

A Study on Employee Stress Management and Organizational Productivity at Tech Mahindra Nagpur

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Abstract—Employee stress management is one of the most important keys to the success of organisations in the modern IT industry. Due to work pressure, target achievement, long working hours, changes in technology, imbalance in workload, and job insecurity, employees working in IT companies often suffer from stress. Workplace stress that is excessive negatively affects employee performance, job satisfaction, organisational commitment and productivity. Consequently, organizations increasingly adopting stress management strategies to maintain employee wellness and enhance organisational efficiency. This study focuses on the evaluation of employee stress management and organisational productivity at Tech Mahindra, Nagpur. The study looks at the causes of employee stress, the stress management techniques put in place by the organisation, and this technique's impact on employee production and organisational performance. The research is based on the secondary data that is collected from the journals, research papers, company report and publications on work stress and well-being. According to the findings, practices to manage stress such as flexible working hours, employee wellness and counselling services, work-from-home facility, training and supportive leadership all enhance employee satisfaction and productivity. The research also show that employees who are able to cope with a lower level of stress, are more efficient, engaged, innovative and committed to the organization. Reducing absenteeism and burnout, and turnover of employees and helping organization growth and sustainability is stress management. The findings of the research show that employee stress management is essential for improving organisational productivity in the IT sector. Organizations such as Tech Mahindra must constantly invest in employee wellness initiatives, healthy workplace culture, work-life balance programs in order to facilitate long-term organisational success and retaining talent.

Index Terms—Employee Stress Management,

Organizational Productivity, Workplace Stress, Employee Wellness, IT Industry, Tech Mahindra, Work-Life Balance, Employee Performance, Human Resource Management, Technostress.

I. INTRODUCTION

Today's organizations work in a competitive and technological environment in a contemporary business world. The employees, particularly of the information technology sector are subject to continuous heavy workload, dead-line pressure, performance pressure, changing technologies and long working hours. Employees often develop both physical and psychological stress due to these factors. Workplace stress is one of the top-virulent challenges of all industries that hamper organizational productivity and employee performance.

The stress can be defined as bodily or mental or emotional response of a person to any first work conditions or pressures that exceed the capacity of the person to cope with it. In IT sector, employees often go through 'technostress' due to rapidly changing technology, digital transformation and constant connectivity. An excess stress environment affects the morale of employees and decreases their concentration, job satisfaction, and the performance of the organization.

The Indian economy is witnessing high growth and changes in the work culture, which is leading to high performance expectation, blurring of work family interface and other issues that causes workplace stress and burnout. Srihita et al. (2026) study on workplace stress and burnout in Indian organizations.

Employees' wellbeing is important aspect for the organization to succeed. Consequently, stress management practices like flexible working hours, employee assistance programmes, wellness initiatives, mental health counseling, meditation sessions, and employee engagement activities are increasingly being implemented by organizations. These initiatives assist employees in handling workplace stress and enhancing work efficiency. Stress management intervening at the workplace significantly promotes the worker's health, organizational commitment and productivity according to Tetrick and Winslow (2015).

Tech Mahindra is India's one of the top multinational IT companies. Further, it is a part of the Mahindra Group. Moreover, it offers digital transformation, software development, business process outsourcing, cloud computing, and consulting services. The organisation spreads across several ranged nations and has many employees. The branch of Tech Mahindra located in Nagpur is mainly engaged in customer support services, software solutions, and IT operation. The employer enhances well-being of employees by promoting a flexible working culture, offering learning opportunities and maintaining engagement.

Dealing with stress employees has become quite essential in the IT industry after the rise of remote working, hybrid work culture and digital connectivity. Many employees working under pressure tend to suffer from burnout, fatigue, anxiety, low productivity. Dysfunctional management of employee stress may cause absenteeism, low employee morale, poor organizational commitment and high employee turnover. On the other hand, organizations leveraging stress-reducing strategies have greater employee engagement, innovations and organizational efficiencies.

II. LITERATURE REVIEW

Researchers of human resource management, organizational behavior, and workplace psychology have studied employee stress management and organizational productivity to a large extent. Based on earlier research, workplace stress impacts employee performance, job satisfaction, innovation and organisational growth.

Naik and Gade (2025) have done a study on the employee performance of Tech Mahindra Nagpur. They found that employee performance evaluation systems and organizational support systems could have a positive effect on productivity and efficiency. According to the researchers, a performance measurement system helps firms identify the weaknesses and strengths of the employees and encourages skill development while engaging the employees. The study has indicated that the organization that focuses on employee support system performs better on organization performance and workplace productivity.

The research by Vaidya And Khaire (2025) on knowledge management system and learning of employees at Tech Mahindra Nagpur. The employee engagement and job satisfaction can be improved through knowledge-sharing practices, and continuous learning or employee development. As per research organizations whose culture enables employees to learn and participate help in stress reduction at the workplace and enhancement of the growth of organizations. The authors further pointed out that providing effective knowledge management systems will enable employees to adjust to a more effective technological environment and reduce the uncertainty and strain of employment.

Kuo et al. (2025) studied literature development regarding workplace well-being and stress management interventions: a systematic literature review. According to researchers, stress caused by imbalances in the workload – job insecurity, and lack of work-life balance – negatively affects the health of employees and organizations. Their study classified interventions for managing stress in prevention, coping, and support strategies. The authors concluded that implementing a stress reduction program and wellness at the workplace improves wellbeing and the organization.

Murphy (1996) provided a critical review of workplace stress management interventions; he found that, for example, stress reduction techniques such as meditation, cognitive behavioural training, relaxation methods, and employee counselling enhance employee mental health and work performance. An organization that adopted stress management: the

study reported that less stress and an increase in productivity. Nicole Murphy stated that stress management training is vital to ensuring workplace burn-out doesn't become the norm.

Tetrick and Winslow (2015) investigated strategies for managing workplace stress and enhancing health within organizations. Research has explained that employee wellness program, organizational support systems, and health promotion activities play a substantial role in employee satisfaction and organizational commitment. The study suggested that companies should implement primary, secondary, and tertiary stress management strategies to create a conducive work culture and improve employees' productivity.

Hessari, Daneshmandi and Nategh (2023) examine the impact of technostress on organizational commitment. According to the study, pressure from technology negatively affects employees' commitment towards innovation. Technostress lowers an employee's motivation and organisational engagement. Still, organisations that support creativity, assure tech support and keep a positive environment at the workplace can lower the workers' technostress.

Atrian and Ghobbeh (2023) looked at technostress in relation to job performance. The results of their study suggested that employee stress is also caused due to constant connectivity and the pressure to learn a new system and take on digital workloads. The authors of the research article state that employees can overcome technological stress with support, training and culture.

The job satisfaction effect on employee innovation and technostress moderation impact was examined by Daneshmandi et al. (2023). The research found that job satisfaction makes employees more innovative and efficient at work. On the contrary, technostress reduces employee creativity and innovation. Organizations must lessen technological stress and enhance the satisfaction of the staff to keep the organization competitive, the researchers have suggested.

According to Saleh and Rosli (2025), an overview of technology acceptance, employee motivation, and technostress in organisations takes place. According

to the research, stress is experienced by other employees who cannot adapt to new technologies because of rapid technology. The study found that organizational support and employee motivation could lessen workplace stress and boost productivity.

The article by Ephrim et al. (2024) says about effect of stress management strategy on employee performance. The systematic review determined that implementation of mindfulness programs, cognitive behavioural therapy, employee assistance programs and physical wellness programmes can be useful for enhancing employee performance. Researches have shown that organizations that aid their employees in stress management achieve a healthier workplace and more retention.

III. RESEARCH METHODOLOGY

This research methodology will aid in the systematic understanding of employee stress management and its impact on productivity of the Tech Mahindra Nagpur. It outlines the research design, sources of data, formulation of hypotheses, tools used for analysis, and limitations of the study. The methodology assists in the scientific and systematic achievement of the research objectives.

Research Design

The current research is analytical as well as descriptive. The existing stress management practices and workplace conditions of the organization are better approached with descriptive research design whereas analytical research design is used to study the relationship between management of stress of employees and productivity of the organization. The paper deals with the analysis of the impact of stress reduction programmes on employee performance, job satisfaction and organizational efficiency in the IT industry.

The descriptive design is suitable since the university is concerned with an explanation of employee stress factors, organizational wellness initiatives, and their impacts on productivity. The analytical perspective helps in understanding the effects of employee wellness programs and stress management strategies help on the organization. This study attempts to theorize workplace stress and employee productivity

in organizational context of tech Mahindra Nagpur.

Data Type and Sources of Data

The study mainly relies on secondary data. Secondary data is the information which is already collected by other researchers and published in the research organization, journals, reports, and websites.

The present study's data was gathered from a diverse range of reliable academic and organizational sources.

References of secondary data sources include.

- Studies include employee stress management and organizational evaluation and productivity.
- An Article on workplace stress and technostress
- Tech Mahindra's employee wellness and company reports.
- Books on HRM and organizational behavior.
- Online data bases and articles.
- Employee feedback and workplace surveys now publicly available.
- Journals and conference proceedings publication research papers.

The choice of secondary data is based on the fact that it provides a good theoretical and practical insight about stress management practices in the IT industry. By using secondary data, the researcher was able to gain more understanding of earlier findings as well as the relationship between stress management and employee productivity.

Sampling Technique

The Research Utilizes Convenience Sampling for Theoretical Interpretation and Analysis of Employee Perceptions Available from Secondary Sources. As this research relies on secondary data, the investigation will use published employees' reviews, organizational reports and academic literature.

Hypothesis of the Study

The hypothesis of the study is developed to examine the relationship between employee stress management and organizational productivity.

Null Hypothesis (H0)

Employee stress management has no significant impact on organizational productivity at Tech Mahindra Nagpur.

Alternative Hypothesis (H1)

Employee stress management has a significant positive impact on organizational productivity at Tech Mahindra Nagpur.

The hypotheses are framed to analyze whether stress management initiatives such as employee wellness programs, flexible working conditions, counseling services, and supportive organizational culture improve employee efficiency and organizational performance.

Tools Used for the Study

The relationship between employee stress management and productivity can be interpreted with the help of many tools. They assist in organizing and analyzing the gathered data suitably.

Percentage Evaluation.

Percentage analysis helps us comprehend how employees think and manage stress. It helps to understand how many employees are benefitted by flexible working hours, wellness support, work-from-home, counseling support, and other implemented stress management practices.

Table-Based Study

Tables help to present the gathered information in a systematic and convenient form. A table helps in comparing different stress management and their contribution toward employee productivity.

Pie Chart Usage.

Graphs showing employee responses and measures used to manage stress are in the form of pie-chart. The use of a graph allows for a better understanding of data and allows a visual presentation of how employees responded to the questions asked.

Examining Comparative Literature.

The investigation uses the work of existing literature and research findings on workplace stress management of organizations and industries identifying areas of similarities and differences.

Analysis of the Concept.

The analytical process will use a conceptual analysis to aid the understanding of the theoretical linkage between employee stress management.

IV. LIMITATIONS OF THE STUDY

Every research study has certain limitations, and the current study also suffers from this. The following explains the limitations of the study.

The findings of the study mainly depend upon the secondary data. So it relies on the accuracy and dependability of published information. The study did not involve direct primary data gathering from employees by means of questionnaire or interview at Tech Mahindra Nagpur.

The Tech Mahindra Nagpur limits the information and doesn't reflect stress management practices of the entire IT organization. The degree of stress of employees varies from one organization to other depending on work culture and geography.

Limitations on time and access to sensitive organizational information preclude a more in-depth empirical analysis. As the work culture and resources become distant, technology can stress employees differently over time.

A second limitation is that secondary sources may contain employee perceptions that are subjective and unverifiable. Despite these limitations, the study provides important theoretical insight as far as the management of employee stress and productivity of organizations particularly in the IT sector is concerned.

Company Profile

About Tech Mahindra

Tech Mahindra's top management has been accepted by the company's board of directors. Formed in 1986, the organization is a part of the Mahindra Group globally renowned industrial group in India. A globally recognized technology company has evolved into a digital transformation solutions enterprise offering consulting, software development, cloud, cybersecurity, AI, analytics, and support services

across various industries.

The organization conducts operations in excess of ninety countries and caters to customers in telecommunications, banking, health, retailing, manufacturing, education and finance. Tech Mahindra has developed a robust reputation in the worldwide IT offer owing to its technological innovation, customer-centric approach, and commitment to sustainable business development. The company consistently invests in modern technology and digital solutions to maintain competitiveness in the global market.

Tech Mahindra focuses on employee well-being, organizational learning, and workplace innovation. The organization believes that its employees are among the most valuable assets, and consequently, it strives to create a healthy environment for the employer itself and the employees as well. The organization introduced a range of employee engagement initiatives, mental wellness programs, learning opportunities, flexible working arrangements, and leadership development practices to drive employee satisfaction and organizational performance.

The Nagpur facility of Tech Mahindra is involved in customer relationship management, software services, technical support, and business process operations. The branch employs many professionals working in various operational and technical departments. Employees at Tech Mahindra Nagpur work in a stressful and high-tech environment where they must manage deadlines, customer demands, performance goals, and constant updates in technology. The work situation often gives rise to workplace stress.

In an effort to reduce workplace stress and increase productivity, Tech Mahindra has put in place a number of stress management practices, including the adoption of hybrid work culture and employee counselling programmes, and the provision of work from home facilities, wellness initiatives, employee assistance programme, and more. These measures enable staff to manage their work and personal life for greater output. The organization also promotes teamwork, communication, and employee involvement in decision-making to foster a supportive organizational culture.

The organization maintains a strong business focus on professionalism, innovation, diversity, integrity and sustainability. According to Tech Mahindra's management, an employee's satisfaction and mental well-being impact organizational productivity and long-term business success. Thus, the organization continues to work towards improving the wellbeing of employees and making the workplace efficient through improved modern human resource management.

The global IT industry transformation has increased exponentially in the past decade due to digital transformation, remote work culture, and technological innovations. These changes have increased the opportunities of the employees and their workplace pressure. Tech Mahindra has tried to tackle these issues through employee-centric policies and wellness frameworks to help the employee become more resilient and productive. The organization's stress management strategies aim to reduce burnout, enhance employee engagement and improve performance in competitive business conditions.

The enterprise utilizes employee wellness as a way to assert that organizational productivity is closely related to mental health and workplace satisfaction. When employees feel supported and motivated, they work toward organizational objectives and encourage innovations. As a result, Tech Mahindra continues to fortify its employee wellness initiatives to attain sustainable organizational growth and competitive advantage in the IT sector.

Conceptual Framework

The research's conceptual framework explains the theory between employee stress management and organizational output. Organizational pressures Covid-19 pandemic (29 words):

The working employees are exposed to varied organizational pressures in the modern scenario specially the employees of the information technology sector like work load imbalance performance expectation changes in technology measures deadlines and uninterrupted connectivity. Workplace stress on employees negatively affects their physical health, mental health, motivation, and performance on the job.

Employee stress refers to the mental and emotional strain that employees feel when workplace demands surpass the ability to cope. There are many causes of workplace stress related to organization and environment such as long working hours, work-life imbalance, role ambiguity, poor managerial support, job insecurity, and tech pressure. Workers in IT sectors often experience technostress the stress created by excessive use of technology and persistent adjustment to the continuously-changing digital system.

The study's conceptual framework is based on the understanding that the application of stress management techniques helps employees to manage workplace pressure and enhances organizational productivity. Stress management also refers to the different ways by which an organization can manage the stress of an employee and in a way, manage their stress.

Practices such as wellness programs, counselling, flexible hours, work from home, health promo, comms, leadership, and engagement underpin these measures.

The framework proposes that companies that adopt initiatives to reduce employee stress experience positive psychological effects among employees. When the organization supports the employees and aids in stress reduction, they are more satisfied with their jobs, emotionally stable, committed toward the organization, and perform better. Organizational productivity and efficiency grow because of these positive employee outcomes.

Theories in organizational behavior and human resource management can explain the relationship between stress management and productivity. The human relations theory is given by Elton Mayo, "The greater satisfaction results in employees the more the productivity of the organization is bound to increase." A motivated and productive employee is a person who works at a place that is both friendly and supportive. A motivated employee is that conditions under which he/she works are not highly stressful. According to this theory, the organization should pay attention to the welfare of employees and interpersonal relationships to improve organizational performance.

According to the Job Demand-Resource Theory, over-stimulation in the workplace makes an employee feel stressed and burnt out. In such cases, if the organization does not provide the employee with the necessary resources or system, it certainly affects performance. organizational resources like flexible work policies, managerial support employee counseling and wellness programs that can help employees cope with stress and remain efficient at work The theory emphasizes how job requirements and organizational supports can be appropriately balanced for better employee well-being and productivity.

Another very important theoretical perspective that is related to this study is Maslow's Hierarchy of Needs Theory. As per Maslow, the employees require psychological safety, emotional support, recognition, and self-development opportunities for achieving higher levels of motivation and performance. Companies that create a safe and supportive workplace meet employee psychological and emotional needs. As a result, employees are satisfied and committed to the organization.

Data Analytics and Results

The analysis of employee perception of stress-management practice and impact on organizational productivity at Tech Mahindra.

The analysis is carried out on secondary data comprising employee reviews, organizational reports, workplace studies, and research findings on employee

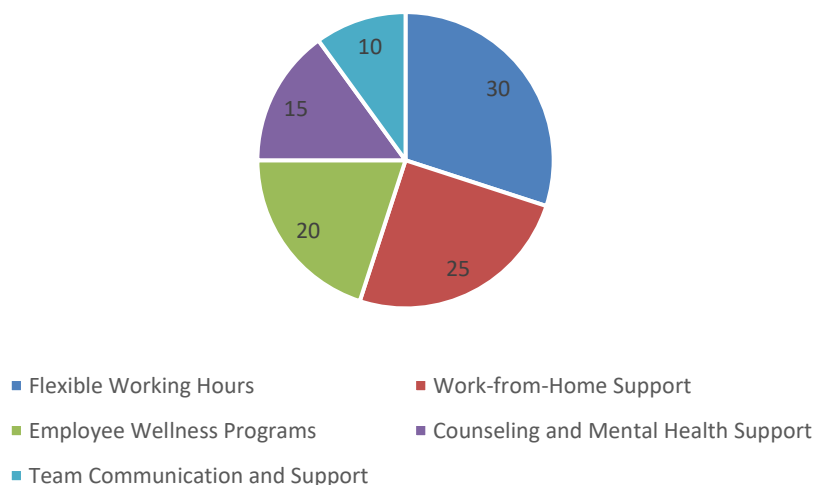
stress management in the IT sector.

The most common types of stress management practices used by the organization like flexible working hours, work-from-home, wellness programs, counseling and communication support with team members. An analysis of these practices is done for understanding contribution towards employee satisfaction.

According to the data obtained, employees who work in a supportive workplace are more efficient, less stressed, have a better work-life balance, and are more committed to the organization. Employees also prefer organizations that provide mental wellness support as well as flexible working capabilities to ease workplace pressure and burnout.

Employee Opinion on Stress Management Practices at Tech Mahindra Nagpur

Stress Management Practices	Number of Employees (%)
Flexible Working Hours	30%
Work-from-Home Support	25%
Employee Wellness Programs	20%
Counseling and Mental Health Support	15%
Team Communication and Support	10%



Interpretation of Data

The table above and the pie chart show what employees at Tech Mahindra Nagpur prefer to feel less stressed. With 30% employee responses, flexible working hours are the top stress buster policy according to the analysis. According to employees, flexible schedules make it easier to maintain work-life balance, ease mental pressure and be satisfied by work. Flexible work arrangements enable workers to strike a balance between personal and professional commitments, enhancing their productivity and motivation at work.

With 25% of respondents emphasizing work-from-home support, it's clear hybrid workplace models greatly help in alleviating workplace stress. Remote workers face reduced commuting stress as well as comfort and time management advantages. COVID-19 has impacted our lives drastically - it seemed like it was only yesterday that life was normal.

Twenty percent of employees selected the wellness programs. Programs to boost awareness of health, onsite meditation sessions, fitness and stress management workshops, and employee engagement activities help employees to enhance their mental and physical wellness. Wellness program employees typically have higher motivation levels, organizational commitment, and burnout experiences than non-participants.

15% of employee responses referred to counseling and mental health. Employees informed about the psychological counseling and emotional support systems to deal with work stress. Employees healing anxiety, emotional fatigue and pressure at work through counselling services. Support of mental health also boosts employees' confidence, emotional stability and relationships at the workplace.

Ten percent of employee responses were attributed to team communication and organizational support. When employees manage communication with an effective way then they reduce workplace conflict. Support of a leader and teamwork lead employees to trust more in their job and workplace engagement. When employees work in an environment that is communicative and supportive, it allows them to perform better while also being more committed

towards achieving the goals of the organization.

According to the analysis, stress management practices create a positive impact on organizational productivity at Tech Mahindra Nagpur. Employees who receive organizational support and wellness assistance perform better at work, utilize less sick leave, and are more satisfied in their jobs. Findings reveal that employee as well as organizational productivity is interlinked in the IT sector of today's world.

V. DISCUSSION

The employee stress management along with organizational productivity at Tech Mahindra was examined in the present study. The study concluded that successful stress management practices positively influence employee performance, workplace satisfaction and organizational productivity. The research showed that employees working within organizational support experience less stress and are more effective, motivated and committed to the goals of organizations.

As per the analysis flexible working hours, work-from-home support are the most preferred stress management practices by employees. Flexible work arrangements help employees maintain a work-life balance and reduce mental pressure and gives satisfaction at the workplace. According to Kuo, Raj, Sahoo, Anand and Sharma, 2025 organizations adopting WLB and employee wellness achieved more positive employee outcomes and organizational outcomes. This is consistent with the finding. According to them, flexible working options can prevent burnout and workplace anxiety in employees.

The employees' well-being programs and mental health support have a positive impact on morale and productivity, the results reveal. Workers with counselling, wellness, and organizational assistance have greater emotional stability and job satisfaction. The study shows that Tetrick and Winslow (2015) suggested that you can improve your productivity and organizational commitment with workplace wellness programs and employee health promotion.

Stress management interventions can lead to healthier organizational cultures and enhance employee

engagement, the study says.

A study discovered that technostress and heavy workloads negatively influence employee productivity and mental health. Mental fatigue, emotional exhaustion, and lack of sharpness are common among employees under technological pressure. This finding coincides with Hessari, Daneshmandi, and Nategh's (2023) study which confirmed that technostress decreases staff motivation, innovation, and organizational commitment. As per the researchers, organizations need to offer technological support and stress reduction mechanisms for well-being.

The results also provide support for the Job Demand-Resource Theory, which demonstrates how job stress among employees takes place when organizations do not support them sufficiently. A research studies shows that Tech Mahindra Nagpur employees perform better when counselling, communication support and flexible work culture are available organizational resources. Similarly, the Maslow's Hierarchy of Needs Theory indicates that workers experiencing psychological safety (feeling emotionally safe) and emotional support are more motivated and perform better at work.

The conclusion derived from the discussion indicates that stress management is integral to employees as well as the organization for the long run. Organizations cannot afford the luxury of ignoring stress of employees as this may lead to low productivity along with higher absenteeism, reduced employee engagement and increased turnover. Oppositely, organizations concentrating on employee wellness and supportive work culture achieve improved organizational growth and higher competitive advantage.

VI. FINDINGS

The research on employee stress management and organizational productivity at Tech Mahindra Nagpur revealed several findings. The study noticed that workplace stress mostly comes from workload pressure, tech complexity, tight deadlines, and WLB in the IT sector. A stressed worker loses the ability to think and concentrate. Further, stress can reduce job satisfaction.

Flexible work schedules help in not only stress reduction but also better work-life balance. Hybrid employees like the preferential work culture and flexible schedules because they allow them to manage their professional and personal lives better. According to the survey, support to work from home boosts employee comfort and enhances mental well-being.

As per the research, the employee wellness program which includes counselling, and mental health initiatives boosts employee morale and workplace engagement.

When employees get emotional and psychological support, they perform better and are more committed to the organization. Wellness programs also mitigate burnout and absenteeism in workers.

Another key finding of this study is that supportive leadership and organizational communication can aid in reducing stress. Workers in cooperative communication-oriented workplaces are happier and more trusting of management. Workplace relationships foster teamwork, confidence, and productivity.

Stress management practices have also been found to directly affect productivity of the organisation. Low-stressed employees exhibit higher levels of efficiency, creativity, innovation, and decision making. Stress management can help an organization increase employee retention and performance and ultimately grow.

Examination of the Relationship between Employee Well-Being and Organizational Productivity. Nurturing Healthy Work Environments Organizational wellness initiatives that address stress in the workplace can improve organisational performance

VII. CONCLUSION

Stress management of employee has an impact on the productivity of the organization in Tech Mahindra Nagpur. The IT industry of today is facing a critical problem in the form of workplace stress. This has resulted because of things like more workload, advancement of technology, performance pressure, and a change in the work environment. Excessive

stress adversely impacts the motivation, mental health, and job performance of employees which affects organizations' efficiency and growth.

The study has noted that organizations implementing effective practices of stress management achieve better employee satisfaction and productivity. When an organisation introduces any stress-reduction measures such as flexible working hours, work-from-home, wellness programme, counselling, supportive management, etc, it has a positive impact on employee morale and workplace engagement. The positive attitude of employees relies on their ability to manage stress while working in the organization at all levels.

The results of the study endorse the alternative hypothesis (H1) which states employee stress management significantly improves organizational productivity at Tech Mahindra Nagpur. The study's outcome rejected the null hypothesis (H0) that stress management does not lead to any significant enhancement in productivity.

The research further states that employee wellness must be perceived as an essential organizational strategy and not as merely a supportive function. Organizations prioritizing employee mental health and work-life balance develop a robust organizational culture, ensuring long-term sustainability. Stress management allows organizations to retain employees for longer, reduce absenteeism and strengthen relationships in the workplace.

It enjoins organizations within the IT sector to continue investing in employee wellness programs, stress management programs, and supportive organizational cultures to maximize productivity and viability in the business environment.

VIII. RECOMMENDATIONS

Organizations would need to strengthen the stress management practices to boost the workplace satisfaction and organization productivity. One way could be for companies to generate comprehensive wellness programmes focusing on employee mental health. Employees coping with workplace pressure can be aided by wellness initiatives, such as meditation sessions, fitness activities, stress management

workshops and counseling support.

Employers should promote flexible working arrangements and hybrid work culture. The reason being, with more flexibility, employees feel less stress. Flexible work schedules allow employees to balance professional and personal lives and, in turn, motivate them even more.

Organizations must ensure stronger employee counseling and psychological support systems, suggests the study.

Workers suffering from emotional stress and anxiety at work must seek guidance and mental health. Counseling services improve emotional equilibrium, self-assurance, and resistance to workplace challenges.

Management must support an open communication and leadership culture in the organization. Workers in open work environments feel valued and contributive.

To mitigate technostress and improve employees' adaptability towards changing technologies, organizations should invest more in learning and skill development. Providing opportunities for continuous learning can build the confidence of your employees while allaying their fears related to technology.

All human resource departments ought to monitor the level of stress of employees and monitor satisfaction levels in the workplace. When stress-related problems are identified early, they provide organizations with an opportunity preventively to act upon them.

The study has concluded with the view that organizations should include strategies for employee wellness and stress management in their long-term business strategy to ensure sustainable organizational growth and competitive advantage.

IX. FUTURE SCOPE

The current study mainly relies on the secondary data and theoretical analysis associated with employee stress management and organizational productivity with reference to Tech Mahindra Nagpur. This research can be expanded through primary data collection in the future by conducting surveys,

interviews and questionnaires from the employees to obtain more practical and detailed information on workplace stress and employee experience.

Future researchers may compare different IT companies with respect to their stress management techniques to find variations in the productivity level of the organizations. By analysing foreign firms and local firms, it may provide more understanding about employee wellness and workplace culture.

Research analysing the influence of remote working culture, artificial intelligence, automation and digital transformation on the stress and productivity of employees in the IT sector can be done. With more technology entering the workplace and hybrid ways of working likely to create new forms of workplace stress, stress management will need to evolve.

Future research on organizational stress management can link it with organizational variables like employee retention, leadership effectiveness, organizational commitment, innovation, job satisfaction, and more. Studies on gender, age group, and work experience levels may also provide valuable insight into the employee stress behaviour and coping mechanism.

Future research can also explore other promising approaches, such as psychological resilience, emotional intelligence, and mindfulness practices that support stress and workplace wellness. Organizations may benefit from longitudinal research studies for understanding the influence of stress management practices on employee productivity.

As a result, there is scope for further research regarding employee stress management and organizational productivity in the fast-changing technological and organizational environment.

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