

*IMPLICATIONS AND
RECOMMENDATION*

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1. The observations and analysis done for the study implies that, eustress is required i.e low and moderate level stress positive in nature and perceived by the individual (respondents) to perform at par and give desired productivity.
2. In terms of coping with stress individual coping strategies at large are required like relaxation, exercise, recreational activities, to mitigate till the level of eustress.
3. Moreover the foundry units which are backed by complex manufacturing process, undesired working conditions should put an effort in providing good conditions of working with sufficient breaks in the shifts. Counselling shall provide an effective way for reducing stress and enhancing the productivity.
4. Finally an individual perceptions towards stress either as eustress or distress, or his perceptions towards a match with working environment, balancing the demand through controlled way shall be the justifiable way of managing stress.

FURTHER RESEARCH

1. The present research can be used for further analysis for development of model for stress management for the foundry executives.
2. The use of statistical analysis specifically factor analysis can be used to determine the actual causes of stress then comprehend its effect on productivity.
3. Determining productivity metrics through other indices and suggesting effect on them.