



A Study On The Effects Of Work Stress On Employee Productivity In Sunburgs Industries

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Abstract: Workplace stress has become a major concern in modern organizations, significantly affecting employee performance and overall productivity. This research focuses on Sunburgs Industries, Chennai, investigating the correlation between job-related stress and employee output. Using quantitative methods such as questionnaires and statistical tools (Chi-square, ANOVA, Correlation, Regression), the study identifies key stressors like workload, job insecurity, long working hours, and organizational pressure. The findings show that stress moderately impacts productivity and suggest that effective stress management strategies and flexible working conditions can enhance employee well-being and efficiency.

KEYWORDS: Work stress, employee productivity, organizational pressure, workload, stress management, Sunburgs Industries.

I. NTRODUCTION

Work stress is a growing issue in today's fast-paced and competitive work environment. Stress at the workplace arises from various sources, including heavy workload, tight deadlines, interpersonal conflicts, and lack of control over tasks. While a moderate level of stress can enhance performance temporarily, prolonged exposure to stress often leads to burnout, absenteeism, and reduced productivity. The manufacturing sector, characterized by physical demands and strict timelines, is particularly susceptible to work-related stress. This study aims to explore how work stress impacts employee productivity at Sunburgs Industries, a tin container manufacturing firm in Chennai. Stress can be either positive (eustress) or negative (distress). Positive stress can be motivating and help improve work performance by encouraging employees to put in more effort. On the other hand, negative stress harms employees' health and work performance. When employees are stressed in a harmful way, their performance drops, which also affects how well the whole organization works. Stress has two significant measurements:

II. REVIEW OF LITERATURE:

Various scholars have examined the impact of stress on employee productivity across sectors. Sowmiya et al. (2024) found workplace stress strongly affects family well-being and motivation, while Bharvi Shah (2023) emphasized the role of organizational politics and ambiguity. Ebhote et al. (2022) highlighted that workload and role conflict significantly reduce productivity in banking. Karim (2022) demonstrated a direct negative correlation between stress and performance in Indonesias manufacturing sector. Studies by Devi & Kumar (2021), and Morrissey (2021) reaffirm the psychological, physical, and economic tolls of workplace stress. These works collectively suggest that stress is a critical factor influencing productivity, and its management must be prioritized by organizations.

III. OBJECTIVES OF THE STUDY

Primary objective:

- To study aims to investigate the effects of work stress on employee productivity in Sunburgs industries private limited.

Secondary Objectives:

- To identify the common causes of work stress among employees.
- To examine the relationship between the work stress and employee productivity.
- To identify strategies for managing work stress on employee well-being.
- To examine the impact of stress on job performance and the employee productivity..

IV. RESEARCH METHODOLOGY:

Research Design:

This study adopts a descriptive research design to understand employee perceptions and experiences.

Area of the study:

The research was conducted at SUNBURGS INDUSTRIES PVT. LTD, Chennai from February to May 2025.

Population and Sampling:

Population Size: 150 employees at Sunburgs Industries Private Limited. Sampling Method: Convenience Sampling

Sources of Data:

- **Primary Data:** Collected through a structured questionnaire distributed among the employees of Sunburgs Industries pvt ltd
- **Secondary Data:** Information collected from books, journals, company websites, old project reports, and industry articles to help build the theory and support the findings of the study.

Tools Used for Analysis:

Quantitative data collected from the survey was analyzed using SPSS software, applying the following statistical tools:

- Chi-Square Test
- ANOVA
- Correlation
- Regression Analysis.

V. ANALYSIS AND INTERPRETATION:

- **Chi-square:** There is no significant association between gender and interest in participating in stress management programs.
- **ANOVA:** There is no significant difference between the years of experience and the stress level of the employees at the workplace.
- **Correlation:** No significant correlation between the employees feel stressed at work and the stress affect their ability to meet the daily production targets.
- **Regression:** No significant relationship between age of the respondents and the strategies help them to maintain productivity during stressful periods.

Test Type	Variables Tested	Test Statistics	Significance (p – Value)	Inference
Chi square test	Gender and stress management programs	$\chi^2 = 6.641$	p = 0.036	Gender has a significant association with interest in programs.
Correlation	stressed at work and the daily production targets	r = 0.577	P = 0.000	Strong Positive Correlation – Stress is strongly linked to reduced productivity.
Oneway ANOVA	experience and the stress level	F = 3.277	p = 0.042	Significantly - stress levels vary significantly across experience levels.
Regression	Age and coping Strategy	R ² = 0.246, F = 34.966	P = 0.000	Age explains 24.6% of variance in using

VI. FINDINGS

- It is found that 31% of age group 26–35.
- It is found that 68% of male.
- It is found that 38% qualification of under graduate.
- It is found that 41% of above 3 years of experience.
- It is found that 41% of employees believe heavy workload is the main sources of stress.
- It is found that 42% of employees follow the prioritizing and organising task strategy to maintain their productivity during stressful periods.
- It is found that 47% of employees are interested in participating the stress management program.

- It is found that 42% of employees follow the prioritizing and organising task strategy to maintain their productivity during stressful periods.

VII. SUGGESTIONS

- ✓ Implement Targeted Stress Management Programs With 47% of employees expressing interest in stress management programs, organizations should actively offer such initiatives. 61% of employees experience a moderate level of stress, regular stress audits and targeted programs should be introduced.
- ✓ Promote Better Work Scheduling as 68% believe better scheduling reduces stress, management should adopt flexible scheduling and workload distribution systems.
- ✓ Encourage Stress-Relief Strategies as 36% take short breaks and 42% use prioritizing strategies, the organization can promote these practices through internal training and time-management workshops.
- ✓ Although 44% say the organization only sometimes provides recreational activities, enhancing these facilities could serve as a proactive stress management approach.
- ✓ Monitor Employee Performance Metrics, with a noticeable number of employees reporting mistakes (48%), missed deadlines (36%), and concentration issues (39%) due to stress, periodic performance evaluations should include stress indicators

VIII. CONCLUSION

Workplace stress has a significant negative impact on employee productivity. This study found that many employees face moderate to high stress levels due to factors like heavy workload, long hours, poor communication, and organizational pressure. These stressors reduce focus, cause mistakes, absenteeism, and lower overall performance. Prolonged stress also affects mental and physical health, decreasing motivation and engagement. While some employees use personal coping strategies, they are often not enough without organizational support. To maintain productivity and employee well-being, companies should implement measures like flexible work hours, wellness programs, and supportive leadership.

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