
**EMPLOYEES STRESS MANAGEMENT: A STUDY AT BHARAT FRITZ
WERNER LIMITED, HOSUR**

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ABSTRACT

The machine tool and manufacturing industry plays a crucial role in industrial development by providing essential equipment to sectors such as automotive, aerospace, and defense. However, the demanding nature of work in this industry often leads to high levels of stress among employees. This study focuses on analyzing stress management practices among employees of Bharat Fritz Werner Limited (BFW). The research identifies major stress factors such as workload, work timings, and pressure from superiors. It also examines the impact of stress on employee health, job satisfaction, and performance. The study is based on primary data collected through structured questionnaires and analyzed using the percentage method. The findings reveal that stress significantly affects employee productivity and overall well-being. The study concludes with suggestions for improving stress management practices in the organization.

KEYWORDS: Stress Management, Manufacturing Industry, Employee Stress, Work Pressure, Productivity, CNC Machines.

INTRODUCTION

The machine tool and manufacturing industry is widely regarded as the backbone of industrial growth and economic development. It provides the essential machinery and tools required for producing components used in key sectors such as automobiles, aerospace, electronics, and

defens . Machine tools are often referred to as “mother machines” because they play a fundamental role in enabling the production of almost all industrial goods.

Bharat Fritz Werner Limited (BFW) is one of the leading machine tool manufacturers in India, recognized for its expertise in producing high-precision CNC machines and advanced manufacturing solutions. The industry is highly technology-driven and continuously evolving, with a strong focus on automation, accuracy, quality, and efficiency. Modern manufacturing systems require not only advanced machinery but also skilled employees who can operate complex equipment with precision and consistency.

Despite its importance, the working environment in the manufacturing industry is highly demanding and challenging. Employees are required to meet strict deadlines, achieve production targets, and ensure quality standards while operating sophisticated machinery. The nature of work often includes shift duties, repetitive tasks, and exposure to conditions such as noise, heat, and physical strain. These factors increase both physical and mental pressure on employees.

In recent years, workplace stress has become a significant concern in industrial organizations. High levels of stress can negatively impact employee health, reduce job satisfaction, and affect overall productivity. In manufacturing companies, stress is commonly associated with workload, time pressure, safety concerns, and organizational factors such as communication and leadership style. Therefore, understanding and managing employee stress has become essential for improving both individual well-being and organizational performance.

REVIEW OF LITERATURE:

Chen et al. (2022): Work stress reduces mental health and employee performance, especially during crisis situations.

Dannheim et al. (2023): Workload creates stress, but coping strategies help improve leadership performance.

Shishodia (2023): Women employees manage stress through yoga and relaxation techniques.

Nair et al. (2023): Stress decreases job satisfaction and productivity; management techniques improve efficiency.

Ruhela & Pandya (2024): Organizational support plays a key role in reducing employee stress.

Costin et al. (2023): Remote work leads to stress and burnout due to poor work-life balance.

Ali et al. (2025): Positive coping strategies improve psychological well-being and reduce stress.

Juniar et al. (2025): Counseling and digital interventions effectively manage stress.

Gunawan et al. (2025): Physical activity reduces stress and improves productivity.

Kapoor & Chhabra (2024): HR policies help in managing employee stress and improving performance.

Research gap

A research gap refers to the areas or topics that have not been adequately explored or addressed in existing studies. In the field of stress management, a considerable amount of research has been conducted to understand the causes, effects, and coping mechanisms of stress in various industries.

OBJECTIVES OF THE STUDY

- To identify the existence of stress among employees
- To analyze the causes of stress in the workplace
- To study the impact of stress on employee performance
- To identify different types of stress among employees
- To suggest effective stress management techniques

RESEARCH METHODOLOGY

Research methodology is the process used to collect and analyze data for the study. This research uses a **descriptive and analytical design** to understand employee stress and its impact on performance.

Primary data was collected through a **structured questionnaire** from employees of Bharat Fritz Werner Limited.

- **Sample Size:** 50 employees
- **Sampling Method:** Census method
- **Data Collection Tool:**

Questionnaire

- **Analysis Tool:** Percentage method

The data was edited, coded, and analyzed using percentages. Results were presented through tables and charts for easy understanding. The methodology ensures reliable and clear findings.

2. Data Analysis & Method Demographic Analysis

- Majority employees are male (75%)
- Most employees are mid-level (Level VI)
- Majority have 1–5 years experience
- 70% employees agree that stress impacts their performance.

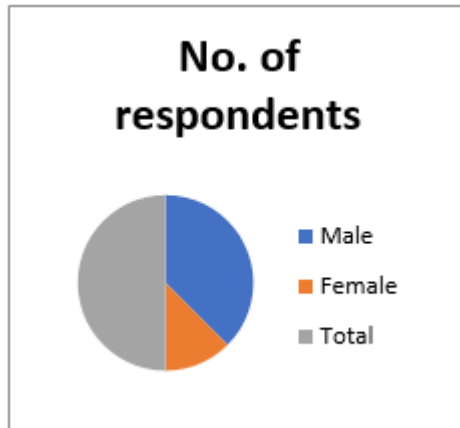


Fig 1 Majority employees are male. (75%)

Interpretation:

Majority of employees are male (75%). The organization has low female representation, indicating gender imbalance.

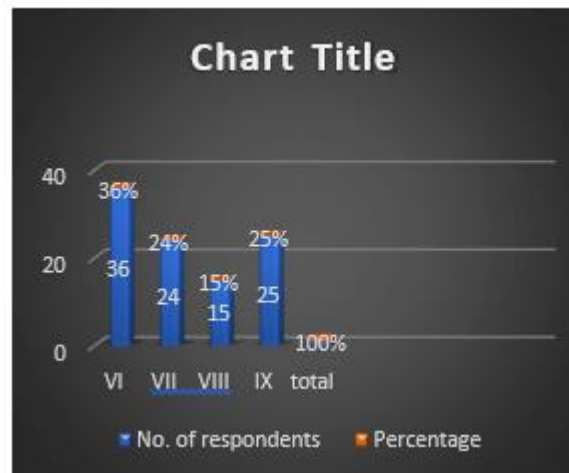


Fig 2 Most employees are mid-level. (Level VI)

Interpretation:

Most employees are in Level VI (36%). The workforce is mainly mid-level employees, which may carry higher work pressure.

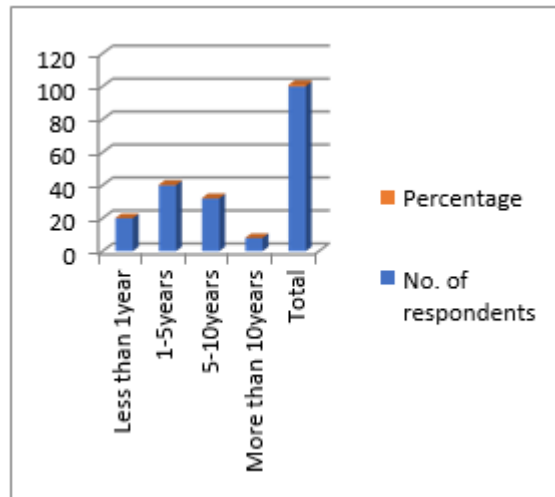


Fig 3 Majority have 1–5 years experience

Interpretation:

40% have 1–5 years of experience. Employees are relatively less experienced, which may increase stress due to learning pressure.

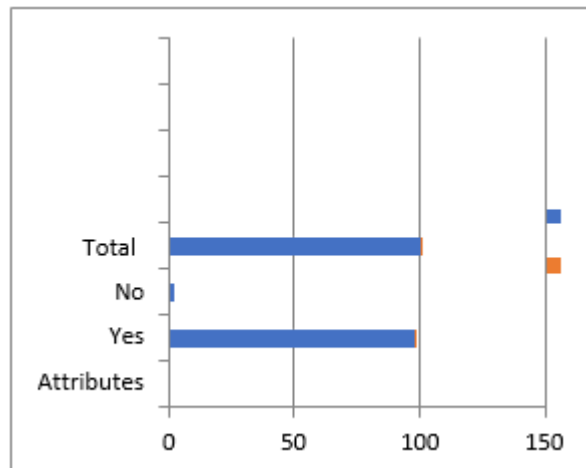


Fig 4 70% employees agree that stress impacts their performance.

- Stress has a significant impact on both physical and psychological health of employees

Interpretation: 70% of employees agree that stress impacts their performance. This indicates that stress plays a significant role in influencing employee productivity.

3. FINDINGS

The analysis of the collected data reveals several important findings related to employee stress and its impact within the organization. The study highlights that stress is a common

issue among employees and is influenced by both work-related and organizational factors.

The key findings of the study are as follows:

- The majority of employees are male and belong to mid-level positions within the organization
- Workload and work timings are identified as the primary causes of stress' Approximately 70% of employees agree that stress negatively affects their performance
- Pressure from superiors is a major contributor to workplace stress
- Awareness of stress management programs among employees is moderate
- Employees prefer informal stress relief methods such as recreation and social interaction

The findings also indicate that although employees experience stress, many of them continue to manage their work responsibilities effectively. However, the presence of stress-related factors such as heavy workload, time pressure, and managerial influence suggests the need for better organizational support systems.

Furthermore, the study reveals that employees rely more on informal and easily accessible methods for stress relief rather than structured organizational programs. This highlights a gap between the availability of stress management initiatives and their effective utilization. Overall, the findings emphasize the importance of implementing proper stress management strategies to improve employee well-being, enhance productivity, and create a healthier work environment.

4. SUGGESTIONS

Based on the findings, the following suggestions are recommended:

- Reduce workload and distribute tasks effectively
- Provide flexible working hours
- Improve communication between management and employees
- Conduct regular stress management programs
- Organize recreational and wellness activities
- Encourage yoga, meditation, and physical fitness
- Develop a supportive and positive work environment

5. CONCLUSION

The study concludes that stress is a significant issue among employees in the manufacturing industry, particularly in organizations like Bharat Fritz Werner Limited. Factors such as

heavy workload, work pressure, long working hours, and organizational practices play a major role in contributing to employee stress.

Although employees generally report a satisfactory level of job satisfaction, the presence of stress-related factors cannot be ignored. The findings clearly indicate that stress has a direct impact on employee health, performance, and overall productivity. If not properly managed, it may lead to serious consequences such as reduced efficiency, low morale, and increased absenteeism.

The study highlights the importance of implementing effective stress management practices within the organization. Measures such as improving communication, providing flexible work arrangements, conducting regular stress management programs, and promoting a healthy work environment can significantly reduce stress levels among employees.

Furthermore, organizations should focus on building a supportive work culture that encourages employee participation, motivation, and well-being. By addressing the root causes of stress and adopting proactive strategies, organizations can enhance employee satisfaction and ensure long-term growth and success.

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