# **INTRODUCTION**

# INTRODUCTION

## Human Resources Management

Human Resource Management (HRM) is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization. Human Resource Management can also be performed by line managers

Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management

organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

Human resource management (HRM) is the strategic and coherent approach to the management of an organization's most valued assets - the people working there who individually and collectively contribute to the achievement of the objectives Of the business. The terms "human resource management" and "human resources" (HR) have largelyreplace d term " personnel management" as a description of the processes involved in managing people in organizations. In simple words, HRM means employing people, developing their capacities, utilizing, maintaining and compensating their services in tune with the Employee Job and organizational requirement.

### Evolution of HRM

**Earlier references:**

In western countries HRM had its primitive beginning in 1930s. Not much thought was given on this subject in particular and no written records or documents interesting to note HRM concepts was available, in ancient philosophies of Greek, Indian and Chinese. This is not to suggest that industrial establishment and factories system, as it is known today, existed in ancient Greece, India or china. The philosophy of managing human being, as a concept was found developed in ancient literatures in general and in Indian philosophy in particular.

**Personnel functions:**

Till 1930s, it was not felt necessary to have a separate discipline of management called "Personnel management". In fact, this job was assigned as part of the factory manager. Adam Smith's concept of factory was that it consists of three resources, land, labours and capital. This factory manager is expected to "procure,

Process and peddle" labours as one of the resources. The first time when such a specialist "person" was used; it was to maintain a "buffer" between employer and employee to meet the "legitimate need" of employees. However, it is the employer who decided what "legitimate need" of employees is. In fact, the specialist "person" was more needed to prevent "unionization" of employees. This was the case before 1930-s all over the world.

**Environmental Influences on HRM:**

Since 1930s, certain developments took place, which greatly contributed, to the evolution and growth of Human Resources Management (HRM). These developments are given below:

1. Scientific Management
2. Labour Movements
3. Government Regulations.

**Scope of Human Resource Management**

The Scope of HRM is indeed fast. All major activities in the working life of worker from time of his entry in an organization until he / she leaves, come under the preview of HRM. Specifically, the activities included are Human Resource planning, Job analysis and design, Recruitment, Selection, Orientation and placement, Training and development, Performance appraisal and Job evaluation, employee and executive remuneration and communication, employee welfare, safety and health, industrial relations and the like. HRM is becoming a specialized branch giving rise to a number of specialized areas like :

✓ Staffing
✓ Welfare and Safety
✓ Wages and Salary Administration
✓ Training and Development
✓ Labor Relations
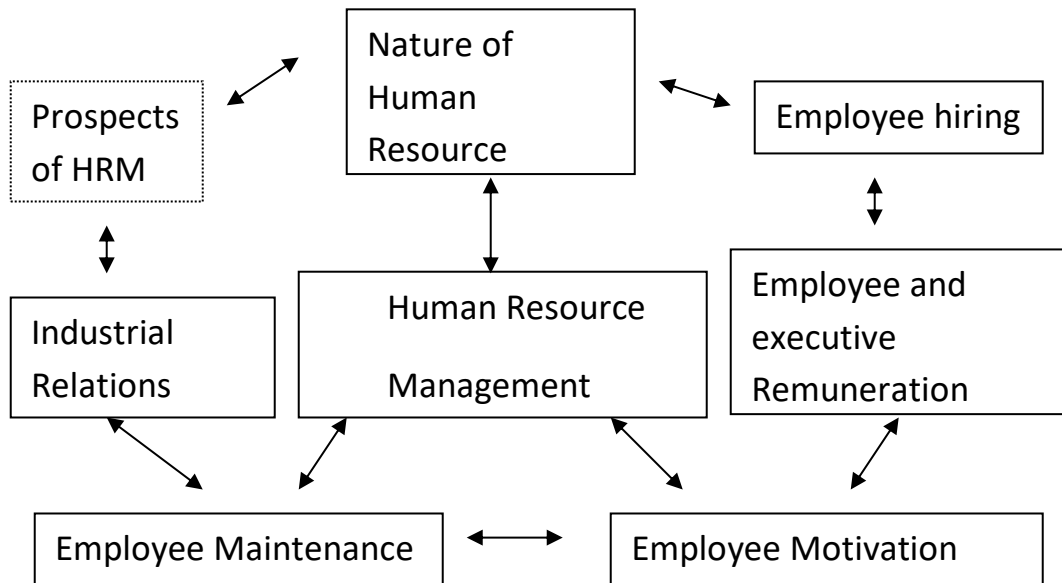
**Scope of HRM**

## HUMAN RESOURCES ACTIVITIES

**HR activities at glance :-**

- Recruitment and Selection
- Training & Development
- Performance Appraisal
- Reward & Recognition
- Motivation

## EMPLOYEE STRESS:

Stress has become the 21th century buzz word from the height pervading corporate echelons to the bassinets of teaching infants nurseries we find this world liberally used. Stress is part of modern life. Various events in life cause stress starting with the birth of child and enduring with the death of a dear one.

The word stress is derived from a Latin word "stringers" meaning to draw tight from the view point of physical science the phenomena of stress evident in all materials

when they are subject to force pressure strain or strong front every materials steel rock or wood has its own limit up to it can withstand stress with stress and thrive very well in the face of several stressors in the environment.

**Meaning and definition –**

"In today's fast paced world, it is impossible to live without stress. The nature of work has undergone drastic changes with stress appearing almost automatically. It is a worldwide phenomenon that occurs in various forms in every workplace. In today's work life, employees are often required to work strenuously for over long period of time as their responsibilities keep rising. Stress is common in every type of job and people must face it in every facet of life. Stress have been defined in various ways over the years. According to stress is scientifically described as that response of an individual to the outcomes of the external environmental conditions that place excessive psychological, behaviour and physiological pressures on that individual.

**<u>Definition-</u>**

"Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury. ... In short, the stage is set for illness, injury, and job failure"

# COMPANY PROFILE

# COMPANY PROFILE



Haldiram's is a major Indian sweets and snacks manufacturer based in Nagpur, Maharashtra, India. The company has manufacturing plants in Nagpur, New Delhi, Kolkata, and Bikaner. Haldiram's has its own retail chain stores and a range of restaurants in Nagpur and Delhi. In contemporary times, Haldiram's products are exported to several countries worldwide, including Sri Lanka, United Kingdom, United States, Canada, United Arab Emirates, Australia, New Zealand, Japan, Thailand and others The compilation of data collected under the topics that were covered in the course Production Plan and Control is the final section of this report.

I would like to express my gratitude to Mr. Srinivas Kota for providing the opportunity and valuable inputs that led to completion of this project.

Haldiram's has its roots established in 1937 in the form of a small retail Sweet &Namkeen shop in Bikaner, Rajasthan, a small but significant town in the That Desert. Shree ShivkisanAgrawal, the founder of Haldiram's always cherished the dream of building an empire, manufacture traditional sweets/namkeens, leave a mark on every occasion and get close to the heart of the common man.

Haldiram's offers a wide range of products to its customers. The product range includes namkeens, sweets, bakery items, dairy products, chips, pappad and ice creams. However namkeens remain the main area of focus for the group as it contributes close to 60% of its total revenues. By specializing in the manufacturing in the Namkeen market the company has created a niche market. The raw materials used to prepare namkeens are of best of quality and are sourced from all over India.

The food industry in India is forever changing to suit their consumers' palate, preference and pocket. All the players in the industry thus, have to constantly adapt to the ever-changing trends and invent and re-invent themselves to stay in the league. Haldiram's competes on the basis of numerous factors including brand recognition due to distinct packaging, product quality, traditional taste and authentic Indian flavor.

**Haldiram's has following Quality Certifications**



**AWARDS :-**

- Haldiram's bagged the prestigious *INTERNATIONAL AWARD FOR FOOD & BEVERAGES* awarded by Trade Leaders Club in Barcelona, Spain in *1994*.

- The Group has also to its credit *KASHALKAR MEMORAIL AWARD* presented by All India Food Preservers Association (Regd.) in 1996 at its Golden Jubilee Celebration for manufacturing the best quality food products.

- *BRAND EQUITY AWARD 1998* was awarded by Progress Harmony Development Chamber of Commerce & Industry in recognition of creating successful Indian Brand 'HALDIRAM'.

- *APEDA EXPORT AWARD 2001-2002*, awarded by Agricultural & Processed Food Products Export Development Authority for the outstanding contribution to the promotion of Agricultural & Processed Food Products during the year 2001-2002.

- *MERA DELHI AWARD – 2004* for the exemplary contribution in the field of export.

**PRODUCTS :-**

Haldiram's has over 100 products. Its products include frozen foods such as frozen meals, ice cream, and kulfi, namkeen, sweets, cookies, crackers, sherbet, papad, savories, chips and other snacks. Haldiram's also produces fruit-flavored beverages and dairy products. The company also produces ready-to-eat food since 2010. In the 1990s, the production potato-based food was enabled by the importation of machinery from the United States designed for these purposes.

Haldiram's products are marketed at various retail locations such as bakeries and confectionery stores, among others, and also on various commercial websites. The pricing of the company's products is typically inexpensive compared to similar products made by other companies. Prior and up to August 2003 in the United States market, the company's products were limited to potato chips. The company's products are carried by some Indian supermarkets in the U.S. In the U.S., Haldiram's products are popular with South Asian American.

**PRODUCT LIST**

**NAMKEENS**

| 200gms | 400gms |
|---|---|
| 1. Plain Bhujia<br>2 . Bhujia<br>3. navrattan<br>4. Navrattan<br>5. Nut Cracker<br>6. Khatta Meetha<br>7. Bombay Mixture<br>8. Chana Dal<br>9. Moong Dal<br>10. MoongDal<br>11. Boondi masala<br>12. Boondi Plain<br>13. Dal Biji<br>14. Ghatia<br>15. Kabli Chana<br>16. Bhavnagi Sev<br>17. aloo  Masala<br>18. Mathri<br>19. Samosa<br>20. Bhelpuri<br>21. All in<br>22. Aloo Bhujia<br>23. Nimbu Masal<br>24. long sav<br>25. methi sev<br>26. peanut salted<br>27. peanut masala<br>28. chana jor garam<br>29. Bombay chana<br>30 . Kashmiri Mixture | 1. Plain bhhujia<br>2. bhhujia<br>3. navrattan<br>4. khatta meetha<br>5. masala moong dal<br>6. Moong dal<br>7. Nut cracker<br>8. Dal biji<br>9. All in one<br>10. Aloo bhhujia<br>11. Chana jor garam<br>12. Kashmiri mixture<br>13. Hara chiwda<br>14. Comflakes mixture<br>15. Kaju mixture |
|  | **75gm** |
|  | 1. bhhujia<br>2. Navrattan<br>3. Khatta meetha<br>4. Moong dal<br>5. Nut cracker<br>6. Aloo bhhujia<br>7. Boomdi plain<br>8. Boondi masala |

➢ **NAMKEENS**

Savories or namkeens, as they are known, is where the Haldiram's story began. Savory snacks have been a part of Indian food habit since ages. They are normally consumed at teatime. The variety is almost mind-boggling with specialties from all regions, which have gained national acceptance.

The company has a team of experienced Bikaneri namkeen makers who employ techniques that have remained unchanged for over two hundred years. They use the most high quality and original ingredients. So much so, that even the spices are grinded in special spice grinders to give that original Bikaneri flavour which no one else can deliver. Small wonder then that, they have managed to capture a lion's share of the market. And today *"Haldiram's"* is a name synonymous with authenticity in namkeen's.

➢ **SWEETS**

Sweets, which is must for some, an indulgence for others; and for Haldiram's another area to establish its superior quality. Haldiram's sweets have found their way into millions of households and left behind an after taste of great satisfaction, which is not surprising because all the sweets here are made traditionally, by expert cooks using the freshest and purest ingredients each day. After which they are tested for quality and taste. Haldiram's sweets are known for their range too. Delicious sweets like Rasgullas, Jamphal (GulabJamuns), Raj Bhog, Nargisi Rolls, are hot favorites among people in India and across the world. The fact that Haldiram's sweets are packaged and tinned in mechanized plants, which gives them a long shelf life of about 12 months, is also of great significance.

**SYRUPS**

Imagine a hot summer day and a tall glass of chilled orange crush to cool you down. Or a glass of hot badam milk for a cold winter night. Sounds delicious, doesn't it? And Haldiram's range of crushes and sherbets are another fine example of its plan to diversify and be present in every sphere of the food market.

# OBJECTIVES OF STUDY

# **<u>OBJECTIVES</u>**

The Primary Objective is to understand the Employee Stress in the Haldiram Pvt. Ltd., Nagpur.

The Secondary Objectives of this study are to identify:

1.  To identified the factors causing stress among the Haldiram'S employees.

2.  To Develop their personal resources and avoid stress overdraft to increase employee efficiency.

3.  To recognize negative stress and its symptoms.

4.  To Develop a balance life style in order to control stress in the long term

5.  To utilize effective relaxation and stress reduction techniques for productivity of employees.

# SCOPE OF STUDY

# <u>SCOPE</u>

The scope of the study is very vital. Not only the Human Resourcedepartment can use the facts and figures of the study but also the marketing and sales department can take benefits from the findings of the study.

**Scope for the marketing department**

The marketing department can use the figures indicating that they are putting their efforts to plan their marketing strategies to achieve their targets or not.

**Scope for personnel department**

Some customers have the complaints or facing problems regarding the job. So the personnel department can use the information to make efforts to avoid such complaints.

# **LIMITATIONS OF STUDY**

# **LIMITATIONS**

➢ The sample size was small here, the conclusion might not be right for the remaining

workers.

➢ I do not spent very much time with every workers.

➢  No consolidate date available; means students depend upon the secondary data.

# LITERATURE REVIEW

# LITERATURE REVIEW

Hans Selye first introduced the concept of stress in to the life science in 1936. He defined stress as "The force, pressure, or strain exerted upon a material object or person which resist these forces and attempt to maintain its original state." Stress is ubiquitous in our society. It has become an integral part of everyday living. Researchers on stress make it clear that, to enter in to the complex area of stress, especially in to the area of occupational stress, is very difficult. The advent of technological revolution in all walks of life coupled with globalization, privatization policies has drastically changed conventional patterns in all sectors. The banking sector is of no exemption. The 1990s saw radical policy changes with regarding to fiscal deficit and structural changes in India so as to prepare her to cope with the new economic world order. Globalization and privatization led policies compelled the banking sector to reform and adjust to have a competitive edge to cope with multinationals led environment, especially extensive use of computers in the sector has changed the work patterns of the bank employees and has made it inevitable to downsize the work force in the sector. The implications of the above s a i d transformations have affected the social, economical and psychological domains of the bank employees and their relations. Along with other sectors, the banking sector also leaning towards the policy of appointing contract lab our swhile various compulsive as well as rewarding options such as VRS, etc.

All the factors discussed above are prospective attributes to cause occupational stress and related disorders among the employees. Although a lot of studies have been conducted on the psychosocial side of the new policy regime in many sectors, there are only few studies, as far as the banking sector is concerned, while the same

sector has bee  drastically influenced by the new policies. In this juncture, the present study is undertaken to address specific problems of bank employees related to occupational stress. This throw light in to the pathogenesis of various problems related to occupational stress among bank employees. The study will be helpful to drawn up further policy on the related fields and act as a secondary data for further research.

Bee hrand Newman ( 1 9 7 8 ) define occupational stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning".

Cobb (1975) has the opinion that, "The responsibility load creates severe stress among workers and managers." If the individual manager cannot cope with the increased .responsibilities it may lead to several physical and psychological disorders among them.

Brook (1973) reported that qualitative changes in the job create adjust mental problem among employee. The interpersonal relationships within the department and between the .departments create qualitative difficulties within the organization to a great extent. The use of role concepts suggests that job related stress is associated with individual, interpersonal, and structural variables (Katz and Kahn, 1978; Whetten, 1978). The presence of supportive peer groups and supportive relationships with supervisors are negatively correlated with role conflict (Caplan et al., 1964) Workplace interpersonal conflicts and negative interpersonal relations are prevalent sources of stress (Dewe,1993; Lang, 1984; Long et al., 1992), and are existed with negative mood depression, and symptoms of ill health (Israel et al., 1989; Karasek, Gardell and Lindell, 1987; Snap, 1992).

# **HYPOTHESIS**

# __HYPOTHESIS__

The Current Study Specify That :-


H1:- The Haldiram Pvt. Ltd. is able to reduce the stress on performance of employee.

H0:- The Haldiram Pvt. Ltd. is not able to reduce the stress on performance of employee.

The Current Study Specify That :-

# **PROBLEM DEFINITION**

# PROBLEM DEFINITION

A lot of people, even people who regularly discuss workplace productivity, confuse the terms productivity and effectiveness. However, these terms are not interchangeable. Effectiveness is how much effort an employee puts in, whereas productivity is how much work is completed. Some employees can be very productive but not very effective, whereas some employees can be effective without being very productive.

# RESEARCH METHODOLOGY

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**RESEARCH METHODOLOGY**

        The procedures by which researchers go about their work of describing, explaining and predicting phenomena are called methodology. Methods comprise the procedures used for generating, collecting and evaluating data. Methods are ways of obtaining information useful for assessing explanations.

**RESEARCH DEFINITION:**

The definition of research given by Creswell is "Research is a process of steps used to collect and analyze information to increase our understanding of a topic or issue". It consists of three steps: Pose a question, collect data to answer the question, and present an answer to the question.

**Research Design:**

The type of research chosen for the study is descriptive research. In descriptive research various parameters will be chosen and analyzing the variations between these parameters. This is done with an objective to find out the motivation level of the employees.

**Data Sources:**

The data collected for the study is mainly through the distribution of questionnaire; to be precise the data collected for study is both primary and secondary sources.

**Primary Data:**

Primary data is the information collected for the first time; there are several methods in which the data is complied. In this project it is obtained by mean of questionnaires. Questionnaire is prepared and distributed to the employees.

**Secondary Data:**

Secondary data needed for conducting research work is collected from company websites, library and search engines.

**Research Instrument:**

In this study the primary data is collected by survey technique. In this we distributed the questionnaires to the respondents. The researcher structured the questionnaire in the form of:

1. Close Ended Questions

2. Multiple Choice Questions

**Questionnaire:**

A questionnaire is a sheet of paper containing questions relating to contain specific aspect ,regarding which the researcher collects the data. Because of their flexibility the questionnaire method is by far the most common instrument to collect primary data. The questionnaire is given to the respondent to be filled up.

**Sampling Design:**

Sampling design is to clearly define set of objective, technically called the universe to be studied. Sampling technique used is simple random sampling method.

**Sample Size:**

This refers to the number of items to be selected from the universe to constitute a sample. The sample size for this study is taken as **100**.
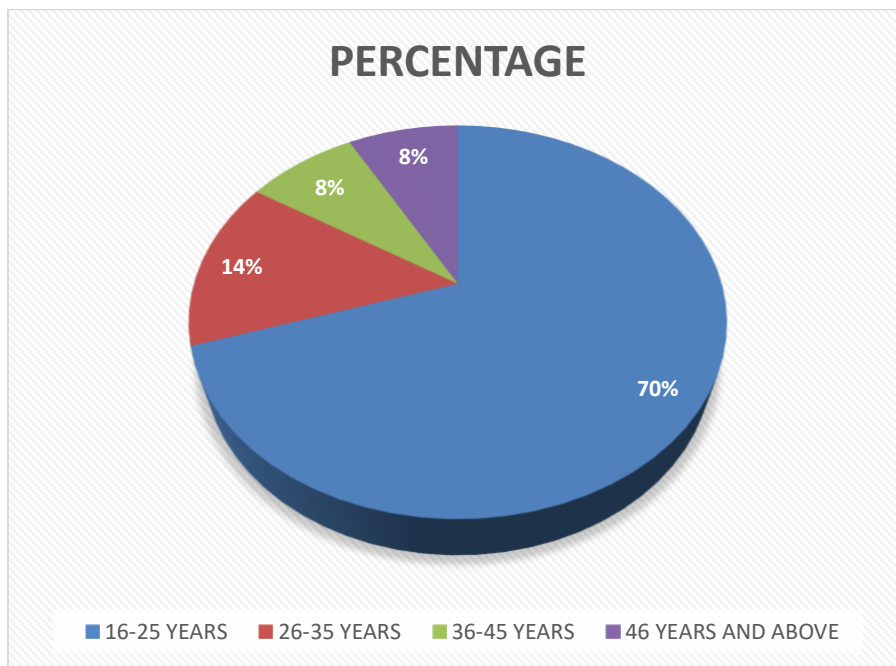
**Statistical Tools Used:**

The data collected is analyzed by employing the following statistical technique:

# **DATA ANALYSIS AND INTERPRETATION**

# DATA ANALYSIS AND INTERPRETATION

1) **THE AGE PROFILE**

| Scale | No. Of Respondents | Percentage |
|---|---|---|
| 16-25 Years | 70 | 70% |
| 26-35 Years | 14 | 14% |
| 36-45 Years | 8 | 8% |
| 46 Years And Above | 8 | 8% |
| Total | 100 | 100% |



**INTERPRETATION :-**

From the above table it was noted that 16-25 Years of age group constituted 70% of the total employee, 26-35 Years of age group constituted to 14% of the total employee, 36-45 Years of age group constituted only 8% of the total employee, and 46 years and above age groups also constituted on 8% of the total employee.

2) **SHOWING GENDER PROFILE**

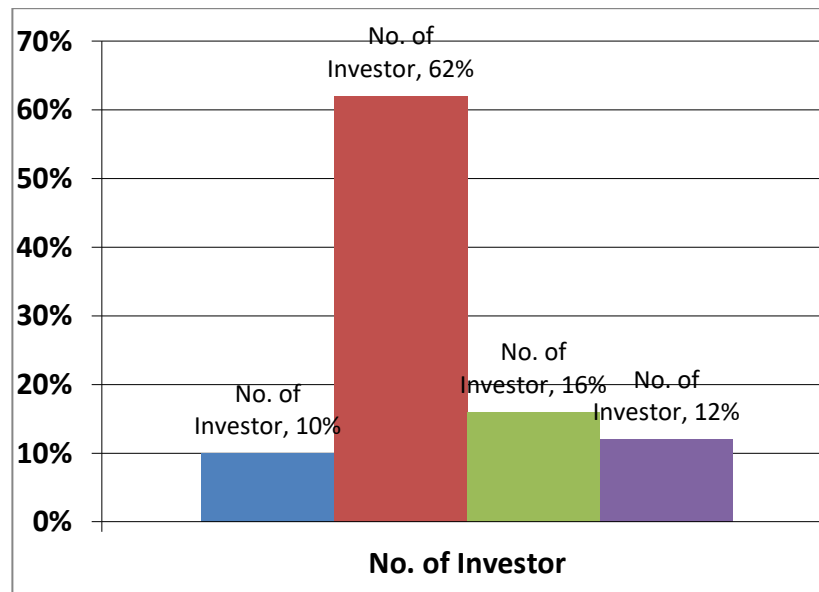| Gender | No. Of Respondents | Percentage |
|--------|--------------------|------------|
| Male | 60 | 60% |
| Female | 40 | 40% |
| Total | 100 | 100% |
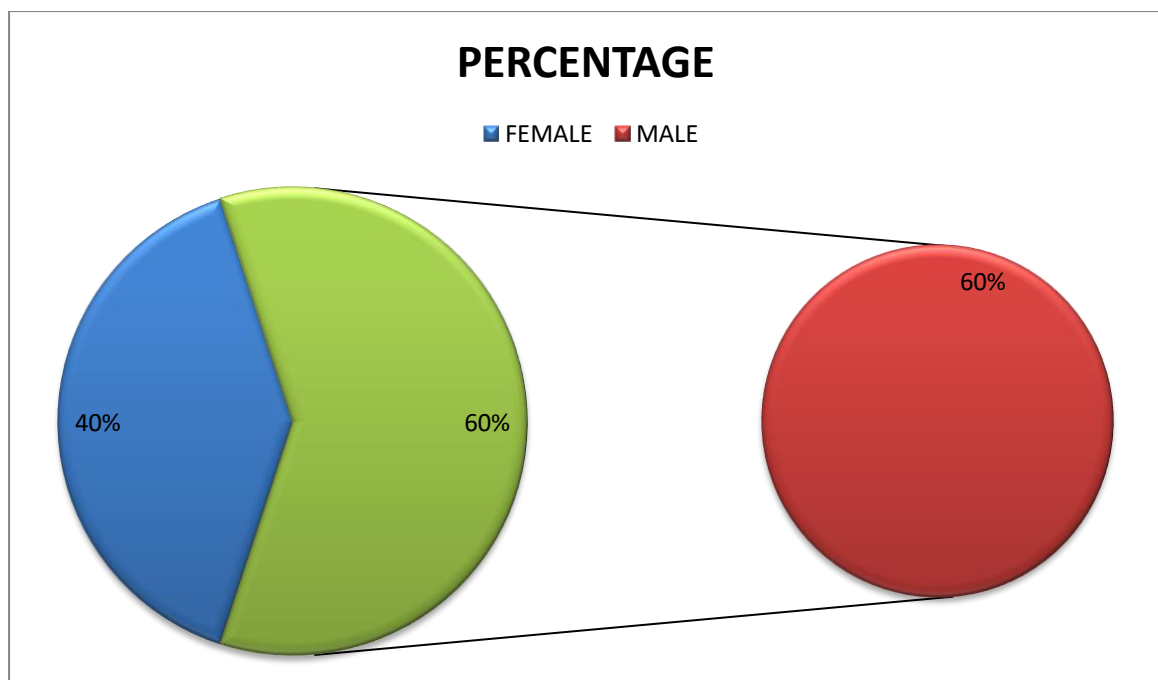


**ANALYSIS:**

From the above table it was noted that 60% of the respondents fall in to the category of Male and 40% of the respondents fall into the category of Female.

## 3) ANALYZING ACCORDING TO QUALIFIACTION

| Qualification | No. of Investor |
|---|---|
| Undergraduate | 10% |
| Graduate | 62% |
| Post Graduate | 16% |
| Other | 12% |



## Interpretation –

Out of my survey of 100 people, 72% of the Employee are Graduates and Post Graduates and 16.% are Under Graduates and Others, around 12%, which may include persons who have passed their 10th standard or 12th standard work in company.

## 4) NATURE OF JOB

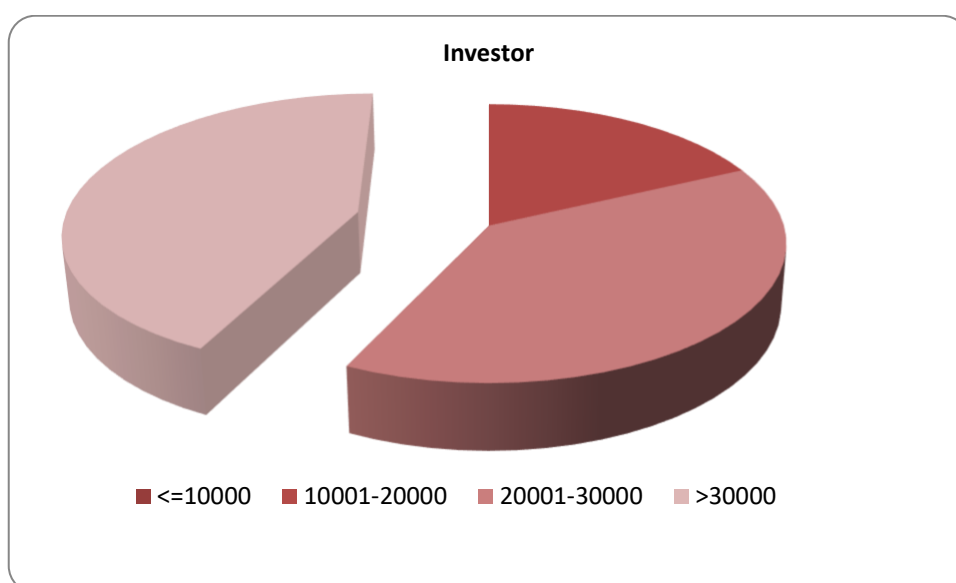| Job | % |
|---|---|
| Temporary | 80% |
| Permanent | 20% |
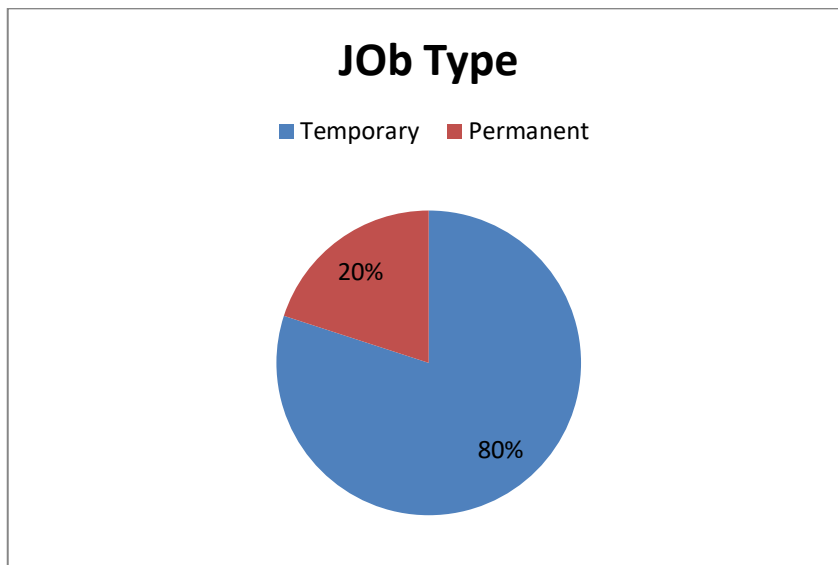


## Interpretation –

Here it is amazed to see that around 80% of the employee working in temporary job & 20% of worker do the permanent job.

## 5) ANALYZING ACCORDING TO MONTHLY FAMILY INCOME

| Income | Employee |
|--------|----------|
| <=10000 | 0% |
| 10001-20000 | 18% |
| 20001-30000 | 39% |
| >30000 | 43% |



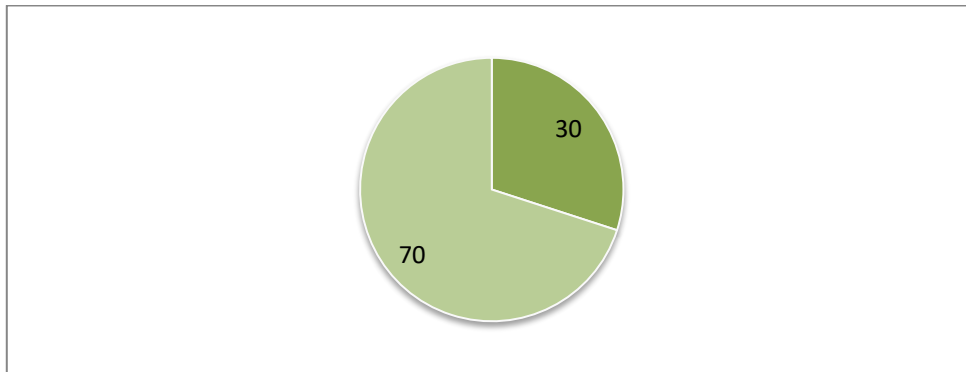**Investor**

<=10000   10001-20000   20001-30000   >30000

## Interpretation –

Here , we find that employee of around 43% with the monthly income of Rs. >30000, 39% with the monthly income of Rs.20000-30000, 43% with the monthly income of Rs. 10000 to 20000.

## 6) ARE YOU SATISFIED WITH YOUR CURRENT JOB?

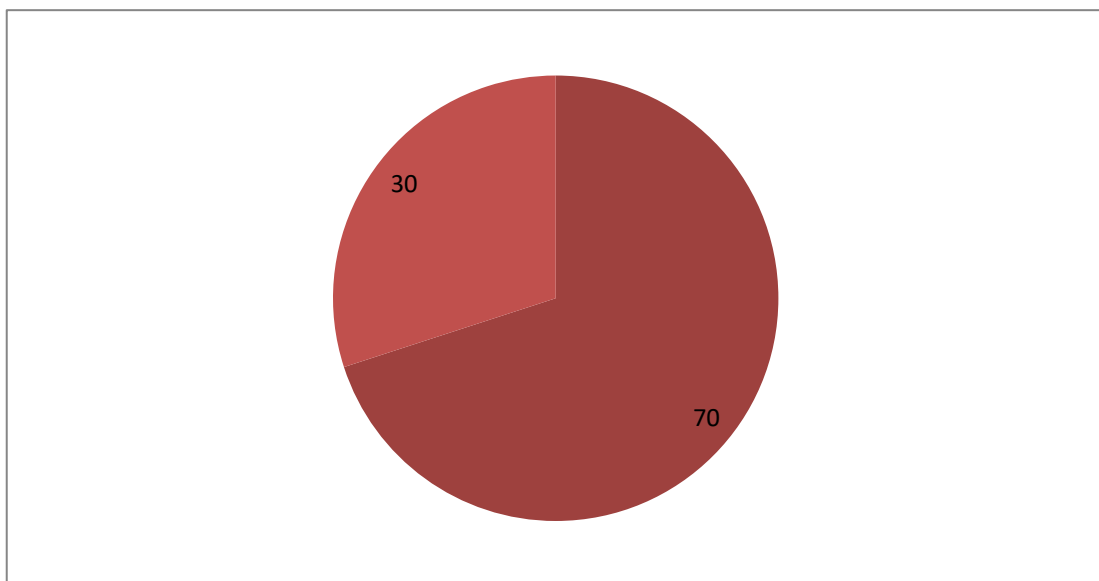| SR NO | OPTION | PERCENTAGES |
|-------|--------|-------------|
| 1 | YES | 30 |
| 2 | NO | 70 |



**INTERPRETATION**:

From the above data 70% employee says it is satisfied about job in Haldiram Organisation or 30% are not satisfied from the Job it says waste of time.

## 7) IS YOUR JOB STRESS BECAUSE LESS OF SECURITY?

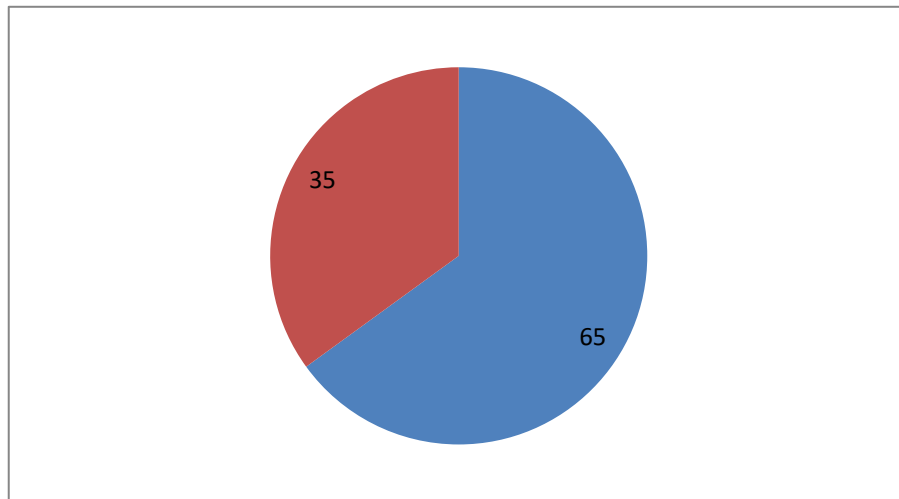| SR NO | OPTION | PERCENTAGES |
|-------|--------|-------------|
| 1 | YES | 70 |
| 2 | NO | 30 |



**INTERPRETATION**:

From the above data 70% says it is suffer from job stress in an Haldiram's and 30% are not suffer from Job in Haldiram's.

## 8)  DO YOU THINK YOU CAN HANDLE JOB STRESS?

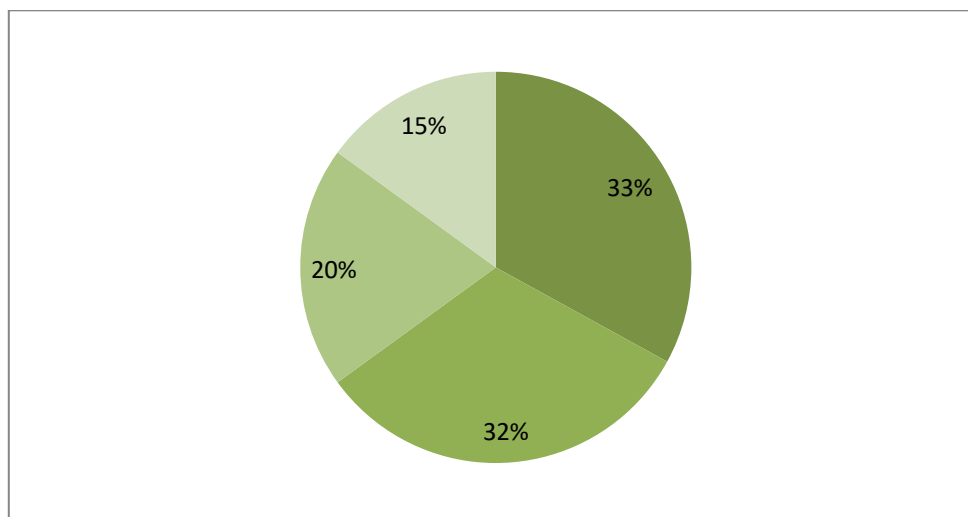| SR NO | OPTION | PERCENTAGES |
|-------|--------|-------------|
| 1 | YES | 65 |
| 2 | NO | 35 |



## INTERPRETATION:

65% says it is able to handle the job stress and 35% are not handle the job stress in Haldiram's Organisation.

## 9) WHAT IS BEST STRESS METHOD THAT YOU CAN HAVE BEEN SEEN IN YOUR ORGANISATION?

| SRNO | PERTICULER | PERCENTAGE |
|------|------------|------------|
| 1 | Entertainment | 33% |
| 2 | Social support Network | 32% |
| 3 | With Employee | 20% |
| 4 | Other | 15% |



**INTERPRETATION**:

From the above table it was noted that 33% of the employee are released stress by Entertainment method, 32% of the employee are released stress by Social support Network, 20% of the employee are released stress by With Employee & 15% of the employee are released stress by other method .

## 10) DO YOU HAVE ACTIVITIES FOR STRESS RELIEF IN YOUR ORGANISATION?

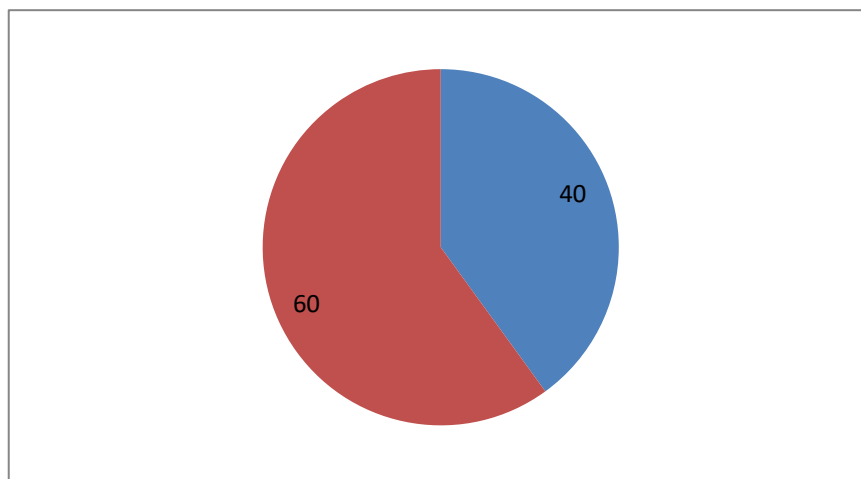| SR NO | OPTION | PERCENTAGES |
|-------|--------|-------------|
| 1 | YES | 69 |
| 2 | NO | 31 |
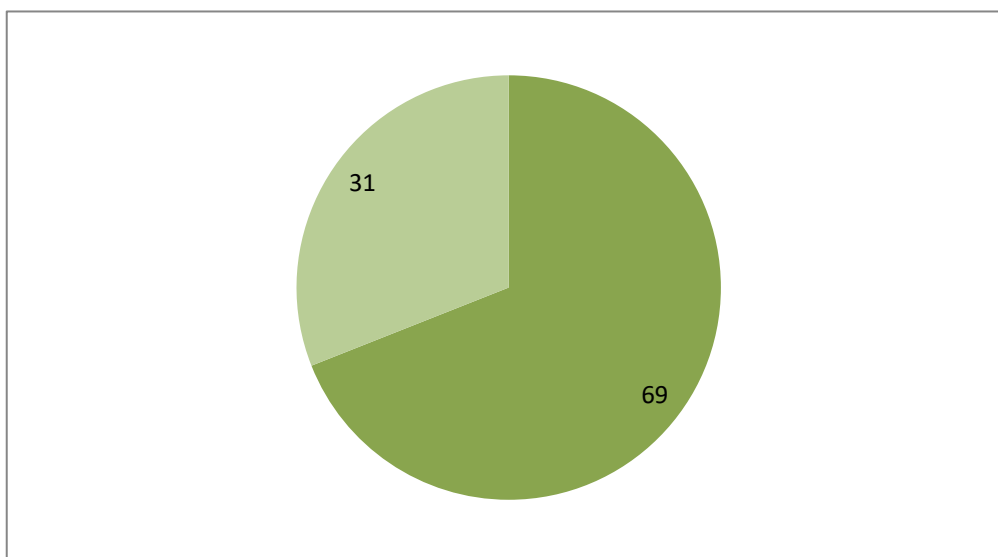


**INTERPRETATION**:

From the above table it was noted that 69% of the employee do the activity to released stress , 31% of the employee are not to do any activity to released stress

### 11) DO YOU HAVE ANY HEATLH PROBLEM RELATED TO STRESS AT WORK?

| SR NO | OPTION | PERCENTAGES |
|-------|--------|-------------|
| 1 | YES | 40 |
| 2 | NO | 60 |



**INTERPRETATION**:

From the above table it was noted that 40% of the employee have the health problem because of stress, 60% of the employee are not.

## 12) WHICH IS THE BEST STRESS PREVENTION METHOD RECOMMENDED BY ORGANIZATION?

| SRNO | PERTICULER | PERCENTAGE |
|------|------------|------------|
| 1 | Time Management | 20 |
| 2 | Realistic Goal Setting | 59 |
| 3 | Psychological Fitness | 11 |
| 4 | Other | 10 |
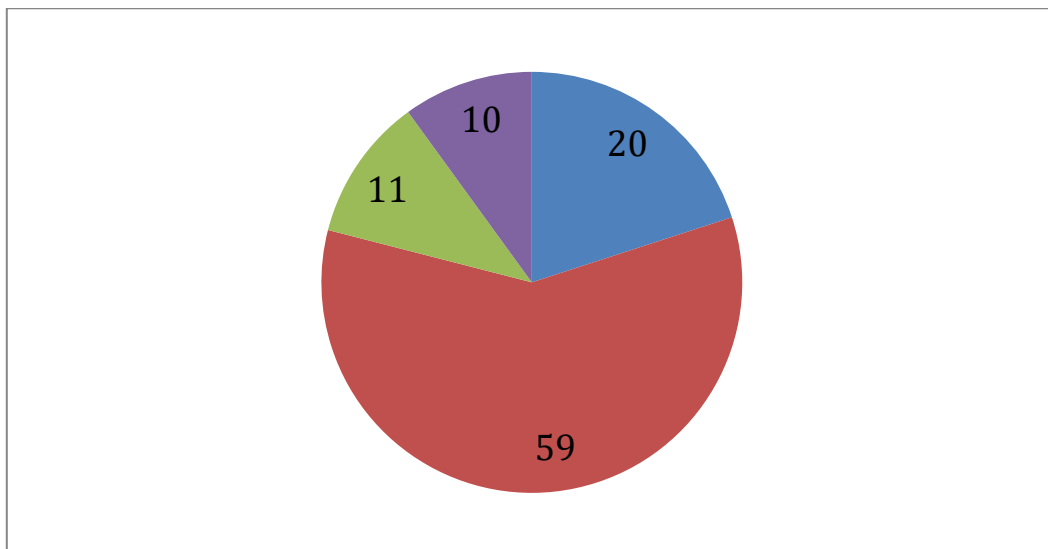


**INTERPRETATION**:

From the above table it was noted that 20% of the employee says that organisation give the Time Management method to reduce stress , 59% of the employee says that organisation give the Realistic Goal Setting method to reduce stress, 11% of the employee says that organisation give the Psychological Fitness to reduce stress & 10% of the employee says that other method to reduce stress .

# **<u>FINDINGS OF STUDY</u>**

# FINDING

- ➢ 65% says it is able to handle the job stress and 35% are not handle the job stress in Haldiram's Organisation.

- ➢ 33% of the employee are released stress by Entertainment method.

- ➢ 69% of the employee do the activity to released stress.

- ➢ 40% of the employee have the health problem because of stress, 60% of the employee are not.

- ➢ 59% of the employee says that organisation give the Realistic Goal Setting method to reduce stress.

- ➢ 70% says it is suffer from job stress in an Haldiram's.

# **SUGGESTION**

# SUGGESTION

The management should take steps considering this. The following are some suggestions:

1) The more control people have over their work, the greater their job satisfaction, the higher their work quality, and the lower their stress level.

2) Giving employees control includes giving them the power to make job-related decisions, the flexibility to organize their work in the way they find optimal, and the authority to make improvements on how their job is done.

3) The more opportunity employees have to make decisions, use their mind, and take responsibility, the more fulfilled they will be.

4) To make this work, employees need to be involved in the job enrichment process.

5) Supervisors play a huge role in employee morale, performance, and stress level.

6) Supervisors encourage employees to talk freely and support one another

# **CONCLUSION**

# **CONCLUSION**

1) From the research it was observed the overall stress which is measured through job related stress, organizational related stress and individual related stress has a negative and significant impact on Therefore, employees of Haldiram's mostly experience high level of stress due to organizational stressors which in turn negatively affect the performance.

2) From the research, it was observed that most of the women suffer more than men in Haldiram's. When women are expected to bear the duties and responsibilities of home as well as the working place, that lead to work- family conflict and results in stress.

3) In some cases, when they were in need to work late in the evening to complete their daily targets, which may not be fulfilled due to social constraints. This fact should be taken care of when the organization deal with issues related with women employees. Majority of the Employee feel that their job is stress full and that stress in return decreases their performance. Not only women, men also suffer from work overload, poor co-workers relationship and competitive career development.

4) Therefore, the overstressed job decreases employee performance and perhaps chief contributor to employees' dissatisfaction. Proper strategies should be made regarding working hours, inter personal relationship and supervision of employees to reduce stress and to better manage the performance of employees in Haldiram

# **<u>BIBLIOGRAPHY</u>**

# **BIBLIOGRAPHY**

Books-

- Human Resource Management
       K.Ashwathappa(4$^{th}$ edition)

- Human Resource Management

- K.Ashwathappa (6$^{th}$ edition)

- Human Resource Management

     P.subba Rao.

- Human Resource Management
       V S P Rao

Web site-

www.google.com
www.workforce.com
www.hrcouncil.com

**ANNEXURE**

# QUESTIONNAIRE

    i)        Name of the organization_____

    ii)      ii) Name of the employee_____

    iii)     Designation_____

    iv)     Age _____

    v)      Date _____

1). Nature of job.

A. Permanent

B. Temporary

2). Analysing according to monthly family income

    a.  30000
    b.  20000
    c.  10000
    c.  other

3). Are you satisfied with your current job

 a. Yes

 b. No

4). Is your job stress because less of security

A. Yes

B. No

5). Do you think you can handle job stress

A).yes

B. No

6). What is best stress method that you can have been seen in your organisation

| |
|---|
| a. Entertainment |
| b. Social support Network |
| c. With Employee |
| d. Other |

7). Do you have activities for stress relief in your organisation?

A. Yes

B. No

8). Do you have any health problem related to stress at work?

A .Yes

B. No

9). Which is the best stress prevention method recommended by organization

| |
|---|
| Time Management |
| Realistic Goal Setting |
| Psychological Fitness |
| Other |

10) DO YOU HAVE ACTIVITIES FOR STRESS RELIEF IN YOUR ORGANISATION?

A. Yes

B. No

11) DO YOU HAVE ANY HEATLH PROBLEM RELATED TO STRESS AT WORK?

| |
|---|
| Time Management |
| Realistic Goal Setting |
| Psychological Fitness |
| Other |

12) ANALYZING JOBS AS PER QUALIFIACTION

| |
|---|
| *Undergraduate* |
| *Graduate* |
| *Post Graduate* |
| *Other* |