

ABSTRACT

This study examines employee attitudes towards stress management at Wipro, a leading global IT services company. Workplace stress is a growing concern in modern organizations, affecting employee well-being, productivity, and job satisfaction. The research investigates the effectiveness of stress management programs implemented by Wipro and explores how employees perceive these initiatives. Data was collected through surveys and interviews with employees across different departments to assess their awareness, participation, and satisfaction with the company's stress management strategies. The study highlights key stressors faced by employees, including workload, deadlines, work-life balance, and organizational change, and evaluates how Wipro's stress management programs, such as wellness initiatives, counseling services, and flexible work policies, address these challenges. Findings reveal that while a significant number of employees acknowledge the importance of stress management programs, there are mixed attitudes regarding their effectiveness. Employees who actively engage in stress management initiatives report higher job satisfaction and better coping mechanisms. However, some employees express concerns about the accessibility and scope of available programs. The research concludes with recommendations for Wipro to enhance its stress management offerings by increasing awareness, expanding access to resources, and fostering a culture that encourages work-life balance. Addressing stress more effectively can contribute to improved employee well-being and organizational performance.