Kuwait Research Journal of
Business Management (KRJBM)

ISSN Print: 2790-6590 | ISSN Online : 2790-6582 Open Access

A Study on Stress Management and Its Impact on Employee Productivity with Reference to Narsi Trading Company

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Article History
Received: 15.11.2025
Revise : 20.11.2025
Accepted: 01.12.2025
Published: 13.12.2025

DOI:10.61705/KRJBM.1.4.2025.71.72

Keywords: Job Stress, Employee Productivity, Stress Management, Workplace Well-being, Narsi Trading Company.

Abstract: This research paper investigates the relationship between job stress and employee productivity with special reference to Narsi Trading Company, Suratgarh. The study identifies key stressors such as workload, salary dissatisfaction, tense working conditions, and work-life imbalance. Using a structured questionnaire with a sample size of 50 employees, the study finds that more than 70% of employees perceive workload and inadequate salary as primary causes of stress. Findings reveal that job stress negatively impacts employee morale, job satisfaction, and overall productivity. The paper concludes with recommendations for organizational interventions and stress management strategies.

Introduction

Introduction to Company

Narsi Trading company established in Suratgarh, Rajasthan, is a sole proprietorship specializing in premium paperware products. We pride ourselves on delivering top-quality items at highly competitive prices.

At Narsi Trading company., we understand the evolving needs of our customers and the importanceofstayingaheadofmarkettrends.Ourcommitmentisreflectedinourdiverserange of attractive and functional paperware dining options. Featuring eye-catching prints, our productsaredesignedtoimpressandenhanceyour diningexperience.Whetheryou'replanning a wedding, birthday, baby shower, or anniversary, our selection of paper plates, paper bowls, and printed paper plates ensures amemorable event without the hassle of dishwashing. Enjoy noodles, pizza slices, pastries, dumplings, and soups with ease and style.

Introduction

Stress is an inevitable part of modern work life. While moderate levels of stress may act as motivators, excessive stress leads to reduced performance, dissatisfaction, and health problems. The World Health Organization has termed workplace stress a “global epidemic,” estimating its cost to businesses at over $300 billion annually. This paper examines the causes, effects, and management of workplace stress with a focus on Narsi Trading Company, a paperware manufacturing firm in Suratgarh, Rajasthan.

Literature Review (Brief)

Previous studies (Iqbal, 2012; Kumar, 2008; Shruti, 2009) highlight that occupational stress has a direct negative relationship with employee job satisfaction and productivity. Major stressors

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include workload, unclear roles, poor organizational communication, and lack of rewards. Stress management programs and organizational support are proven to reduce burnout and improve efficiency.

Objectives of the Study

To identify the impact of stress on employee performance in Narsi Trading Company.
To investigate the main factors causing workplace stress.
To identify stress symptoms among employees.
To suggest organizational strategies for stress prevention and management.

Research Methodology

Research Design: Descriptive research
Sample Size: 50 employees of Narsi Trading Company
Sampling Technique: Convenience sampling
Data Collection: Structured questionnaire (5-point Likert scale)
Analysis Tools: Percentages, graphical representation

Data Analysis & Discussion

Work Experience: 54% of employees have 1–5 years of experience, showing a young workforce.
Work-Life Balance: 36% agreed and 28% strongly agreed that they lack sufficient time for personal life due to work.
Salary vs. Workload: 76% believed their salary was insufficient compared to their workload.
Tense Work Conditions: 36% agreed they work under tense conditions.
Stress Relief Programs: 86% acknowledged that stress-relief and entertainment programs exist but their effectiveness needs review.
Overall Satisfaction: Only 16% were highly satisfied with organizational conditions, while 30% were highly dissatisfied.
These findings highlight that workload, salary dissatisfaction, and lack of personal time are the primary stress factors influencing productivity.

Findings

Majority of employees experience job stress due to workload and inadequate compensation.
Work-life imbalance is a significant concern.
Job clarity and organizational support are not adequate.
Despite stress-relief initiatives, satisfaction levels remain low.
Suggestions / Implications
Organizations should identify root causes of stress rather than just addressing its outcomes.
Flexible work schedules and family-friendly policies should be introduced.
Salary and reward systems should align with workload.
Training managers in stress awareness and communication skills is necessary.
Regular team meetings and wellness programs can improve morale.

Conclusion

The study concludes that workplace stress significantly affects employee productivity at Narsi Trading Company. High workload, insufficient compensation, and lack of work-life balance are key stressors. Stress management must be integrated into organizational practices through preventive strategies, employee support systems, and recognition programs. By addressing stress proactively, companies can enhance both employee well-being and productivity.

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