



CERTIFICATE

This is to certify the project work entitled

“STRESS MANAGEMENT”

Is done by

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As a part of their Curriculum in the Department of Commerce

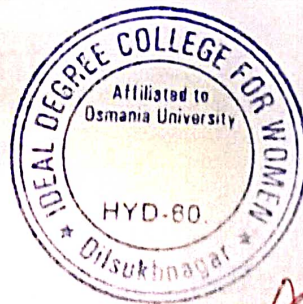
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This work has been carried out under my guidance

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DECLARATION

I here by declare that the project entitled "**STRESS MANAGEMENT**" is an original work done by me and has been submitted to the Department of Commerce Osmania University, Hyderabad in partial fulfilment for the award of the Degree of Bachelor of Commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

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Ideal Degree College for Women

ABSTRACT

Simply knowing the range of possible preventive stress management methods does not necessarily lead to effective prevention of distress. This chapter reviews preventive stress management programs (organizational/individual) and presents a framework for the implementation of such programs. At the organizational level, management training programs for all levels of management, organizational development activities, internal or external consultants, and ad hoc task forces can be useful in introducing preventive stress management activities. At the individual level, medical or health departments, stress management programs, fitness programs, and comprehensive health promotion programs can each be vehicles for bringing individual stress management techniques into the organization. Implementing preventive stress management in an organization requires (a) organizational stress diagnosis, (b) planning for prevention, (c) organizational and individual action, and (d) outcome evaluation. These functions form an iterative model for implementing preventive stress management that is intended to foster continuing growth and development of the organization and the individuals within it.

In general, stress interventions are effective, though the predominant outcome measures targeted psychological outcomes rather than performance or physiological outcomes. The results also revealed that relaxation interventions were the most frequent type of intervention. Further, there were few stress interventions focused at the organizational level. More specific results also indicated that cognitive-behavioral interventions produced larger effects than other types of interventions.

There are many occupational stress management programmes available which are designed to prevent and cure the negative aspects of job-stress. The focus of the programmes can be directed towards the individual worker, the working group, the organization of the work or the organization as a whole. Moreover, programmes show a considerable variation with respect to the type of interventions they promote and their underlying assumptions, as well as their duration and costs.

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CONCLUSION

From the analysis and interpretation the conclusion can be made:

- All the employees feel high level of job stress.
- The major cause of their stress is low job security, overload and un proper working schedules.
- The problems at home also interfere with their job performance and are a cause of job stress.
- There is high affect of job stress on the general health of employees.
- Some of them have to work in nights shifts.
- There are no management programs in organizations for coping stress. Most of the engineers believe that it is necessary that the organization should provide some management programs to cope with stress.