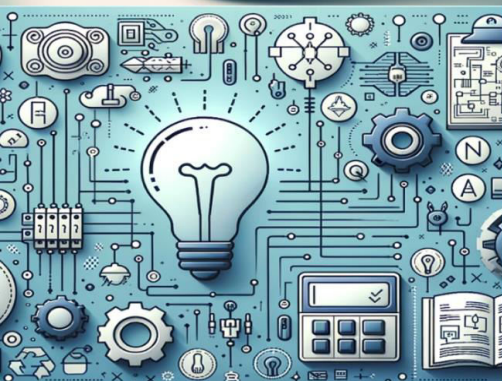


# International Journal of Multidisciplinary Research in Science, Engineering and Technology

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## International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

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# A Study of Performance of Security Guards Specially Focused on Stress Management Tactics in Buldhana Region

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**ABSTRACT:** In the modern, fast-paced environment, stress has become an inevitable aspect of daily life, particularly in high-demand professions such as security services. Security guards play a crucial role in maintaining safety and order across various establishments. However, their job often involves high levels of stress due to long working hours, unpredictable threats, and limited resources for coping with psychological strain. This study investigates the stress levels among security guards employed in both public and private sectors. Utilizing a descriptive-diagnostic research approach, data were collected from a randomly selected sample of 100 security guards in Buldhana region. This study examines the performance of security guards in the Buldhana region, with a specific focus on stress management tactics employed in their daily routines. Through a mixed-method approach, including surveys and interviews with security personnel, this research identifies key stressors such as extended duty hours, lack of proper rest, and high-pressure situations. This paper highlights the need for enhanced stress management training programs and policy interventions to improve both the well-being and efficiency of security personnel in the region.[1]

**KEYWORDS:** Security Guards, Performance, Stress Management, Buldhana, Coping Strategies, Workplace Well-being.

## I. INTRODUCTION

Security guards serve as the frontline defense in safeguarding people, property, and assets across various sectors, including residential, commercial, and industrial establishments.[2] In the contemporary fast-paced world, stress has become an unavoidable aspect of professional life, particularly in high-demand occupations such as security services. Security guards, employed in both public and private sectors, frequently encounter stressful working conditions due to extended duty hours, physical exertion, and job-related uncertainties. Prolonged exposure to such stressors can lead to adverse psychological and physiological consequences, ultimately affecting job performance and overall well-being.[4]

This study aims to examine the levels, causes, and consequences of occupational stress among security guards, with a particular focus on their coping mechanisms. Employing a descriptive-diagnostic research methodology, data were collected from a randomly selected sample of 100 security personnel in the Buldhana region. Preliminary findings indicate that a significant proportion of security guards experience work-related depression, with a majority reporting an inability to maintain a work-life balance. Additionally, common stress-induced symptoms such as back pain and headaches were identified, further underscoring the physical impact of occupational stress.

The study also explores various stress management strategies, revealing that financial incentives are the most preferred coping mechanism among security guards, while modifications in workload and increased time spent with family are perceived as the most effective methods for alleviating stress.

## OBJECTIVE OF STUDY

To find out some of the physical, physiological and other factors affecting on stress of security guards To identify key factors of stress and its impact.

To measure the impact of stress management tactics by security guards & organization.



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To understand the relationship between stress management & performance of security guards.

### II. LITERATURE REVIEW

**T Fathima, S.I., Bhavana, C.J. and Bhattacharyya, P.,** Securing Security Guards: Understanding the Psychological Well- being of Security Personnel in Educational Institutes. In ORGANIZATION, PURPOSE, AND VALUES (pp. 291-301). Routledge. It describe the economic insecurity and tough work conditions often affect workers' psychological well- being. Based on this qualitative study, They propose practical implications for organizations to consider certain on- and off- the-job training that may help to provide better mental health support to the guards to do their jobs well, with wider relevance for other informal workers across contexts.

**Kiran & Yadav, (2015).** They examined the variations in stress encountered by male and female guards. Likewise they were curious to find out how much burnout and stress they endured the guards might come upon. This study showed a substantial relationship between workers' attitudes, mental well-being, and occupational stress. They showed that the guards were unhappy with their meager pay and that female guards had greater amounts of stress than male guards.

**Kim, Sang-Jin.** "The effect of job stress and job exhaustion on job performance of body guards and security guards due to organizational culture." Journal of the Korea Society of Computer and Information 25.7 (2020): 193-202. This study conducted a questionnaire survey of 320 security guards to investigate the effects of job stress and job exhaustion on job performance according to the bodyguard's organizational culture. The conclusions obtained through this study are as follows. First, in the organizational culture, the innovation culture was found to have a negative effect on the job stress at the .01 level. Second, organizational culture was found to have no direct effect on job performance. Third, among organizational cultures, market culture was found to have a statistically negative effect on job performance at the .01 level.

**Cannizzaro, Emanuele, et al.** "Night-time shift work and related stress responses: a study on security guards." International journal of environmental research and public health 17.2 (2020): 562. this study aimed to find the relationship among three different work activities carried out by security guards, the effect of shift work, and stress-related responses by evaluating salivary cortisol levels. We also analyzed the correlation between HPA axis responses and comorbidity with cardiovascular diseases. We hypothesized that stress increased during the work shift, especially in workers involved in night-time operations.

**Ahasan, Rabiul, Abdul Khaleque, and Golam Mohiuddin.** "Human aspects of shift work in the developing countries-I: A case study in Bangladesh." Journal of human ergology 28.1-2 (1999): 59-65. This study revealed that not only does shift work affect the health of security guards but also their social lives. The study found that the security guards reported that their employment routines gave them limited time for other activities, led to behavior change, influenced disharmony in relationships, sometimes leading to broken marriages. Industrialized countries are not immune to similar effects of shift work on social aspects of shift workers' lives.

### III. METHODOLOGY OF PROPOSED SURVEY

#### NATURE OF STUDY

Descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual or of a group, whereas diagnostic studies determine the frequency with which something occur or its association with something else. In this study the researcher has adopted descriptive cum diagnostic research design because the researcher described the various stressors and measure the level of stress that each employee undergoes in his job with selected socio – demographic variations.

#### SAMPLING DESIGN

The researcher has used random sampling to collect the data from the 100 respondents. The primary data collected through the structured questionnaire from the security guards who are working public and private sector organization such as banks, ATMs, company and hotels with in Buldhana region.



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Sr.No	Topic	Particulars
1	Type of Data	Primary And Secondary
2	Primary Data Collection Tool	Structured Questionnaire( Google form)
3	Secondary Data Collection Tool	Research Paper, Website etc
4	Sample Universe	Buldhana region
5	Sample Unity	Security Guard
6	Sample Size	100
7	Sample Method	Simple Random Sampling
8	Data Analysis Tool	MS Excel

### IV. DATA ANALYSIS AND INTERPRETATION

Particular	No. of. Respondents
Headache	14
Body Ache	30
Indigestion	24
Inflammation	18
Other	2

Table 1: Showing physical factors affecting on stress of security guards

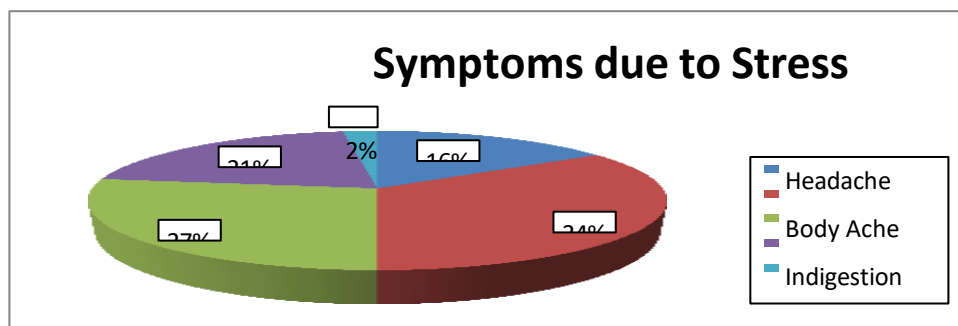


Chart 1: Showing physical factors affecting on stress of security guards



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### Data Interpretation

It is interpreted that majority of respondent (34%) are facing problem of body ache due to stress (27%) respondents have affect by indigestion, inflammation is the major symptoms of over-work and stress by (21%). Headache is also one reason for stress. It means stress create imbalance in physical and mental health.

Per day working hours	No. of. Respondents
10	34
12	43
16	16
24	9
Total	100

Table 2: Showing factors affecting on stress of security guards

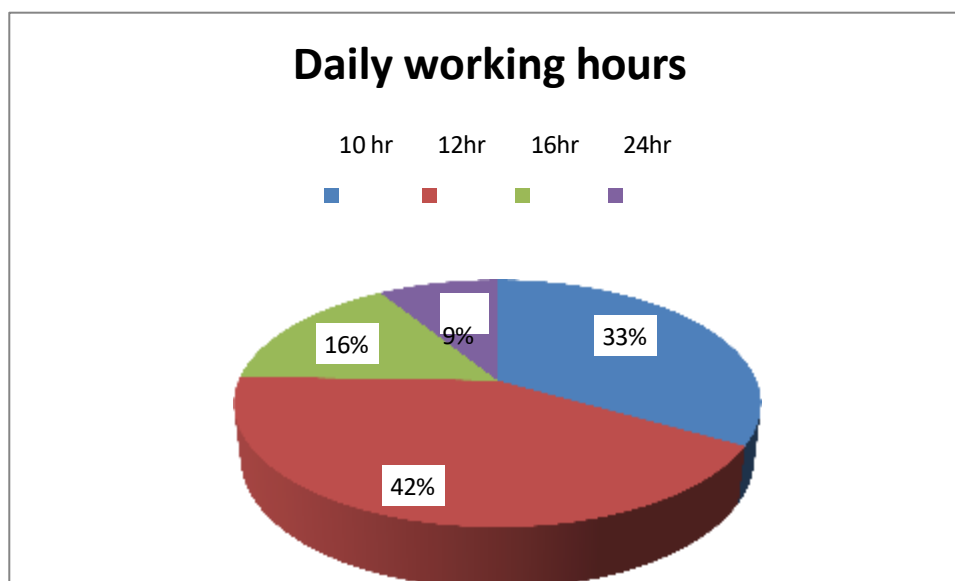


Chart 2: Showing factors affecting on stress of security guards Data Interpretation

From the above bar graph, it is cleared that majority of respondents taken sleep for six hours. The normal sleeping hours should be 'eight' so there is lack of sleeping tendency amongst security guards. Almost 1/4<sup>th</sup> respondents sleeping four hours which is dangerous to the physical as well as mental health. It is added as per references and advises, each human should take proper sleep for better health



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Particulars	No. of Respondents
Extra working Hours	29
Inadequate salary	26
More responsibility	25
other	6
Total	100

Table 3: Indicating Key factors of stress on security guards

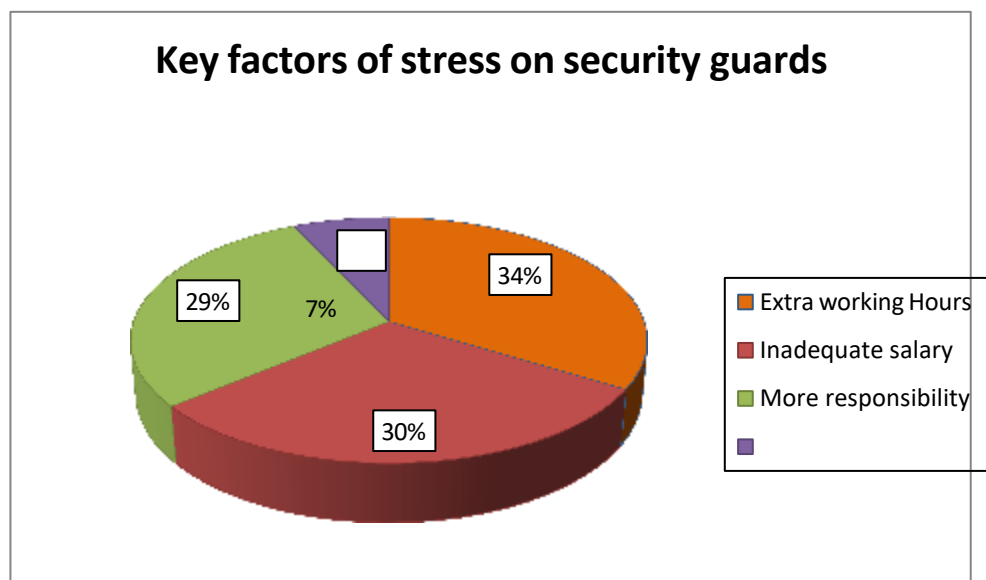


Chart 3: Indicating Key factors of stress on security guards

### Data Interpretation

From the above column charts, it is cleared that majority of respondents suffer from the stress because of extra working hours((34%) .(30%) respondent are suffer from stressbecause of inadequate salary. According to Factories Act,1948 and Shops and Establishment Acts the standard working hours should not more than 9 hours per day including a mandatory one-hour break .



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(1- Bad 5-Good)	अति ताणाणामुळे तामुह्मा कसे काम कर रहा ? (चांगल ) How do you function under stress?	जेव्हा तिमूही णिणावां असा िव्हा तिमूही िमूचे काम कसे कर रहा ? (वईट 5-चांगल ) How do when you are stressed? you do your job
1	14%	6%
2	27%	20%
3	33%	36%
4	15%	
5		

Table 4: Showing guards on performance

### Data Interpretation

Above rating shows 1\3<sup>rd</sup> of the respondents experience a moderate decline in work ability, leading to errors in decision – making .This highlight the importance of Managing stress in the workplace.

Particular	No. of. Respondents
Yes	64
No	31
Maybe	5
Total	100

Table 5: Associating relationship between Stress Management and Performance of Security guard

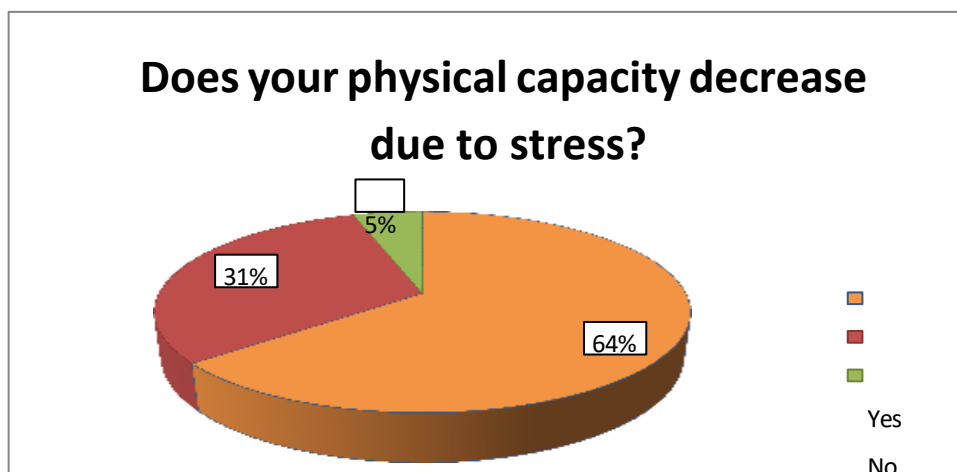


Chart 5: Associating relationship between Stress Management and Performance of Security guard



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### Data Interpretation

It is interpreted that almost half of the respondents agreed that performance in work impacting due to stress at workplace. Half of the security guards are satisfied with workplace and agreed that they were not facing impact on work due to stress.

### V. FINDINGS

1. From the above all study it is found that 30% respondents feel inadequate salary and benefits are causes of stress
2. It is also found that 43% respondents work more than 12 hrs per day
3. It is found that 56% respondents work as temporary security guards
4. After analysis of impact of duty hours, 34% of the respondents suffer from tension headaches, 26 % of employees suffer from indigestion.
5. It is found that security guards lack access to formal stress management resources like counseling or wellness programs.

### VI. SUGGESTIONS

Security guards should be serve with the benefits including overtime benefit and mandatory rest break.  
Create a specific resources such as counseling modules ,support groups addressing the unique stress management programs

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