

ABSTRACT

The project report entitled “**A study on employee work life balance at Zolostays Property Solution**” analyzed the stress management process. Several of the factors that cause stress, particularly task and role demands and organizations’ structure are controlled by management. As such, they can be modified or changed. Some of the strategies that management has to consider are personal self section and job placement, use of realistic goal setting, redesigning of jobs, improved organizational communication and establishment of corporate wellness programs. Certain jobs are more stressful than others. Individuals with little experience or an external lower of control tend to be more proven to stress. Selection and placement decisions should take these facts into consideration. Goal setting helps to reduce stress and also provides motivation to an employee and aims higher to gain success.

Designing jobs by the give employees more responsibility, more meaningful work, more autonomy, and increased feedback can reduce stress, as these factors give the employee greater control over work activities and lessen dependence on others. Increasingly formal organizational communication with employees reduces uncertainty by reducing role ambiguity and role conflict.

Wellness programs like employee counseling also develop employee’s total physical and mental condition. The management should provide workshops that help people to quit smoking, control alcohol usage, eat better and develop a regular exercise program.