



Anand Nagar, Krishnankoil - 626126, Srivilliputtur (via), Virudhunagar District, Tamilnadu.

APPLICATION FOR ADMISSION TO Ph.D. PROGRAMMES

Date of Application:18-11-2020

Department	MANAGEMENT STUDIES	Application No.	202020013
Area of Research	HUMAN RESOURCE	Research Mode	PART TIME

Name :AISHWARYA T
Date of Birth / Age :27-08-1989 / 31 Years
Gender :FEMALE
Category :MBC
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Mobile :9698915354



Father's/Husband's Name	RAJASEKAR PT	Father's/Husband's Occupation	SR.ESTIMATION ENGINEER
Family Income	13,00,000	Residential Type	RURAL
Birth Place	SIVAKASI	Mother Tongue	TAMIL
Religion	HINDU	Martial Status	MARRIED
Aadhaar No.	707647227322	PAN No.	BHIPA8204Q
Physically Challenged	NO	Type of Disability	-
Address for Communication: 1/176 PASUMPON NAGAR, EB COLONY, THEVAR KULAM SIVAKASI WEST VIRUDHUNAGAR DISTRICT TAMILNADU INDIA Pin-626124		Permenant Address: 1656 AZHAGU MEIGNANA PURAM, ALLUR PANANGADI ROAD, ROS SIVAGANGAI SIVAGANGAI DISTRICT TAMILNADU INDIA Pin-630561	

Qualification						
Degree	Discipline	College/university	Year Passed	AVG/CGPA	Class	Mode
B.COM	COMPUTER APPLICATION	AYYANADAR JANAKI AMMAL COLLEGE, SIVAKASI	2011	69.59	FIRST	REGULAR
MBA	HUMAN RESOURCE & FINANCE	KALASALINGAM UNIVERSITY, KRISHNAN KOVIL	2013	7.9765	FIRST	REGULAR

Experience				
Organization	Designation	Experience From	Experience TO	Work Nature
SUSEE GROUP OF COMPANIES, MADURAI	HR EXECUTIVE	2012-12-03	2015-03-18	EXECUTIVE-HR
GULF SPIC GENERAL TRADING & CONTRACTING CO.W.L.L, KUWAIT	HUMAN RESOURCE	2015-08-23	2016-08-23	RECRUITMENT
GULF SPIC GENERAL TRADING & CONTRACTING CO.W.L.L, KUWAIT	HUMAN RESOURCE	2019-05-01	1970-01-01	RECRUITMENT

Payment Details				
Transaction ID	Reference	Date of transaction	Amount	Status
202020013_201120112506	VSBI9479616063	20-11-2020	600	SUCCESS

PERCEPTIONS OF WORK STRESS CAUSES AND EFFECTIVE INTERVENTIONS IN EXPATRIATE EMPLOYEES WORKING IN OIL AND GAS COMPANIES, KUWAIT.

Proposal submitted to

Kalasalingam Academy of Research and Education, Krishnankovil.

Submitted by

**Mrs. Aishwarya Rajasekar Bcom., MBA.,
Human Resources Staff,
Gulfspic General Trading and Contacting Company W.L.L,
Kuwait.**

ABSTRACT

To identify causes of stress at work as well as individual, organizational and personal interventions used by employees to manage stress in Oil and gas companies, Kuwait. Data's will be collected with Middle level expat employees.

INTRODUCTION

Kuwait is a sovereign Arab state situated in the north-east of the Arabian Peninsula in Western Asia. It is bordered by Saudi Arabia to the south at Khafji, and Iraq to the north at Basra. It lies on the north-western shore of the Arabian Gulf. Kuwait 2020 population is estimated at **4,270,571 people** at midyear according to UN data. Non-Kuwaiti residents(Expatriates) accounted for an estimated 65 percent of the Kuwaiti population. According to estimates, the number of Kuwaiti citizens was about 1.24 million in 2019, compared to the number of non-Kuwaiti citizens which was at about three million. Mostly of the Expatriate employees from India, Egypt, Pakistan, Srilanka, Philipines, Lebanon and other parts of the world for job opportunities in oil & gas companies. Work stress is a real challenge to the employees, who are working outside their home country. Many studies on stress in expat employees in Gulf countries have shown chronic stress as a major contributor to depression, high blood pressure & suicidal thoughts which needs medication as well as proper counseling. If stress is

intense, continuous and repeated it becomes negative phenomenon or Distress, which can lead to physical illness and psychological disorders. The pressure of overtime and long working hours at night shifts create a work personal life imbalance, which begins to affect the health of expat employees. Lack of time for relaxation, lack of emotional support due to absence of family & relatives as well as friends and well-wishers is the major cause of stress among expats in Kuwait.

PROBLEM STATEMENT

The report titled 'Kuwait Health', which provides a snapshot of healthcare in the country, shows that on average 10 deaths were reported each day from hospitals in the country, compared to nine deaths reported in 2012. In general, the overall mortality rate in Kuwait increased between 2012 and 2016.

Heart disease, Brain stroke, suicides, especially traffic accidents, and cancer (because of using tobacco) were found to be the three leading causes of death in Kuwait. The report also showed that while the mortality rates of males from heart disease and traffic accidents were higher than females, when it came to malignant cancers, women outpaced men, both among Kuwaiti women and women of other nationalities.

Many studies on work stress in expat employees in Gulf countries have shown chronic stress as a major contributor to depression, high blood pressure & suicidal thoughts which needs medication as well as proper counseling. A moderate level of occupational stress is an important motivating factor and is considered normal and necessary. If stress is intense, continuous and repeated, it becomes negative phenomenon or Distress, which can lead to physical illness and psychological disorders. The pressure of overtime and long working hours create a work personal life imbalance, which begins to affect the health of expat employee. Lack of time for relaxation lack of emotional support due to absence of family & relatives as well as friends and well-wishers is the major cause of stress among expats in Kuwait. Quantitatively increase of work load and more work pressure from senior colleagues and management put expat employees on stress. Relax lifestyle of local citizens of nation demands high output and increased work load leads to stressed life an expat employees. Improper coordination and poor relationship with senior authorities was related to stress which is seen as the most important reason for expats to get into the stress. Their main motivators are salary and benefits to support their home and maintain a decent standard of living.

OBJECTIVES

- To identify the various components of stress experiences by expatriate employees.
- To Study the impact and potential causes of stress.
- To find the level of stress and recommends the interventions.

REVIEW OF LITERATURE

Ram Kumar P.B. (2011) in his article “Training & Development Program & its benefits to employees & organization: A Conceptual Study” has studied about the structure & elements of employee training & development program. He has mentioned in his paper that employees are the esteemed resource of an organization & every organizational success depends on the performance of the employees. In this study, there is a substantial support for individual employees & organization to get the several benefits from training program. These benefits may directly or indirectly enhance employee performance & in turn the productivity of the organization. This study has also emphasized on the positive outcomes of training for the organizations.

Ritu & Ajmer Singh (2012) in their article “A study of predicting teacher effectiveness among secondary school teachers on the basis of their occupational stress” studies relationship between teacher’s effectiveness & occupational stress among secondary school teachers. The findings were, teachers were experiencing low stress level. Teachers were not much affected by the problems which they came across in relation to their job. They had a high level of stress tolerance. The study suggests a “Stress Awareness” drive need to be incorporated with the social orientation subject & regular assessment of stress level should be done in order to prevent stress.

Adams and van de Vijver (2015) also reported that expatriates’ stress depends on their cultural distances, support, and purpose, which are also related to the organisational intention for the international assignment.

Cahil,¹⁶ Cooper et al¹³ and Marine et al describe categories of stress management interventions that target individuals or organizations; these can be further segmented as preventive interventions at primary, secondary or tertiary levels. Primary interventions aim to prevent the causal factors of stress, secondary interventions aim to reduce the

severity or duration of symptoms, and tertiary or reactive interventions aim to provide rehabilitation and maximize functioning among those with chronic health conditions.

RESEARCH METHODOLOGY

Data collection:

Plan to involves both primary and secondary data collection.

The primary data will be collected by the help of a questionnaire from Middle level employees of companies (Engineers, Supervisors, Foreman, Senior technicians) comprising of external factors and individual factors of stress.

The secondary data will be collected from online database, books and the journals available as sources of information.

Sampling Techniques:

Planned to do Probability Sampling Methods

Stratified sampling

In this method, the population is first divided into subgroups (or strata) who all share a similar characteristic. So when we might reasonably expect the measurement of interest to vary between the different subgroups, like cadre wise and we want to ensure representation from all the subgroups.

REFERENCE

Ashforth, B.E. & Humphrey, R.H. (1995) Emotions In The Workplace: A Reappraisal. Human Relations.

Bryman, A., & Bell, E. (2011) Business Research Methods, 3th Edition. New York: Oxford University Press.

Leka, S., Griffiths, A., & Cox, T. (2004) *Work Organization and Stress*. 3th Edition. United Kingdom. World Health Organization

Lin, B.C., Kain, J.M., & Firts, C. (2013) An Examination of the Relationship Between Instructions at Work and Employee Strain. *Journal of Stress Management*

Times of Kuwait news Portal.

Source: LFS, Work-related stress, anxiety or depression statistics in Great Britain, 2020 estimated annual average 2017/19-2019/20 95%

Kuwait: population by citizenship 2019 | Statista www.statista.com

About Kuwait | UNDP in Kuwait www.kw.undp.org

KALASALINGAM UNIVERSITY

Kalasalingam Academy of Research and Education
(Under Section 3 of UGC Act 1956)



Register No : 9911115005

The Board of Management of the Kalasalingam University, hereby makes known that

Ms./Mr. **AISHWARYA T** has been admitted to the

Degree of **Master of Business Administration**

he / she having been certified by duly appointed examiners to be qualified to receive the same

and having been placed in the **First Class**

at the examination held in **Apr/May 2013**

Given under the seal of the University



Anand Nagar,
Krishnankoil - 626 126,
Tamil Nadu, India

Date: 14/09/2013

Controller of Examinations

Registrar

Vice - Chancellor



KALASALINGAM UNIVERSITY

(Kalasalingam Academy of Research and Education)

(Under Section 3 of UGC Act 1956)

(Accredited by NAAC with B Grade with a CGPA of 2.81)

Anand Nagar, Krishnan Koil -626126.

Srivilliputtur (Via), Virudhunagar (Dt), Tamil Nadu, India

TRANSFER CERTIFICATE

1. Name of the pupil : AISHWARYA T
2. Date of Birth : 27/8/1989
3. Nationality, Religion and Caste : Indian, Hindu and Maravar
4. Date of joining to the university : 1/7/2011
5. Course details
 - a) Registration no. : 9911115005
 - b) Degree : Master of Business Administration
 - c) Specialization :
 - d) Batch : 2011 - 2013
6. Whether qualified for promotion to a higher class : Yes (Refer the Grade Sheet)
7. Is there any break during the studies (if so specify the period) : No
8. Whether the pupil has paid all the fees to the University : Yes
9. Date on which application for TC was made : 31/5/2013
10. Date on which actually the pupil left the university : 16/4/2013
11. Medium of instruction : English

Date : 31/5/2013



REGISTRAR

Date: 18.03.2015

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms.AISHWARYA T**, D/O S THEIVAM, 1/176 PASUM PON NAGAR , EB COLONY, SIVAKASI Worked as, **EXECUTIVE - HR**, with the organization from **03/12/2012 to 18/03/2015**.

For Susee Group of Companies.



Abhirami Gopinath

Manager - HRD & Administration



Gulf Spic General Trading & Contracting Company W.L.L.

شركة سبيك الخليج للتجارة العامة والمقاولات ذ.م.م.

Date: August 23, 2016
Ref. : GS/PIC/110/0213

TO WHOM IT MAY CONCERN

This is to certify that **Mrs. Aishwarya Rajasekar**, Indian national, holder of passport # M9657321, was employed by M/S. Gulf SPIC General Trading & Contracting Co. W.L.L. in capacity of "**Recruitment Assistant**" with Human Resources department from 23.08.2015 to 23.08.2016.

During her tenure with Gulf Spic General Trading & Contracting Co. WLL, we found her behavior Good & Satisfactory.

We remain thankful for her services rendered to our company and wish all the best for her future endeavors.

Hanady Eid
Manager Human Resources &
Administration



आयकर विभाग
INCOME TAX DEPARTMENT

भारत सरकार
GOVT. OF INDIA

स्थायी लेखा संख्या कार्ड
Permanent Account Number Card

BHIPA8204Q

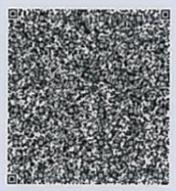
नाम / Name
AISHWARYA T

पिता का नाम / Father's Name
THEIVAM

जन्म की तारीख /
Date of Birth
27/08/1989

हस्ताक्षर / Signature

08022019



इस कार्ड के खोने/पाने पर कृपया सूचित करें/लौटाएं:

आयकर पैन सेवा इकाई, एन एस डी एल
चौथी मंजिल, मंत्री स्टर्लिंग,
प्लॉट नं. 341, सर्वे नं. 997/8,
मॉडल कालोनी, दीप बंगला चौक के पास,
पुणे - 411 016.

**भारत
सरकार**

**If this card is lost / someone's lost card is found,
please inform / return to :**

Income Tax PAN Services Unit, NSDL
4th Floor, Mantri Sterling,
Plot No. 341, Survey No. 997/8,
Model Colony, Near Deep Bungalow Chowk,
Pune - 411 016.

Tel: 91-20-2721 8080, Fax: 91-20-2721 8081
e-mail: tininfo@nsdl.co.in

India Driving Licence (Tamilnadu)
Form 7 [D.O.] 23/09/2013



D.L. No. TN58Z20130003626
Name AISHWARYA T
S/D/W of THEIVAM S
Address
1/176 PASUMPON NAGAR
E B COLONY THEVARKULAM
SIVAKASI WEST
Temp. Adt.
SHENBAGA DRIVING SCHOOL
D.O.B. 27/08/1989 **B.G.** :




Particulars:

Licensed to drive throughout India, vehicles of the following descriptions
M/CYCL WOG 23/09/2013 TN58Z L.M.V 23/09/2013 TN58Z

Non-Transport Veh. Valid upto 22/09/2013

T. Ashwarya
Signature of the Holder


C. S. Srinivasan
 Asst. Licensing Authority
 UNIT OFFICE THIRUMANGALAM

*CERTIFICATE No.

2667534



DISTRICT CODE 17

TALUK CODE 03

VILLAGE CODE 022

COMMUNITY CERTIFICATE

This is to certify that T. AI SHWAR YA.....
 son/daughter of Thiru... S. THEIVAM.....
 of THIRV. THANGAL village/town..... SATTUR..... taluk
 KAMARAJAR..... district of the State of Tamil Nadu
 belongs to... H. N. D. V. ... MARAVAR... community, which
 is recognised as a ~~Most Backward Class~~/Denotified Community/
~~Backward Class~~/Scheduled ~~Caste~~/Scheduled ~~Tribe~~ as per
 G.O. Ms. No. 249... S.C.D.... Dated... 26-3-89.../The
 S.C. and S.T. Orders (Amendment) Act, 1976, vide Sl: No. 212..

2. It is certified that T. AI SHWAR YA.....:and
 his/her family ordinarily reside(s) at... THIRV. THANGAL ..
 village/town..... SATTUR..... taluk..... KAMARAJAR.....
 district of the State of Tamil Nadu.

Signature : G. Pandiaraj
 Date : 16/11/89
 Name in capital letters : ZONAL DEPUTY THASILDAR No. II
 Designation : SATTUR.

* This Certificate Number is to be filled in the Application Form.