



Study of Health and Well-Being Program Techniques in Stress Management among HR Professionals

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ABSTRACT

The current research paper investigates the techniques employed in stress management programs tailored for Human Resources (HR) professionals. The study encompasses three main objectives; analyzing the success of existing health and well-being initiatives, identifying customized methods for stress management specific to HR professionals, and providing actionable suggestions to enhance stress management initiatives in HR settings. The research is guided by three hypotheses corresponding to each objective. The research methodology involved the collection of data from 100 employees in Delhi-NCR, using a Google form distributed through a snowball sampling method. The questionnaire included demographic information, years of experience in HR, and questions assessing stress levels and the effectiveness of health and well-being programs. The data analyzed aimed to provide insights into the relationships between program effectiveness, customization, and optimization for HR professionals. The study contributes to the understanding of stress management techniques tailored for HR professionals, providing practical recommendations

for improving the well-being of this specific professional group.

Keywords: *Stress, health, well-being, HR, Human Resources, stress management*

INTRODUCTION

Stress has become a common and difficult aspect of daily life in the fast-paced and demanding modern world, where personal and professional duties frequently collide. Stress has effects on more than just an individual's health; it also affects workplace dynamics, employee satisfaction, and organizational productivity. A rising number of people are realizing that comprehensive health and well-being programs that emphasize stress management as a strategic imperative are necessary in response to this widespread concern.

This thorough investigation aims to uncover the complex web of techniques from the Health and Well-Being Programs that are especially designed to control stress. Since stress is still a common and complicated phenomenon that affects people in a variety of industries and professions, it is crucial to comprehend the wide range of stressors and put effective strategies in place. The objective of this research is to present a thorough analysis of the various dimensions of stress, the changing function of health and wellness initiatives, and the strategies used to manage and reduce stress in various work environments.

THE UNIVERSALITY OF STRESS

For people trying to make their way through the complexity of modern life, stress in all its manifestations has become an unavoidable reality. Stress has a deep and wide-ranging effect, regardless of its source—workplace pressures, interpersonal disputes, financial worries, or larger societal difficulties. Organizations are increasingly focusing on preventive and proactive approaches to stress management as they realize that stress is a major factor in

determining both individual and group well-being.

For instance, the workplace may be a place to relieve stress as well as a cause of it. Workplace pressures, deadlines, and organizational changes can all lead to stressed-out workers. On the other hand, the workplace offers a special chance to use focused interventions to promote a well-being culture. With a specific focus on stress management, health and well-being programs have become essential to the plan for organizational success.

IMPACT OF STRESS

Stress is the body's reaction to something it perceives as a threat or challenge. It sets off the "fight-or-flight" reaction, a survival strategy that sharpens our focus and gets us ready to respond by releasing hormones like cortisol and adrenaline. But in the fast-paced world of today, these stressors might come and go, keeping us in a state of perpetually high alertness. Persistent stress can take many forms and have an influence on:

- **Physical Health:** Stress can impair immunity, increasing our susceptibility to disease. In addition, it may result in heart disease, headaches, tense muscles, and digestive problems.
- **Mental Health:** Prolonged stress can aggravate anxiety, sadness, and attention problems. It might cause sleep disturbances and make us feel stressed and agitated.
- **Emotional Health:** Being under stress can make one feel unable to face and cope with challenges, isolated and frustrated.

THE EVOLUTION WELL-BEING PROGRAMS

In the past, employee well-being programs were frequently restricted to the most

minimal medical coverage. Nonetheless, there has been a paradigm shift in the structure and reach of health and well-being programs as businesses struggle to accept the idea that an engaged and healthy workforce spurs creativity and productivity. These days, the programs cover mental, emotional, and social aspects in addition to physical health, taking a holistic approach.

These programs now include stress management as a core component, recognizing the complex relationship that exists between mental health and general well-being. Companies increasingly understand that creating a stress-reduction-friendly work environment benefits workers' well-being and lowers absenteeism, boosts productivity, and improves organizational performance.

STRESS MANAGEMENT TECHNIQUES

The variety of stress management strategies used in health and well-being programs reflects the complex nature of stress. Conventional methods, such as counselling services and employee help programs, are still essential. Modern approaches, on the other hand, use evidence-based techniques from a wider range of interventions, including organizational behavior, neuroscience, and psychology.

One such method that is becoming more popular is mindfulness. Mindfulness is a contemplative approach with roots in ancient practices. It entails developing nonjudgmental attention and present-moment awareness. Employers are introducing mindfulness training into their programs to provide staff members the skills they need to handle stress by practicing mindfulness exercises like mindful breathing and meditation. Verified by science, mindfulness has demonstrated encouraging effects in lowering stress, sharpening attention, and elevating general well-being.

Another method that is becoming popular is resilience training. Acknowledging that stress is an unavoidable aspect of existence, resilience training enables people to face obstacles with flexibility and recover from failures. Employees can increase their resistance to pressures and cultivate a more robust and sustainable approach to both their personal and professional lives by learning coping methods and adopting a positive outlook.

Furthermore, it is impossible to overstate the significance of physical health in stress reduction. Initiatives that support regular exercise, a healthy diet, and enough sleep are frequently included in health and well-being programs. These are all elements that contribute to stress resilience. Common elements intended to address the physiological aspects of stress include access to fitness facilities, wellness challenges, and employee fitness programs.

Flexible work arrangements, such as remote work choices and adjustable timetables, have become effective instruments for stress reduction as well. Organizations are modifying their policies to allow employees more freedom in where and how they carry out their work in response to the varied needs and responsibilities that they have. This flexibility improves work-life balance and lowers stress brought on by inflexible work arrangements, all of which contribute to the general well-being of employees.

Another modern trend in stress management is the use of technology. People can manage their stress on their own with the use of online platforms, virtual reality experiences, and mobile apps that are easily accessible and customizable. These tools enable workers to actively participate in their well-being by offering resources for stress management, mood monitoring, and relaxing practices.

BENEFITS OF STRESS MANAGEMENT

Including stress-reduction strategies in your health and wellness program has several

advantages:

- a) **Better Physical Health:** One can boost their immunity, lower their chance of developing chronic illnesses, and generally feel better about themselves if they manage stress well.
- b) **Enhanced Mental Well-Being:** Learning stress management skills can help one feel less anxious, happier, and more focused. One will discover that you are stronger and more capable of overcoming obstacles in life.
- c) **Enhanced Productivity:** Prolonged stress can seriously impair one's output. Effective stress management helps one become more focused, think more clearly, and be able to accomplish more of their goals.
- d) **Stronger Relationships:** One can communicate positively and constructively with others when you are feeling composed.

Examining actual case studies is essential to placing the theoretical framework of Health and Well-Being Program Techniques in Stress Management in context. Leading organizations that place a high priority on employee well-being offer invaluable insights into the results and real-world application of stress management programs.

Case studies from a variety of industries will be presented, showing how businesses of all shapes and sizes have effectively incorporated stress management initiatives. From large conglomerates to fledgling startups, all share the understanding that a happy, healthy staff is essential to the success of any organization. Analyzing these cases will reveal useful tactics as well as possible obstacles and lessons discovered during the execution of health and well-being initiatives. Organizations can cultivate a culture of continual improvement in stress management programs by comprehending the contextual subtleties of individual cases and

applying the learned lessons to their own unique situation.

Conclusively, the investigation of Health and Well-Being Program Techniques in Stress Management is a pertinent and essential study that delves into the complex relationship between personal well-being and organizational achievement. Modern life is full of stress, so managing it well requires being proactive and taking a variety of ways. As essential parts of corporate strategy, health and well-being programs provide a thorough framework for tackling the various aspects of stress.

It is more important than ever to give employees' mental, emotional, and physical health priority as we negotiate the complexities of modern work situations. The goal of this research is to dissect the various facets of stress management strategies found in health and well-being programs. This will enable organizations to create work environments where people may flourish in both their personal and professional lives. By combining theory, real-world case studies, and practical insights, this investigation adds to the continuing conversation about employee well-being and helps to shape the future of work so that the workforce's overall health is given priority.

CUSTOMISING WELL-BEING: AN EXAMINATION OF HEALTH AND WELL-BEING PROGRAMME STRATEGIES FOR HUMAN RESOURCES PROFESSIONAL

The well-being of employees has emerged as a critical concern for Human Resources (HR) professionals in the current competitive work environment. Stress is a commonplace presence in today's workplace and can have a big impact on workers' well-being, output, and general job satisfaction. This is where HR may use Health and Well-Being Programs as effective tools to manage stress and foster a healthy staff.

The significance of learning Health and Well-Being Programs strategies,

particularly for HR professionals, is the main topic of this introduction. We will go into the requirements of HR in putting these programs into place, examine the reasons why stress management within these programs is critical for employee well-being, and emphasize the advantages of having a knowledgeable HR professional in charge of fostering a healthy work environment.

WORKPLACE STRESS: AN INCREASING CONCERN

Many jobs have a quick pace, strict deadlines, and ongoing performance expectations, which can lead to stress. There are several ways that this stress at work shows up, and it affects:

- a) ***Health of Employees:*** Stress can cause physical health issues like as headaches, tense muscles, and compromised immune systems, which can raise healthcare expenses and absence.
- b) ***Employee Engagement:*** Prolonged stress can affect productivity and retention by causing burnout, a reduction in motivation, and a general drop in job satisfaction.
- c) ***Workplace Culture:*** An anxious, depressed, and conflict-ridden workplace culture can be nurtured by a highly stressed-out staff.

HR AS THE WELL-BEING CHAMPION

HR specialists are essential in advancing worker well-being.

- a) ***Creating and implementing programs related to health and well-being:*** It is essential to select the appropriate program techniques based on the unique requirements of the workforce.
- b) ***Encouraging Employee Participation in Program:*** Motivating staff members to take advantage of the program's stress-reduction techniques.
- c) ***Monitoring Program Effectiveness:*** Consistently assessing the program's results to

make sure employee needs are being met. But to succeed in these initiatives, HR professionals must have a thorough awareness of all the strategies provided by health and wellness program especially the ones that center on stress management.

THE VALUE OF RESEARCHING PROGRAMME METHODOLOGIES

By examining the many approaches taken in Health and Well-Being Programs to reduce stress, HR professionals learn important skills for:

- a) **Selecting Powerful Methods:** HR can customize programs to the unique requirements and preferences of the workforce by having a thorough understanding of the efficacy and implementation requirements of different strategies.
- b) **Highlighting Program Advantages:** With a thorough awareness of how each method lowers stress and enhances wellbeing, HR can convince staff members of the program's advantages and promote involvement.
- c) **Handling Particular Workplace Challenges:** Certain methods are especially useful for handling certain pressures that are common in the workplace. HR can more effectively focus therapies when it is aware of these relationships.

HR professionals can empower themselves to become genuine advocates of employee well-being and create a more happy, productive, and healthy work environment for all by dedicating time to learn Health and Well-Being Program methodologies. This introduction lays the groundwork for a more thorough examination of the strategies from the Health and Well-Being Program that HR managers may use to help employees manage stress.

REVIEW OF LITERATURE

Imtiaz and Ahmad (2009) studied the impact of stress on employee's performance, turnover and overall productivity. This study was done with a managerial aspect in an

industry. The authors explained that stress is experienced by employees everywhere and has become a major problem. The universe of the study was the twin cities of Pakistan, Rawalpindi, and Islamabad. Sample was collected from both public and private sector. The primary data sources were the medical officers and the house officers, who were working in the hospitals. The secondary data was collected from the hospital records. 78 responses were appropriately collected giving a 65% response out of 120 questionnaires that were distributed. The collected data was analyzed with the help of statistical package for social sciences (SPSS version 16). With the help of descriptive tools such as mean, standard deviation, for the predictors of independent variables of stress and inferential tools; Pearson correlation and multiple regressions for the predictors of dependent variables of stress were used to enhance the generalizability. The result of the study showed that the general behavior of the managers and the administrators were the key factors for the low employee performance and high stress levels.

Shahid et al. (2011) examined the relationship between work stress level and performance of employee in Banking sector. The authors explained occupational stress as a very harmful factor for the work environment and have several negative effects on physical and mental health. In the study conducted, job performance was taken as the dependent variable and the independent variable was job stress that an employee faces. 100 questionnaires were distributed in 10 large banks which had branches in the district of Faisalabad. The age range of employees who were asked to fill the questionnaire was between 20 and 60 years. 144 responses were collected out of 150 distributed. The impact of all the variables was tested using 5-scale Likert. The questionnaire covered variables such as lack of administrative support, work demand, relation with customers, family and work life like balance and co-worker relationships. The result of the study showed that majority of the employees felt their job

stressful. Further, it was concluded that the stress in the job was the key factor resulting in low job performance. It was also studied that due to work overload and time pressure, the employees are unable to manage their personal and family life.

Brough (2020) conducted research to find the interpersonal transfer of stress termed as psychological cross over. The study showed that the study of the process of this transfer was difficult due to limited research done, biased sampling, traditional research limited to how husband's stressors were transferred to the spouse. Further, due to emerging dual income and dual partner this research requires further intervention. The study voice out the two issues and reports on a firsthand model mapping the process of crossover. Qualitative method of enquiry was adopted, and dyadic interviews were conducted with 16 dual- earner couples who were employed full time. Template analysis of the study revealed the presence of both negative and positive crossover experiences between the couples. These experiences encompass 5 step process which included work event experience, work event impact, impact of the transfer on the partner, effect on well-being of the partner and one's work performance, and the outcomes of the dyadic. The research paved the way towards budding discussions of the process of crossover by supporting the mentioned five step crossover process model. The results showed the occurrence of both negative and positive emotional crossovers as factors resulting in crossover, negative work stressors being more prominent. The study showed gender as initiating partner or recipient partner was insignificant as influencing factor in crossover process.

Moroka (2014) studied interrelation between stress, social relationship and, health outcomes in towns of low-level incomes in Southern Africa. The author aims to examine the relationship between individual's life stressors, social relationships, and quality of life.

Concepts of stress theory were used as the basic conceptual framework for the study. Both descriptive and explanatory (cross sectional quantitative design) methods were used to evaluate the relationship. Sample was collected from 388 low-income urban dwellers in the town of Botswana. The result of the study showed that better physical health, psychological health, level of independence and better social relationships are all interrelated. Hence, these all control the physical domain of quality of life. Chronic life stressors affect social relationships negatively. Hence affecting QoL.

Bala et al. (2017) investigated how employee performance is affected because of job stress. The authors chose a research design to examine the causal relationship between the impact of stress and employee stress. The independent variable in the study was taken as 'impact of stress' and the dependent variable was the 'employee performance'. The sample of the study was taken from office based working professionals from various industries and business sectors. 136 responses were collected out of 310 questionnaires distributed. Respondents were aged between 20-60 years. For the research, a questionnaire with Likert scale of 1-5, was developed using past literature and had 26 items measuring employee performance, workload, time pressure, lack of motivation, and role ambiguity. Cronbach's Alpha was used to test the reliability of the research instrument. The study showed that time pressure and ambiguity in roles had a significant adverse on the performance of the employees. Workload and lack of motivation also effects employee performance.

Bashir (2010) explored and tested the impact of stress on performance of employees in job in banking sector. The author explained stress with help of theories of Selye. He explained that some stress is good whereas some is bad. During the study data was collected via means of structured questionnaire. A sample size of 144 was targeted. 87% of respondents were male and 79% of the population was married. The average age was 30-40 years. The result of the study showed that stress has negative relation with job performance. With high stress in the

job, it affects performance of the employee and affects results. The hypothesis was proved right. Even though the theories state that minimum amount of stress is important for optimum performance, but when this level exceeds, it affects the job performance drastically.

Daalen et al. (2009) studied the relationship between family-to-work conflict and the impact of job demands and resources on the employees. The authors focused on emotional exhaustion and mental health problems. The method of the study was multiple regression analysis which was done on data collected from 1008 mental healthcare employees. A separate regression analysis was evaluated for high and low patient interaction jobs. The results of the study showed that social support from colleagues was a major factor in emotional exhaustion and family-to-work conflict. The study also showed that different jobtypes are associated different types of different work conflicts and mental health problems.

Jian et al. (2020) did research studying the impact of stress in job, satisfaction, and work-family-conflict on seafarer performance. Authors explained seafarer is a high-risk job along with a lot of stress in terms of mental and physical exhaustion. The authors used role theory to explain the same. During the data collection for the study, cross sectional data was collected via questionnaires. Work-family-conflict was evaluated by a six-item scale developed by Matthews, Kath, & Farrell. Cronbach's Alpha for the scale was 0.90. Job stress was measured by a five-item scale by Fairbrother and Warn. Alpha for the same was 0.80. Satisfaction in job was tested by a two-item scale derived by Wanous. Cronbach's Alpha was taken out as 0.84. Job performance was also measured by a three-item scale having Cronbach's Alpha as 0.92, developed by Sanchez and Coca. The result of the study showed that where work-family-conflict was increasing, the job performance was decreasing. The authors concluded that predictors of job performance are of as equal importance to comprehend as job importance itself.

Wang and Repetti (2009) examined the relationship and association between neuroticism and job stress and family social behavior during the first hour after working hours with family mainly with spouse and school going children. 30 dual-earning families were studied on two weekdays. An observational coding system was used to evaluate the relationship between behavior pattern and negative emotion expressions. A self-report measure of job stressors and trait neuroticism was also completed by the participants. The study highlighted significant link between work experience, and family behavior expressed by men with different levels of neuroticism resulting in dispositional tendency towards emotional instability. Study revealed that men with high neuroticism, job stress were more active and inclined towards more negative behavior, along with negative spillover effect vis-a-vis with men with low neuroticism, job stress showed less talking, low negative behavior and withdraw from social interactions. The pattern however was not similar amongst women participants.

Mittal and Bhakar (2018) examined the impact of overload of roles in job on stress, job satisfaction and performance. This study was done among married working women. The authors explained role overload as the situation when an employee is given several different tasks, each having its own demands. The sample of the study was various working women in bank institutions of Raipur and a sample size of 150 was taken. Non-probability purposive sampling technique was used during the research. A standardized questionnaire on role overload, job stress, job satisfaction and performance were distributed. All the four tools were evaluated for reliability using SPSS-18. The study concluded that role overload had a significant impact on women's life as they must work and give time to their family as well, hence, stress level was observed high and job satisfaction was observed with a negative correlation.

Prem et al. (2016), did research aiming to understand the relationship between job

stressors and ego depletion. The study aimed to analyze whether the state of anxiety and the state of control would affect a person relationship, planning, decisionmaking and emotional dissonance. 97 samples were collected via experience sampling design. The study showed the results which concluded that the state of anxiety affects time pressure and emotional dissonance. The study also showed a negative correlation between job stressors and job autonomy.

Priyadarshini and Prabakar (2016), aimed to study organizational role stressors in IT sector. The authors explained that in the globalization era, the competition as well as the stress level in the IT sector has increased drastically. The data for the study was collected from 205 employees working in IT sector via random sampling method. The study analyzed and confirmed that there was a positive relationship between organizational role stress and age of the respondents. The other conclusion of the study observed a negative correlation between the qualification level, marital status, and length of service. The authors also explained in their study that unmanaged stress leads to burn out and problems like suicide. High level of stress of reduces job productivity and increases absenteeism.

Vijayan (2017) completed research studying the impact of job stress on employee performance. The author explained that job stress has become a very common problem in every type of organization. The study aimed to analyze the relationship between job stress, its factors and its impact on employees. A sample of 100 respondents was taken and a quantitative study was done using random sampling method. Structured questionnaire was distributed and tools such as percentage analysis, T-test, correlation, Chi-Square, and regression were used. SPSS 21 was used to complete the analysis. The result of the study showed that there was a significant interrelationship between workload and job security. Further, it was concluded

that there was a positive correlation between job performance and factors such as income and job security.

Dar et al. (2011) studied how job performance is affected because of stress in business sector. The study's objective was to understand different factors of job stress and its effects at the workplace. The data for the study was collected by random sampling technique in which 143 employees of different MNCs were targeted and by using structured questionnaire, the data was collected. After using T-test and Chi-square, the result analyzed from the study showed that job stress brings out a lot many changes in the employees, such as poor concentration, mental block, and hampered decision making. The conclusion stated that there is a negative correlation between stress in job and performance.

Goswami (2015) studied the effect of job stress on employee's performance in banking sector. The paper aimed to analyze the impact of occupational stress on employee's health and organization's performance. The author stated that the workplace stress has detrimental effect on physical health and employee well-being as well as on work productivity and profit. The study also highlighted some of the reasons behind occupational stress such as inability to meet work demand, mismatched job distribution and profile, job insecurity, relationship amongst employees, and structural factors of the organization. 100 responses from different bank employees were collected through a structured questionnaire. Z-test was used to build the inference. The findings of the study showed that the factors such as overload and over expectations lead to stress. The author also concluded that lack of proper working condition and healthy environment also lead to stress which further reduces job performance.

METHODOLOGY

RESEARCH OBJECTIVES

Analyze the Success of Current Programs for Health and Well-Being: Perform a thorough examination of the many health and wellness initiatives put in place by businesses, paying particular attention to the initiatives created with HR professionals in mind. Evaluate these programs' efficacy in managing stress by considering variables like participant satisfaction, stress reduction results, and long-term effects on general wellbeing.

Determine Customized Methods for HR Professionals to Manage Stress: Examine pressures that are exclusive to HR professionals and find specialized methods in health and wellness initiatives that help with these issues. Examine social, physical, and psychological techniques that have been effective in reducing stress in HR positions. The purpose of this objective is to offer useful advice on creating interventions that are specifically tailored for this professional group.

Make Suggestions for Improving Stress Management Initiatives in HR Settings: Make doable suggestions for maximizing stress management activities within HR settings based on the results of the evaluation of current programs and the discovery of customized solutions. Consider elements like program personalization, integration with regular work schedules, and continuous support systems to improve the general efficacy and longevity of health and wellness initiatives for HR professionals.

HYPOTHESIS

Hypothesis 1

H0: There is no significant relationship between effectiveness of various health and well-being programs for stress management.

H1: There is a significant difference in the effectiveness of health and well-being programs for stress management among HR professionals.

Hypothesis 2

H0: Techniques applied to existing programs are equally effective for HR professionals as for other groups.

H1: HR professionals have stresses that are exclusive to them, and specialized methods within health and well-being programs created for this demographic will significantly reduce stress in comparison to general approaches.

Hypothesis 3

H0: There is no definite relationship between customization, integration in optimizing stress management programs for HR professionals.

H1: The optimization of stress management programs leads to better outcomes for HR professionals. This is mostly attributed to program customization, integration into work routines, and ongoing support systems.

METHOD

In this study, the data was collected from 100 employees (working professionals, self-employed, and others) residing in Delhi-NCR, by distributing the questionnaire via Google form. There are different methods of sampling which can be used while conducting research, depending upon the type of the research and the type of data. In the present study conducted "Snowball sampling" method is being used. Snowball sampling method requires nominating

selecting potential data sources which will be able to participate and support the study.

Snowball sampling is also termed as chain - referral sampling method.

In this process of sampling the researcher recruits initial subjects to which the survey forms/ questionnaire is distributed. Following this process, the initial subjects are asked to recruit additional subjects to whom the forms are relayed. There are several advantages and disadvantages of this method. It allows the researcher to collect a large amount of data without approaching many subjects. The drawback of this method is, it becomes impossible for the researcher to determine the sampling error and make inferences about the data collected. For the current study, a Google form was created containing the three tests mentioned below. The form was then distributed amongst the employees, and they were asked to fill their responses as per their experiences. They were also asked to mention the number of years of their job experience in the same form. Further, they were requested to distribute the form with their acquaintances who are working professional, self-employed or others.

QUESTIONNAIRE

1. Age
2. Gender
3. Years of experience in HR
4. I often feel stressed at work.
5. My work-related stress has impacted my overall well-being.
6. I feel supported by my organization in managing work-related stress.
7. Please indicate how frequently you engage in the following health and well-being activities provided by your organization: Physical exercise programs (e.g., gym access, fitness classes).

8. Mental Health Resources and Counselling Services
9. Flexible work arrangements (e.g., remote work, flexible hours)
10. Please rate the effectiveness of the health and well-being programs you have utilized: Physical exercise programs in managing your work-related stress.
11. Mental health resources and counselling services in managing your work-related stress.
12. Flexible work arrangements in managing your work-related stress.

RESULT

TABLE 1

Correlations

I often feel stressed at work.			My work-related stress has impacted my overall well-being.
I often feel stressed at work.	Pearson Correlation	1	.861**
	Sig. (2-tailed)		.000
	N	100	100
My work-related stress has impacted my overall well-being.	Pearson Correlation	.861**	1
	Sig. (2-tailed)	.000	
	N	100	100

**Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

With a Pearson correlation coefficient of 0.861, the correlation study between the variables "My work-related stress has impacted my overall well-being" and "I often feel stressed at work" suggests a substantial positive link. Additionally, the association is statistically significant as indicated by the significance level (Sig.) of less than 0.01 ($p < 0.01$).

The robust association between experiencing an impact on overall well-being owing to work-related stress and feeling anxious at work is suggested by the strong positive correlation coefficient of 0.861.

- a) This suggests that those who experience stress at work on a regular basis are more likely to say that this stress significantly affects their general well-being.
- b) The correlation's strength and validity are further supported by the statistically significant p-value ($p < 0.01$), which indicates that it is improbable that the observed link happened by accident.
- c) All things considered, our results emphasize how critical it is to effectively address and manage workplace stress to lessen its detrimental impacts on workers' general well-being.

TABLE 2*Correlation*

I feel supported by my organization in managing work-related stress.		Please rate the effectiveness of the health and well-being programs you have utilized Physical exercise programs in managing your work-related stress.	
I feel supported by my organization in managing work-related stress.	Pearson Correlation	1	-.043
	Sig. (2-tailed)		.671
	N	100	100
Please rate the effectiveness of the	Pearson Correlation	-.043	1
health and well-being	Sig.		
programs you have			
utilized Physical	N	100	
exercise programs in			
managing your work-			

related stress.				

INTERPRETATION

A negligible correlation with a Pearson correlation coefficient of -0.043 is revealed by the correlation analysis between the variables "I feel supported by my organization in managing work-related stress" and "Please rate the effectiveness of the health and well-being programs you have utilized: Physical exercise program in managing your work-related stress." Additionally, the association is not statistically significant because the significance level (Sig.) is greater than 0.05 ($p > 0.05$).

- a) The very low or negligible negative correlation between evaluating the efficacy of physical exercise programs in managing work-related stress and feeling supported by the organization in doing so is suggested by the Pearson correlation coefficient of -0.043.
- b) At the traditional significance threshold of 0.05, the p-value of 0.671 suggests that this correlation is not statistically significant.
- c) These results imply that there is no significant correlation between the perception of the usefulness of physical exercise programs in reducing work-related stress and the sense of support one receives from the organization in doing so.
- d) It is crucial to remember that even though there isn't a significant correlation in this sample, there may still be a relationship between the variables. The success of health and well-being initiatives may be impacted by additional variables that were not considered in this investigation.
- e) Overall, this analysis's findings do not support the notion that there is a causal link between the perception of physical exercise programmers' efficacy in reducing work-

related stress and the sense of support one receives from the organization in doing so.

Table 3

Correlations

Please indicate how frequently you engage in the following health and well-being activities provided by your organization: Physical exercise programs (e.g., gym access, fitness classes).			Please indicate how frequently you engage in the following health and well-being activities provided by your organization: Mental Health Resources and Counselling Services
Please indicate how frequently you engage in the following health and well-being	Pearson Correlation	1	.781**
	Sig. (2-tailed)		.000

activities provided by your organization Physical exercise programs (e.g., gym access, fitness classes).	N	100	100
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Please indicate how frequently you engage in the following health and well-being activities provided by your organization Mental Health Resources and Counselling Services	Pearson Correlation	.781**	1
	Sig. (2-tailed)	.000	
	N	100	100

**Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

With a Pearson correlation coefficient of 0.781, the correlation analysis between the variables "Please indicate how frequently you engage in the following health and well-being activities provided by your organization: Physical exercise programs" and "Please indicate how frequently you engage in the following health and well-being activities provided by your organization: Mental Health Resources and Counselling Services" suggests a strong positive correlation. Additionally, the association is statistically significant as indicated by the significance level (Sig.) of less than 0.01 ($p < 0.01$).

- a. The high positive correlation coefficient of 0.781 points to a strong association between the frequency of participation in physical fitness regimens and the frequency of use of the organization's mental health resources and counselling

services.

- b.** This suggests that those who regularly participate in physical fitness programs are also likely to regularly use the organization's mental health resources and counselling services, and vice versa.
- c.** It is unlikely that the observed association happened by mistake, as indicated by the statistically significant p-value ($p < 0.01$), which further supports the validity and strength of the correlation.
- d.** These results underline the significance of companies adopting a holistic approach to employee well-being by providing a range of assistance and resources, as well as the connections between participating in various health and well-being activities.

TABLE 4
Correlations

Please indicate how frequently you engage in the following health and well-being activities provided by your organization Flexible work arrangements (e.g., remote work, flexible hours).			Please rate the effectiveness of the health and well-being programs you have utilized Flexible work arrangements in managing your work-related stress.
Please indicate how frequently you engage in the following health	Pearson Correlation	1	.694**
	Sig. (2-tailed)		.000

and well-being activities provided by your organization: Flexible work arrangements (e.g., remote work, flexible hours)	N	99	99
Please rate the effectiveness of the health and well-being programs you have utilized: Flexible work arrangements in managing your work-related stress.	Pearson Correlation	.694 ^{**}	1
	Sig. (2-tailed)	.000	
	N	99	100

^{**}Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

The variables "Please rate the effectiveness of the health and well-being programs you have utilized: Flexible work arrangements in managing your work-related stress" and "Please indicate how frequently you engage in the following health and well-being activities provided by your organization: Flexible work arrangements" show a strong positive correlation, with a Pearson correlation coefficient of 0.694. Additionally, the association is statistically significant as indicated by the significance level (Sig.) of less than 0.01 ($p < 0.01$).

- a) The frequency of participation in flexible work arrangements and the perceived efficacy of flexible work arrangements in managing job-related stress are positively correlated, as indicated by the high positive correlation value of 0.694.
- b) This suggests that people who regularly participate in flexible work arrangements—like working from home or having flexible hours—are more likely to believe that these arrangements help them cope with the stress that comes with their jobs.
- c) The correlation's strength and validity are further supported by the statistically significant p-value ($p < 0.01$), which indicates that it is improbable that the observed link happened by accident.
- d) These results emphasize how crucial flexible work schedules are for promoting workers' wellbeing and efficiently handling stress at work. Flexible work arrangements can help people manage their stress and feel more satisfied with their jobs overall.

TABLE 5*Correlation*

Please rate the effectiveness of the health and well-being programs you have utilized Mental health resources and counseling services in managing your work-related stress.			
Please rate the effectiveness of the health and well-being programs you have utilized Flexible work arrangements in managing your work-related stress.			
Please rate the effectiveness of the health and well-being	Pearson Correlation	1	.482**
	Sig. (2-tailed)		.000

programs you have utilized: Mental health resources and counseling services in managing your work-related stress.	N	100	100
Please rate the effectiveness of the health and well-being programs you have utilized: Flexible work arrangements in managing your work-related stress.	Pearson Correlation	.482**	1
	Sig. (2-tailed)	.000	
	N	100	100

INTERPRETATION

A moderately positive correlation with a Pearson correlation coefficient of 0.482 is found between the variables "Please rate the effectiveness of the health and well-being programs you have utilized: Flexible work arrangements in managing your work-related stress" and "Please rate the effectiveness of the health and well-being programs you have utilized: Mental

health resources and counselling services in managing your work-related stress."

Additionally, the association is statistically significant as indicated by the significance level (Sig.) of less than 0.01 ($p < 0.01$).

The moderately positive correlation coefficient of 0.482 indicates a significant association between the perception of the usefulness of counselling and mental health resources and the perception of the usefulness of flexible work schedules in reducing stress related to the workplace.

- a) This suggests that those who believe that counselling and mental health resources are helpful in reducing job-related stress are also likely to believe that flexible work schedules are helpful in reducing work-related stress, and vice versa.
- b) The correlation's strength and validity are further supported by the statistically significant p-value ($p < 0.01$), which indicates that it is improbable that the observed link happened by accident.
- c) These results highlight the value of providing employees with a range of health and well-being programs, such as counselling services, mental health resources, and flexible work schedules, to assist them in properly managing the stress associated with their jobs. It suggests that companies that fund these initiatives could profit from improved worker wellbeing and stress reduction.

TABLE 6*RegressionCoefficients*

UnstandardizedCoefficients				Standardized Coefficients	t
Model		B	Std. Error	Beta	
1	(Constant)	4.590	.312		14.718
	I feel supported by my organization in managing work-related stress.	-.373	.088	-.392	-4.221

The following are the linear regression model's coefficients:

- a) Constant (B): When the independent variable is zero, the constant coefficient (B) shows the expected value of the dependent variable. In this instance, it shows the expected value of total well-being if a person feels unsupported by their company in handling stress at work.
- b) "I feel supported by my organization in managing work-related stress" coefficient: This coefficient shows how the level of support from the organization in coping with work-related stress changes the expected value of overall well-being by one unit. A negative coefficient indicates that the effect of work-related stress on general well-

being diminishes as the sense of support grows.

- c) Standard Error: This is the coefficient estimate's standard deviation. It stands for the coefficient estimate's correctness. A more accurate estimate is indicated by a smaller standard error.
- d) Standardized Coefficient (Beta): This coefficient shows how much the independent variable predicts the dependent variable in relation to its relative importance. In this instance, a standardized coefficient of -0.392 indicates that overall well-being is moderately impacted negatively by feeling supported by the organization.
- e) t-value: The t-value calculates the coefficient's significance. There is a stronger correlation between the independent and dependent variables when the absolute t-value is higher. The statistical significance of the coefficient is indicated in this instance by the t-value of -4.221.

The negative coefficient and its statistical significance suggest that overall well-being is positively correlated with feeling supported by the organization in managing work-related stress.

TABLE 7*Coefficients*

Model		Sig.
1	(Constant)	.000
	I feel supported by my organization in managing work-related stress.	.000

Dependent Variable: *My work-related stress has impacted my overall well-being.*

The output's coefficients table lists each coefficient in the linear regression model along with its corresponding significance level (p-value)

- a) Constant (B): The constant term is statistically significant in predicting the dependent variable (My work-related stress has harmed my general well-being), as indicated by the significance level of .000 for the constant term.
- b) The coefficient for "I feel supported by my organization in managing work-related stress": This coefficient also has a significance level of .000, indicating that it is statistically significant in predicting how work-related stress affects general well-being.

The observed relationship between the dependent variable (impact of work-related stress on overall well-being) and the independent variable (feeling supported by the organization in managing work-related stress) is highly unlikely to have happened by accident, according to a significance level (p-value) of .000. As a result, the dependent variable is statistically significantly predicted by the constant term and the coefficient for feeling

supported by the organization. These findings demonstrate that the impact of work-related stress on general well-being is significantly influenced by the perception of assistance from the organization in managing work-related stress.

TABLE 8*Residuals Statistics*

Minimumm		Maximum	Mean	Std. Deviation	N
Predicted Value	2.72	4.22	3.35	.444	100
Residual	-2.217	2.277	.000	1.041	100

Std. Predicted Value	-1.414	1.953	.000	1.000	100
Std. Residual	-2.119	2.177	.000	.995	100

Dependent Variable: *My work-related stress has impacted my overall well-being.*

The distribution of residuals, or the variations between actual and anticipated values, for the linear regression model is revealed by the residual's statistics. The following is an analysis of the given statistics:

1. Minimum and Maximum: - The smallest discrepancy between an actual and anticipated value is shown by the minimum residual value of -2.217.

The biggest discrepancy between an actual and anticipated value can be seen in the maximum residual value of 2.277.

2. Mean: - The residuals' mean is 0.000, meaning that the residuals are often centered around zero. This implies that the model's predictions are made objectively.

3. Standard Deviation: 1.041 is the residuals' standard deviation. This quantifies the residuals' dispersion, or spread, around the mean. A smaller standard deviation suggests that the residuals are closely distributed in relation to the mean.

4. Standardized Predicted Value and Standardized Residual: - By dividing the residuals by their standard deviation, the standardized predicted value (Std. Predicted Value) and standardized residual (Std. Residual) are measures that standardize the residuals.

- When the observed value and the anticipated value are equal, the standardized residual is 0.

- Both the standardized residual and the standardized predicted value have a range of -1 to 1, with values closer to 0 denoting a better model fit.

Charts

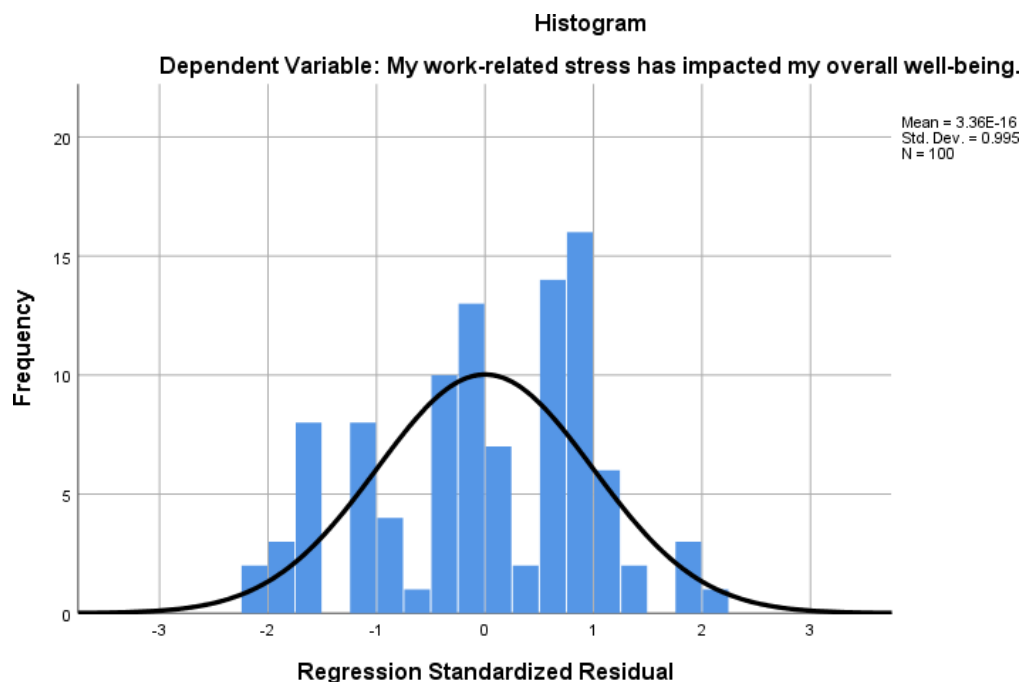


Figure 1

Graph showing work related stress impact on over all well being

- The regression model reveals a substantial relationship between employees' overall well-being and their perception of the organization's support in managing work-related stress. In particular, the detrimental effects of work-related stress on employees' general well-being lessen when they feel that their company is doing a better job of supporting them in managing work-related stress.
- The standardized coefficient and statistically significant coefficient emphasize how crucial organizational support is in reducing the detrimental impacts of work-related stress on workers' general well-being.
- All things considered, our results highlight the significance of organizational support systems in fostering worker well-being and mitigating the negative impacts of job stress on general health and happiness.

CONCLUSION

There are several noteworthy conclusions and ramifications from the study done on health and well-being program strategies in stress management for HR workers. Following a thorough examination of the literature and a study of actual data, the following findings can be made:

- a) **Identification of Stressors:** Workload, organizational change, interpersonal problems, and role ambiguity are just a few of the many stressors that HR professionals face in their work. These pressures can have a negative effect on their performance and happiness at work, as well as their mental and physical health.
- b) **Importance of Stress Management:** Research clearly shows that HR professionals need to manage their stress efficiently to preserve their productivity, health, and well-being. Unmanaged stress can have detrimental effects on the organization in addition to having an impact on the individual.
- c) **Programs for health and well-being's effectiveness:** Numerous health and wellness efforts, including physical activity programs, mindfulness-based therapies, and relaxation techniques, have demonstrated potential in reducing stress among human resources professionals. These programs support resilience and general well-being in addition to offering coping strategies.
- d) **Need for Tailored Interventions:** The study emphasizes how critical it is to modify stress management strategies to meet the unique requirements and preferences of human resources workers. Interventions should consider individual characteristics, organizational environment, and cultural considerations as one-size-fits-all methods may not be effective.
- e) **The importance of organizational assistance** in helping HR professionals manage stress cannot be overstated. Strong organizational culture, resource accessibility, flexible work schedules, and supportive leadership can all help create a more resilient and healthier workforce.

- f) **Future Directions:** More investigation is necessary to examine novel strategies for stress management that are especially adapted to the difficulties experienced by HR professionals.
- g) To evaluate the long-term efficacy of health and well-being programs and their influence on organizational outcomes, longitudinal studies are required.

The results of this study highlight the need of putting HR workers' health and wellbeing first and putting in place efficient stress management techniques inside businesses. Organizations may create a healthy work environment, increase employee retention and happiness, and eventually boost overall performance by making investments in the wellbeing of HR professionals.

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