

PROJECT REPORT ON
“A STUDY ON STRESS MANAGEMENT TECHNIQUES AND ITS EFFECTIVENESS
IN RESILIENCE DEVELOPMENT AMONG THE EMPLOYEES WITH REFERENCE
TO LUCKY STAR WOOD INDUSTRIES , MANGALORE ”

SUBMITTED BY

SUZANA AK SHEIKH

USN: 4AL22BA112

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In partial fulfillment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Ms. HARSHITHA V SHETTY

Assistant Professor

AIET, MIJAR

EXTERNAL GUIDE

Mr. ABDUL NASIR

Manager

lucky star plywood industries



ALVA'S
Education Foundation®

ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY,

MOODABIDRI

PG DEPARTMENT OF BUSINESS ADMINISTRATION

September 2023-24



Plot No. 396 B, Industrial Area, Baikampady, Mangalore - 575 011
Phone : 0824-2407805, 2407815 Fax : 0824-2407805

- PLYWOODS
 - BLOCK BOARDS
 - FLUSH DOORS
 - SAW MILLS
 - TIMBER MERCHANT
- An ISO 9001:2008 CERTIFIED CO.



Ref. : LSI/24-25/116

Date : 01.09.24

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mrs. Suzana Sheikh [USN: 4AL22BA112] student of 2nd Year MBA of ALVAS INSTITUTE OF ENGINEERING AND TECHNOLOGY, MIJAR had completed her Project Work in our organization from 23-04-2024 to 06-06-2024

Theme of Project Work-

"A STUDY ON STRESS MANAGEMENT TECHNIQUES AND ITS EFFECTIVENESS IN RESILIENCE DEVELOPMENT AMONG THE EMPLOYEES" Lucky Star Industries" Plywood Industries Baikampady .

At the time of Project Work, her Character was good.

We wish her all the Best for her Future Endeavors.

LUCKY STAR INDUSTRIES
Abdul nasir
Managing Partner
B.A.ABDUL NASIR
(MANAGING PARTNER)





ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)
Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi & Recognised by Government of Karnataka
Accredited by NBA (CSE & ECE)

Date: 10/09/2024

CERTIFICATE

This is to certify that **Suzana sheikh** bearing USN 4AL22BA112, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belgaum. The Project report on "A study on stress management techniques and its effectiveness in resilience development among the employees with reference to Lucky star industries, Mangalore", is prepared by her under the guidance of Mrs. Harshitha V Shetty Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi Karnataka.

Signature of Internal Guide

Signature of HOD

Signature of Principal

HOD

PG-Dept. of Business Administration

Viva - Voce Examination

Alva's Institute of Engg. & Technology
Mijar - 574225

Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

Shobhavana Campus, Mijar, Moodbidri - 574225, Mangalore, Karnataka, India

☎ 08258-998784 (O), 998785 (P) ✉ nrcin@alvaet.org ✉ www.alvaet.org

DECLARATION

I Suzana sheikh, bearing hereby declares that the Project Title entitled "**A STUDY on Stress Management Techniques and its Effectiveness in Resilience Development Among the Employees**" is prepared by me under the guidance of **Mrs. Harshitha V. Shetty**, faculty of MBA Alva's Institute of Engineering and Technology and External Guidance by Mr. Abdul Nasir Manager of Lucky Star Plywood Industries Baikampady. I also declare that this Project is towards the partial fulfilment of the University regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University Belagavi.

I have undergone a summer Project for period of six weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/ diploma from any other University/Institution.

Place: Mijar

Date: 21/09/2024



Signature of the Student

(Suzana)

ACKNOWLEDGEMENT

I would like to take this opportunity to express my sincere gratitude to all those who have helped me throughout this Project. It gives me immense pleasure to acknowledge all those who have encouraged and supported for the successful completion of this work.

I would like to express my sincere thanks to Principal Dr Peter Fernandes, AIET, Moodabidri. And I express my deep sense of gratitude to my Internal Guide Ms Harshitha v Shetty, assistant Professor of MBA Department, for the constant support and encouragement to carry out my report successful without much difficulty. I express my heartfelt thanks for their constant encouragement and support during the entire report.

My profound thanks to Mr. Abdul Nasir, who took interest in explaining concepts and imparting necessary inputs pertaining to the Project work, without which it would not have been possible for me to complete this work. I am also very thankful to other executives and staff of the company for their co-operation.

I express my deepest gratitude to my parents and finally members for their active role in my professional development without which my higher studies would have been just a dream.

Finally, I thank my friends for their valuable suggestions offered to me to complete this study successfully.

TABLE OF CONTENT

CHAPTER NO	TITLE	PAGE NO
1	INTRODUCTION	1-14
2	CONCEPTUAL BACKGROUND AND LITERATURE REVIEW	15-23
3	RESEARCH DESIGN	24-26
4	ANALYSIS AND INTERPRETATION	27-55
5	FINDINGS, SUGGESTIONS AND CONCLUSION	56-66
BIBLIOGRAPHY		
ANNEXURE		

LIST OF TABLES

Table No.	Particulars	Page No.
Table 4.1	Stress management techniques.	28
Table 4.2	Stress management techniques in reducing overall stress levels.	29
Table 4.3	Stress management techniques help us to remain focused and productive at work.	30
Table 4.4	Organisation supports stress management initiatives.	31
Table 4.5	Confident in our ability to cope with work related stressors.	32
Table 4.6	Practice relaxation techniques to manage stress.	33
Table 4.7	Relaxation techniques in helping to unwind after a stressful day at work	34
Table 4.8	Supportive colleagues in managing workplace stress .	35

Table 4.9	Engage in physical exercise as a stress management technique.	36
Table 4.10	Physical exercise in relieving stress and boosting your resilience.	37
Table 4.11	Organization communication about stress management resources and support.	38
Table 4.12	Professional support to manage stress.	39
Table 4.13	professional support in coping with work-related stress.	40
Table 4.14	I am satisfied with the current stress management programs offered by your organization.	41
Table 4.15	Stress management techniques help you maintain a healthy work-life balance.	42
Table 4.16	I am open to discussing stress – related issues with your supervisor or manager.	43
Table 4.17	Stress management techniques align with your personal values and beliefs.	44

Table 4.18	Various stress management resources available within the organization.	45
Table 4.19	Stress management workshops or training sessions provided by organizations.	46
Table 4.20	Stress management workshops or training sessions in improving your resilience.	47
Table 4.21	Organization the root cause of workplace stress.	48
Table 4.22	Mindfulness practices to manage stress.	49
Table 4.23	Mindfulness practices in helping us stay calm and focused during challenging situations at work	50
Table 4.24	I am satisfied with overall support provided by organization in managing workplace stress.	51
Table 4.25	Stress management techniques provided by organization to a colleague.	52

LIST OF GRAPHS

Graph No	Particulars	Page No.
Graph 4.1	Stress management techniques.	28
Graph 4.2	Stress management techniques in reducing overall stress levels.	29
Graph 4.3	Stress management techniques help us to remain focused a productive at work.	30
Graph 4.4	Organisation supports stress management initiatives.	31
Graph 4.5	Confident in our ability to cope with work related stressors.	32
Graph 4.6	Practice relaxation techniques to manage stress.	33
Graph 4.7	Relaxation techniques in helping to unwind after a stressful day at work	34
Graph 4.8	Supportive do colleagues in managing workplace stress .	35

Graph 4.9	Engage in physical exercise as a stress management technique.	36
Graph 4.10	Physical exercise in relieving stress and boosting your resilience.	37
Graph 4.11	Organization communication about stress management resources and support.	38
Graph 4.12	Professional support to manage stress.	39
Graph 4.13	professional support in coping with work-related stress.	40
Graph 4.14	I am satisfied with the current stress management programs offered by your organization.	41
Graph 4.15	Stress management techniques help you maintain a healthy work-life balance.	42
Graph 4.16	I am open to discussing stress – related issues with your supervisor or manager.	43
Graph 4.17	Stress management techniques align with your personal values and beliefs.	44

Graph 4.18	Various stress management resources available within the organization.	45
Graph 4.19	Stress management workshops or training sessions provided by organizations.	46
Graph 4.20	Stress management workshops or training sessions in improving your resilience.	47
Graph 4.21	Organization the root cause of workplace stress.	48
Graph 4.22	Mindfulness practices to manage stress.	49
Graph 4.23	Mindfulness practices in helping us stay calm and focused during challenging situations at work	50
Graph 4.24	I am satisfied with overall support provided by organization in managing workplace stress.	51
Graph 4.15	Stress management techniques provided by organization to a colleague.	52

EXECUTIVE SUMMARY

The study investigates the effectiveness of stress management techniques and their role in enhancing employee resilience at work. Findings reveal that while many employees find these techniques beneficial, a significant portion feel they have limited impact. The effectiveness of such techniques varies based on individual needs, work conditions, and the organization's support. Relaxation techniques, mindfulness practices, and physical exercise are among the strategies examined. The study highlights the importance of tailored stress management approaches, as their impact differs from person to person. Some employees lack confidence in handling stress, indicating a need for better support and training. Although many use relaxation and physical exercise to manage stress, there is a need for more accessible and diverse options. Professional support is valued but requires more tailored and effective approaches to meet diverse employee needs. Communication about available stress management resources is crucial, as many employees are unaware of the support accessible to them. The report suggests that organizations should improve tools, training, and communication to enhance stress management and build a more resilient workforce. This would contribute to a healthier work environment and boost overall productivity.