	20%
4	Personality	31	31%
	<b>Total</b>	<b>100</b>	<b>100%</b>

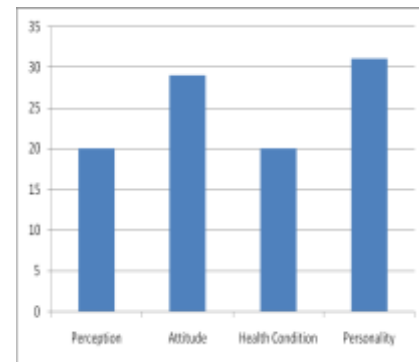


**INTERPRETATION**

The results show that the vast majority of respondents do not feel that the regulations at their companies are stressful. While 28% of respondents feel this way, only 24% disagree, and 31% claim that there is a lot of friction in their company's rules.

**4.5. What is the night shift like at Hero Motors in terms of stress compared to the day shift?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Highly Accepted	17	17%
2	Accepted	28	28%
3	Not Accepted	24	24%
4	Highly Not Accepted	31	31%
	<b>Total</b>	<b>100</b>	<b>100%</b>

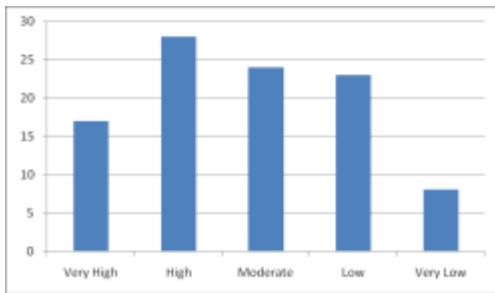


**INTERPRETATION**

The data shown above suggests that 17% of respondents suffer very high stress during their night shifts, 28% experience high stress, 24% experience moderate stress, 28% do not feel any stress during their night shifts, and 8% evaluate their stress as Very low.

**4.6. Personal Factors in the Development of Stress?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Very High	17	17%
2	High	28	28%
3	Moderate	24	24%
4	Low	23	23%
5	Very Low	8	8%
	<b>Total</b>	<b>100</b>	<b>100%</b>

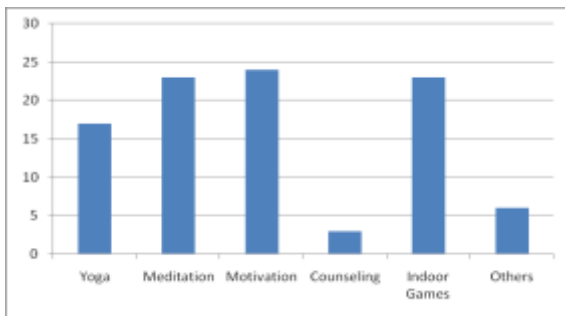


**INTERPRETATION**

29% of respondents attributed their stress levels to their attitudes, 20% to their health, and the remaining 7% to their personalities, according to the survey.

**4.7. The strain of family relationships?**

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Dependent	31	31%
2	Illness	29	29%
3	Financial Position	20	20%
4	Other Problems	20	20%
	<b>Total</b>	<b>100</b>	<b>100%</b>

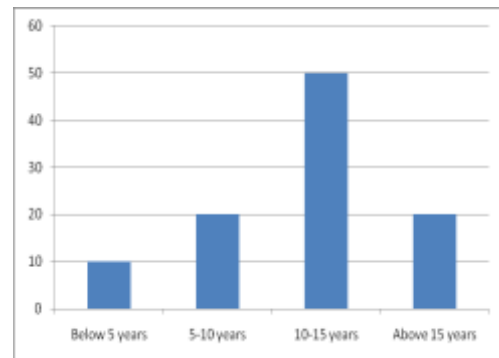


**INTERPRETATION**

According to the survey results, 31% of people find being dependent to be stressful, while 29% find being sick to be stressful and 20% find financial troubles and other problems to be stressful.

**4.8. Effort too great?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Below 5 years	10	10%
2	5-10 years	20	20%
3	10-15 years	50	50%
4	Above 15 years	20	20%
	<b>TOTAL</b>	<b>100</b>	<b>100%</b>



**INTERPRETATION**

Only 17% of respondents feel completely overwhelmed by their workload, while 24% are undecided and 23% are not.

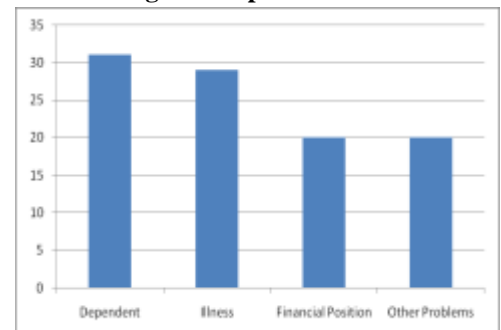
S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	17	17%
2	Agree	28	28%
3	Undecided	24	24%
4	Disagree	23	23%
4	Strongly Disagree	8	8%
	<b>TOTAL</b>	<b>100</b>	<b>100%</b>

**4.9. Method for relieving stress?**

**INTERPRETATION**

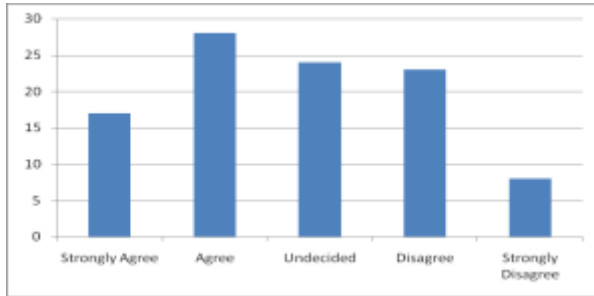
17% of respondents like yoga, 55% like indoor activities, and 55% like inspiration, as shown in the table above.

**4.10. Revealing the respondents' actual**



**levels of expertise?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Yoga	17	17%
2	Meditation	23	23%
3	Motivation	24	24%
4	Counseling	03	3%
5	Indoor Games	23	23%
6	Others	10	10%
	<b>Total</b>	<b>100</b>	<b>100%</b>

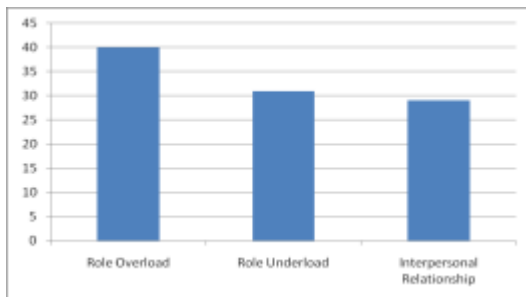


**INTERPRETATION**

The following are my findings after analyzing the data in the above table and graph. 50 percent within the next 5-10 years Furthermore, twenty percent of the population is considered to be mature.

**4.11. Reasons of stress across different**

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Role Overload	40	40%
2	Role Under load	31	31%
3	Interpersonal Relationship	29	29%
	<b>Total</b>	<b>100</b>	<b>100%</b>



**INTERPRETATION**

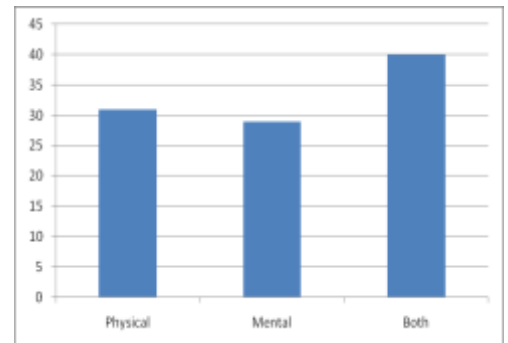
A total of 31% of respondents reported feeling physically stressed, 29% reported feeling mentally stressed, and 5% reported feeling both types of stress.

**INTERPRETATION**

The data show that role overload, rather than role under load or interpersonal interactions, is the primary source of stress for the majority of workers.

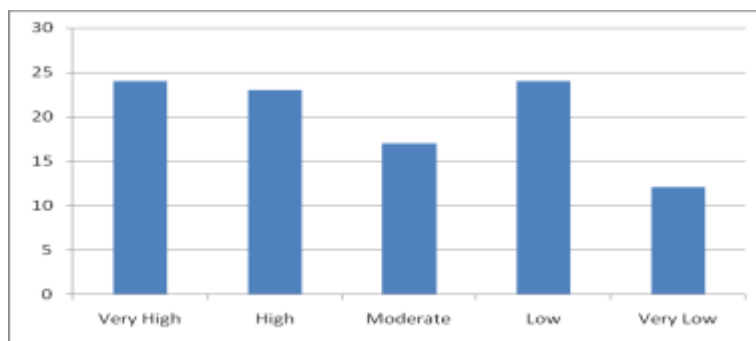
**4.12. There is a significant age gap in terms of work-related stress?**

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Physical	31	31%
2	Mental	29	29%
3	Both	40	40%
	<b>Total</b>	<b>100</b>	<b>100%</b>



**4.13. Do hero motors have a high strain rate?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Very High	24	24%
2	High	23	23%
3	Moderate	17	17%
4	Low	24	24%
5	Very Low	12	12%
	<b>Total</b>	<b>100</b>	<b>100%</b>

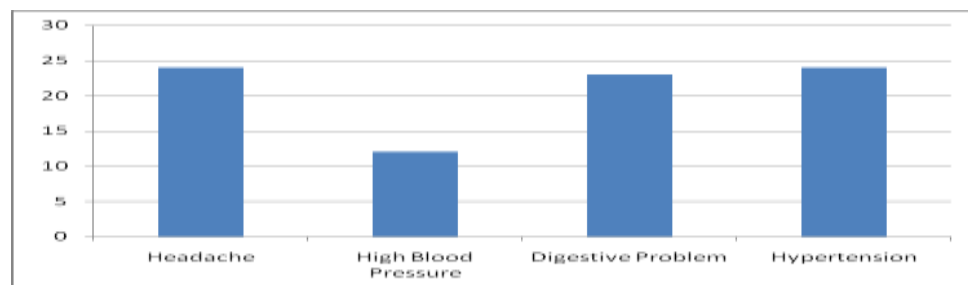


**INTERPRETATION**

In the survey, 24% of people reported feeling much stressed, 17% felt somewhat stressed, and 12% felt very little stress.

**4.14. Perhaps a little inconvenient?**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Headache	24	24%
2	High Blood Pressure	12	12%
3	Digestive Problem	23	23%
4	Hypertension	24	24%
5	Nervousness	17	17%
	<b>Total</b>	<b>100</b>	<b>100%</b>





### INTERPRETATION

Over a quarter of respondents had headaches or high blood pressure as a direct result of stress, and another third had stomach difficulties as a direct result of their anxiety, according to the survey.

### FINDINGS:

- The survey found that while 51% of respondents felt supported by their company in dealing with stress, 49% did not.
- Twenty-four percent of respondents said they would support employee counseling, while twelve percent said they would support effective training, twenty-three percent said they would support work groups, twenty-four percent said they would support health groups, and five percent said they would support transportation subsidies.
- The results show that 17% are very much in agreement, 28% are in agreement, 24% are unsure, 23% disagree, and 8% are very much in disagreement that therapy can assist with stress.
- In the survey, 31% of people stated they benefited from relaxation techniques, 28% said they required assistance with time management, 24% said training was the best intervention, and 17% said interventions at work were the most useful.
- The results show that while 28% of respondents agree that they are not stressed by their company's policies, 24% disagree and 31% think their company's policies are fraught with tension.
- Results show that 17% of night shift employees report a Very High amount of stress, 28% report High amounts of stress, 24% report Moderate amounts of stress, 28% report Low amounts of stress, and 8% rank as Very Low.
- Twenty percent of respondents feel that a person's perception can affect stress, another 29 percent believe that a person's attitude can affect stress, and another 20 percent believe that a person's health condition can affect stress.
- According to the survey results, dependency was cited by 31% of respondents, illness by 29%, and financial difficulties and other concerns by 20%.
- According to the results, only 17% of those surveyed feel completely overwhelmed by

their task, while 24% are unsure and 23% are not at all.

- The research presented above suggests that 17% of individuals prefer yoga, 55% enjoy indoor activities, and 55% are motivated by inspirational quotes. The following are my findings after analyzing the data in the above table and graph. 50 percent within the next 5-10 years Furthermore, twenty percent of the population is considered to be mature.
- The data show that role overload, rather than role under load or interpersonal interactions, is the primary source of stress for the majority of workers.
- The survey found that 31% of respondents felt stress in their bodies, 29% felt it in their minds, and the remaining respondents felt stress in both their bodies and their minds.
- According to the survey results, only 12% of people report extremely low levels of stress, while 24% report feeling extremely stressed.
- The survey discovered that 24% of participants suffered from stress-related headaches and/or hypertension, 23% had stomach problems as a result of stress, and 17% and 23% respectively suffered from anxiety.

### SUGGESTIONS:

- Time management skills are essential if workers are to complete their assignments on schedule.
- By delegating various tasks to lower-level staff, we can reduce our workload without compromising on quality.
- Make use of remote work options. The goal is to start relaxing while still at the office so that you may enter your home free of the tensions of the day.
- Since discussion of a problem, usually one with emotional content, counselling is described as discussion with a person in order to help that person cope better with the problem, it is beneficial to provide counselling to employees when they are having difficulties.
- The organization should establish Employee Assistance Programs (EAPs) and stress control workshops in proportion to the level of employees because there is a strong association between the degree of stress and the level of employees. Employees who use EAP services can get help with a wide range of challenges, including as substance abuse, financial

- difficulties, conflict resolution at work, marital and family problems, and health issues.
- A fatigued worker's body and mind might benefit greatly from some aerobic exercise. The employee is required to incorporate meditation and yoga into their everyday practice.

(2020), "Exploring role of Indian workplace spirituality in stress management: a study of oil and gas industry", *Journal of Organizational Change Management*, Vol. 33 No. 5, pp. 779-803. <https://doi.org/10.1108/JOCM-11-2019-0327>.

### CONCLUSION:

Stress in the workplace has become a major issue in the modern era. Workplace stress is often caused by a combination of factors, including a lack of acknowledgment and appreciation and, more importantly, the inability to approach work in a way that best suits the individual. The majority of employees expressed discontent with the company's grievance management approach, as shown by the unstructured interview. There needs to be a shift in management style in the workplace if workers are to be treated with respect and have their efforts properly rewarded. Investment in the health of the workforce has the potential to boost future revenues and employee retention. Since it is generally accepted that a healthy worker is a productive worker, this is the case.

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