RESEARCH ON THE ANTI-STRESS ABILITY OF PRIVATE ENTERPRISE BYD AUTO CLERK AND THE IMPROVEMENT OF COMPANY BENEFIT

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6217195035

AN INDEPENDENT STUDY SUBMITTED IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR
THE MASTER'S DEGREE OF BUSINESS ADMINISTRATION
GRADUATE SCHOOL OF BUSINESS
SIAM UNIVERSITY
2020

RESEARCH ON THE ANTI-STRESS ABILITY OF PRIVATE ENTERPRISE BYD AUTO CLERK AND THE IMPROVEMENT OF COMPANY BENEFIT

Thematic Certificate

To

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ABSTRACT

Title: Research on the Anti-Stress Ability of Enterprise BYD Auto Clerk and the Improvement of Company Benefit

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...1.../...4.../...2021...

An essential component of private Chinese enterprises in the 21st century is human resources. Knowledge-based talent is a central resource for development and prosperity for enterprises. The cultivation of successful talent has become the basis of competition among many enterprises. The core of human resource management in Chinese enterprises lies in developing their employees' physical and mental health, focusing on the improvement of psychological resistance to stress. Psychological issues of enterprise employees have grown to be a key factor affecting corporate efficiency.

This research detailed the background, significance, and purpose for improving a company's clerks' ability to withstand pressure. In China, with the continuous deepening and improvement of the current economic system and the transformation and innovation of corporate operations, the increasingly fierce competition for talent, substantial and meticulous tasks, and ever-fluctuating work challenges have become inevitable preconditions for employees to experience pressure. The ability of corporate employees to withstand stress is closely related to its benefits, and related research has become essential to study in current management projects.

This study provided an overview of stress research conducted at home and abroad. The meaning of critical factors is discussed, such as private Chinese enterprises, human resource management, employees' knowledge, and the concept of work stress.

This study adopted quantitative research methods to conduct surveys and questionnaires on the factors influencing and alleviating employees' pressure in BYD, a private enterprise. It then analyzed the data and used statistics to draw research conclusions.

Corresponding countermeasures and suggestions for the stress management of employees in private Chinese enterprises were presented in two aspects: individual function and psychological response, and the intervention of corporate organizations to reverse the company's interests. The suggestions provide practical and valuable theoretical and practical significance for pressure management in Chinese private enterprises' human resource management.

This research concluded that studying the company's employees' stress resistance can balance employees' inner pressure, enhance their stress resistance, and double employees' happiness, thereby increasing their loyalty to the company and improving its benefits. Studying

the company's employees' stress resistance can also enable the company's management to understand each employee better, adjust job positions reasonably, give full play to their advantages, and improve its efficiency. Moreover, studying company employees' stress resistance can help clerks be more tacit and harmonious when they get along with their colleagues and improve their work efficiency, thereby improving its efficiency.

Keywords: BYD, compressive ability, company benefit

摘要

题目： 比亚迪汽车文员抗压能力与提升企业效益的研究

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1 / 4 / 2021

21 世纪中国企业的重要组成部分就是人力资源，知识型人才已经成为企业发展繁荣的中心资源，成功人才的培养也已经成为各大企业竞争的根本。目前，中国企业人力资源管理的中心在于企业员工身心健康的发展，更侧重于心理性抗压能力的提升，企业员工心理问题已经成为影响企业效益的关键因素。

第一部分解释了提高公司职员的承受压力能力的背景，意义和目的。 在我国，特别是随着当前经济体制的不断深化和完善，以及公司经营方式的变革与创新，人才竞争日趋激烈，工作任务繁重细致，工作挑战日新月异,这使员工感到压力。 公司员工抗压能力与公司的利益密切相关，并且与此相关研究已成为当前管理项目中的一项重要研究课题。

第二部分介绍了国内外压力研究的概况，阐述了中国民营企业、企业人力资源管理、知识民营企业员工，工作压力的概念等关键因素的含义，以支持本文研究。

第三部分采用定量研究方法对民营企业比亚迪的影响因素和缓解员工压力的措施进行问卷调查，并对数据进行统计分析，进而得出研究结论。

第四部分从个人功能和心理反应两个方面为企业对民营企业员工的压力管理提供了对策和建议，并通过公司组织干预来扭转公司利益。这些建议为中国民营企业人力资源管理中的压力管理提供了有效和有益的理论和实践意义。

第五部分是研究结论。研究公司员工的压力承受能力可以平衡员工的内在压力，增强他们的压力承受能力，并使员工的幸福感加倍，从而提高他们对公司的忠诚度并提高公司的效益。研究公司员工的压力承受能力还可以使公司管理层更好地了解每位员工，合理地调整工作位置，充分发挥自己的优势，提高公司的效率。此外，研究公司员工的压力承受能力可以使他们的职员与公司同事相处时更加默契和融洽，并提高他们的工作效率,进而提高公司效率。

关键词：比亚迪，抗压能力，公司效益

ACKNOWLEDGEMENTS

I sincerely thanks study in SIAM University and giving me the opportunity and experience. For more than a year, the college and the professors not only gave me careful guidance in my studies, but also gave me meticulous care in my thinking and life. I would like to extend my sincere thanks and high respect to the school and the teachers. This study and research are completed under the kindly care and careful guidance of the tutor. His serious scientific attitude, rigorous academic spirit, work style, deeply infected and inspired me. From the choice of the project to the final completion of the project, the instructor has always given me careful guidance and unremitting support. Moreover, I'm enlightened by his profound knowledge, broad vision and sharp thought.

Besides, I appreciate reaching efforts of all of my teachers. Without knowledge, I would be not so motivated and confident for this thesis.

In addition, when the study is about to be completed, my mood cannot be avoided, from the beginning to the successful completion of the thesis, how many teachers, classmates, friends gave me speechless help, please understand my sincere thanks there!

Finally, I would like to thank the judges for spending so much time on my articles.

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CHAPTER 1 INTRODUCTION

1.1 Research background

The pillar industries of China's economic undertakings are enterprises, and enterprises are just an important part of Chinese enterprises. The 21st century is the century of the knowledge economy and the Internet economy. At this time, human resources have become a key factor in determining the success or failure of an enterprise. All resources of an enterprise must function through “human resources” in order to fulfill its mission. To continue to grow, prosper, and remain invincible in the fierce international competition, enterprises in my country must work hard on corporate management, pay attention to the spiritual outlook of corporate employees, and improve corporate employees through the promotion and evolution of basic policies. To achieve a win-win situation for the individual and the collective.

In the first quarter of 2020, 2.29 million new jobs were created in cities and towns across China. In mid-March, China's urban surveyed unemployment rate was 5.9%, a decrease of 0.3 percentage points from February. Among them, the 25-59-year-old population survey unemployment rate was 5.4%, which was 0.5 percentage points lower than China's national urban survey unemployment rate. The surveyed unemployment rate in China's 31 large cities and towns was 5.7%, the same as last month. It can be seen that with the increasing downward pressure on the economy, demand is not particularly strong. Key groups including Chinese rural migrant workers, college graduates, and civil society practitioners are under greater employment pressure, which in turn triggers a series of circular problems.

Studies have found that excessive labor and mental stress can lead to strong dissatisfaction and passive sabotage among workers, resulting in low work efficiency, high absenteeism, irresponsibility for work, reduced corporate efficiency, and corporate talents. Drain. The induction of these influences not only takes away the company’s economic and commercial technology secrets, but also takes away the company’s customers, causing the company to directly bear economic losses, and will increase the company’s talent replacement costs, and affect the company’s employees’ work mood and mood. The quality of work also affects the loyalty and stability of employees. If it is allowed to develop, the most serious pressure problem will affect the company's sustainable development potential.

1.2 Research problem

The pressure problem is inseparable from the development and changes of a country’s economy and society. At present, a series of economic adjustment policies and measures carried out by China have led to great changes in people’s work and lifestyles. In order to adapt to the stressful problems caused by the lack of a perfect management system, the psychological quality and physical function of the employees, the pressure people have to face is increasing. Stress is a non-specific response, which is mainly a person's different physical conditions. In

addition to the harm to personal gods, excessive pressure and the negative impact on the organization and industry of the practitioners are also huge. To gain unique advantages in such a changing competitive environment, companies must firmly hold high-quality and stable employees. Grasp, form an efficient staff talent team, improve the quality of the company, improve the ability of the company's employees to resist stress, explore the inner needs of employees in depth, and truly win the hearts and souls of employees, thereby reversing the company's continuous output of benefits.

1.3 The significance of research

Research on work stress has been carried out in China and other countries for more than 100 years, but the research theory has not received the attention of real companies. It is more based on the theoretical level. Therefore, this in-depth and fruitful suggestion is made for private companies. The intention to carry out this stress management study has the following significance:

1) Starting from the theoretical basis of stress management, this research analyzes the factors related to improving the ability of civilian employees in enterprise c to withstand stress, and provides theoretical reference for the production efficiency of Chinese and foreign research companies, which is conducive to sublimation of corporate management theory.

2) Within the framework of enterprise employee stress analysis, find out the source of enterprise employee stress, the influencing factors of stress and the improvement of employees' anti-stress ability, and provide corresponding suggestions for research and development. The research on employee stress in Chinese enterprises also provides theoretical and reference content between science and technology to enrich the research results of employee stress research and development in Chinese and foreign enterprises.

1.4 The purpose of research

Affected by the current comprehensive situation of social, economic and political factors, research and discussion on the employment situation, employment pressure and industry conditions faced by private enterprises after the resumption of work and production is essential. The State Council of China, the Institute of Finance and Trade Economics of the Chinese Academy of Social Sciences and other relevant departments have conducted in-depth analysis, inspection and implementation of the employment situation this year and the restoration of the efficiency of private enterprises. At the end of this century, Chinese companies are facing greater impacts and challenges. Companies have to make major adjustments in their business models and operational strategies. Competitive pressure will follow, and the pressure brings another impact that cannot be ignored. The output benefit fluctuates.

The impact of pressure cannot be ignored. More and more scholars have begun to pay attention to pressure, focusing on the relationship between working pressure and the economic chain behind it. According to statistics, research on work stress has increased tenfold in recent years. In our country, especially with the continuous deepening and improvement of the current economic system, as well as the transformation and innovation of corporate operations, the increasingly fierce competition for talents, heavy and careful work tasks, and ever-changing work challenges have all become corporate employees' feelings. When stressed, an inevitable prerequisite. The ability of employees to resist stress is closely related to the company's benefits, and related research has become an important research in current management projects.

In today's society, the competition between companies is ultimately about competition. Talents, active and optimistic employees are one of the company's valuable assets. Every employee of the company is an important member of contacting other companies and internal departments of the company, and plays an increasing role in the development of the company. Therefore, the ability of employees to resist pressure has become the focus of attention of the company's leaders. However, at present, Chinese companies have not paid enough attention to the issue of employees' ability to withstand stress. In particular, most of the managers of private companies believe that the ability to withstand stress is a personal matter and cannot accurately grasp the ability of employees to withstand stress. Therefore, studying the ability of employees to resist stress has become an important part of the company. Study the stress resistance of the company's employees, balance the inner pressure of the employees, enhance the stress resistance, and double the happiness of employees, thereby increasing loyalty to the company and improving company efficiency. Studying the stress resistance of the company's employees can enable the company's management to better understand each employee, adjust the job position reasonably, give full play to its own advantages, and improve the company's efficiency. Studying the ability of company employees to resist stress can make clerks more tacit and harmonious when getting along with company colleagues, improve work efficiency, and thereby improve company efficiency.

1.5 Hypothesis

Hypothesis 1-The working pressure base of employees in Chinese enterprises is large, and the source of stress is mainly caused by the two aspects of "nature of work" and "enterprise management system".

Hypothesis 2- The work pressure of employees in Chinese enterprises is determined by the dual function of physical function and psychological quality. Due to various influencing factors at work, the decline of physical function and the collapse of psychological quality reduce the work enthusiasm and happiness of employees. Reduce production efficiency and further affect the company's efficiency.

Hypothesis 3-The failure of a Chinese company's corporate management to have a perfect and matching organizational management system is also an inevitable factor that increases employee pressure.

CHAPTER 2 LITERATURE REVIEW

2.1 Important concepts

2.1.1 China's enterprises and corporate human resource management

It is generally believed that private enterprises have broad and narrow definitions. In a broad sense, private enterprises are collectively referring to enterprises with multiple ownership systems other than state-owned and state-controlled enterprises, including individual industrial and commercial households, private enterprises, collective enterprises, Hong Kong, Macao and Taiwan investment enterprises, and takeaway investment enterprises. In a narrow sense, private enterprises do not include Hong Kong, Macao and Taiwan-invested enterprises and foreign-invested enterprises.

In the 42 years since China implemented reform and opening up, especially in the past 10 years, China's economic development has gone further and achieved world-renowned growth rates. At the same time, my country’s economic structure has also fundamentally changed. Since 2019, China’s economic growth has continued the trend since 2018 and has declined quarter by quarter, but the overall economic operation has been stable, the quality of economic development has steadily improved, and the annual economic growth has been 6.1 %. In 2020, the international political and economic environment will remain severe and complex, the world economy will be sluggish, and the impact of Sino-US economic and trade frictions will continue to appear. At the same time, the impact of the epidemic at the beginning of the year will increase downward pressure on the Chinese economy. In 2020, the situation facing China's economic development will be more severe and complex, with more difficulties and risks. These difficulties and risks have both external and internal reasons; there are both cyclical, structural and institutional reasons. Among the internal reasons, the most contradictory and controversial is the question of whether or not to leave or leave corporate civilian personnel, which is also the most difficult point in corporate human resource management.

Compared with the traditional human resource management model, the human resource management concepts used by most enterprises at present are people-oriented, and put human resource management and corporate strategy to the same important height. Comprehensively strengthening the management of corporate human resources plays a very important role in improving the overall management level of the enterprise. However, the most difficult point in the current human resource management of enterprises is the frequent turnover of employees. Why does this happen? After digging into the root causes, it is concluded that the current management status of enterprises has the following points: lack of management planning; weak personnel resistance to pressure; high turnover rate and frequent talent flow; less investment in human resources management; incomplete internal incentive system of enterprises. The current society has entered the era of information explosion. From the perspective of employees, the purpose of employees’ participation in work is not only to solve the problem of eating, but more importantly, to find a pleasant learning opportunity. Therefore, more attention is paid to

their own work completion Quality and emotional changes in work, and also pay great attention to the ability to learn new technologies and new knowledge in the process of work.

All in all, compared with other resource management, human resource management and training are relatively long processes, and more human, material and financial resources are needed to achieve better results. Therefore, for human resource management, most companies need to reserve a long time. This is a process that requires a long preparation, development, and planning. At present, many enterprises in our country have realized the importance of strengthening human resource management. Therefore, they will make an effective combination of human resources and strategic planning, and their future human resource management will be more professional.

2.1.2 Definition of knowledgeable employees in enterprises

Today, the “knowledge employees” at the time have gradually evolved into corporate civilian employees, commonly known as “white-collar” and “blue-collar”. The “knowledge employee” was invented by American scholar Peter Drucker, referring to “those who master and use symbols and concepts, and work with knowledge or information.” In fact, he was referring to a manager or executive manager at the time. Today, knowledge workers have actually been expanded to most white-collar workers. The competition between enterprises, the creation, utilization and value-added of knowledge, and the reasonable allocation of resources, ultimately depend on knowledge carriers—knowledge employees. The characteristics of knowledge workers can be summed up in one sentence: as a group of employees pursuing autonomy, individualization, diversification and innovation, the motivation to motivate them is more from the intrinsic reward of work itself.

Today’s corporate clerical employees generally have higher personal qualities, with higher academic qualifications and other abilities. They are no longer just “machines” selling labor, not only for professional knowledge, but also for economics and management. Have more knowledge and master the latest technology. They are a dynamic group. Contrary to the operators on the assembly line passively adapting to the operation of the equipment, civilians are more inclined to have an autonomous working environment, not only unwilling to be constrained by things, but more emphasis on self-direction at work. They are not engaged in simple repetitive tasks, but give full play to their personal talents and inspirations in a variable and incomplete system, respond to various possible situations, and promote technological progress. The work of corporate civilians is mainly creative activities, relying on the brain instead of muscles, the labor process is often invisible, and may occur at all times and in any place. In addition, there are no fixed processes and steps for work, and it is difficult for others to know what to do, and fixed labor rules do not exist. At the same time, their needs are generally at a relatively high level. They tend to care more about the realization of their own value and strongly expect to be recognized by the unit or society. They are not satisfied with passively completing general affairs, but strive for perfect results. Therefore, they are more enthusiastic about challenging work and eager to show their self-worth.

What enterprise management emphasizes is “people-oriented”, that is to say, everything in enterprise management will revolve around the human factor. “Adapting measures to local conditions and teaching students in accordance with their aptitude” will also become an important basis for enterprise employee management. As the saying goes: to attack the city is the bottom, and the heart is the top. It can be seen that the focus of management should be more focused on humanized “reason” rather than serious “management.”

2.1.3 The concept of work pressure

In general academic research, concept is a research topic that has attracted much attention. The research of things must first start with concepts, and different interpretations of things will directly affect the direction and effectiveness of the research.

The word “stress” comes from the La T text “stringere”, the original meaning is hardship, and “stress”. It is the abbreviation of “distress (grief, poverty)”. Selye (1955) was the first to use the term “stress” to refer to this potentially destructive force. Work stress is generally translated as work stress, occupational stress or job stress in foreign literature. Due to different research perspectives, there is no unified concept so far.

The definition of stress based on response was first proposed by the medical profession. Selye (1956) proposed that “stress is a non-specific response of the body to external requirements”. Freudenberger (1974) found out that he had worked

As an enthusiastic assistant, there is a decline in energy, motivation and work commitment, psychological and physical fatigue, and various other physical and emotional symptoms, thus using the term stress. The definition of stimulus-based stress comes from things.

In science and engineering, Janis and Mann (1977) proposed that “(stress) events refer to all environmental changes that typically cause strong unpleasant emotions (such as anxiety, guilt, shame) and affect normal information processing methods.” Both the response-based pressure definition and the stimulus-based pressure definition have great limitations. Both definitions ignore individual differences, and the process of perception and cognition will increase this difference.

Lazarus and Launier (1978) believe that stress is any condition in which the demand exceeds the normal adaptive response.

This definition emphasizes the source of stress.

Finally, according to the research summary, stress includes the individual's response to the external environment, the evaluation of changes in the external environment, and the attempt to cope with the resulting results. This is actually a dynamic cognitive process.

Domestic scholar Huang Xiting believes that pressure in psychology has three meanings: one refers to the threatening stimulus that exists in reality, that is, the source of pressure. The second refers to people's response to stressful events, that is, stress response. The third refers to a kind of subjective feeling of oppression brought about by threatening stimuli, that is, the feeling of pressure. The concept of stress here actually refers to psychological stress, that is, work stress in the type of psychological stress.

The definition of "health" in the charter adopted by the World Health Organization (WTO) in 1948 when it was established: Health is a state of intact physical, psychological and social adaptation, not just the absence of disease and weakness. There are 7 criteria for mental health: normal intelligence; good at coordinating and controlling emotions; having strong will and quality; harmonious interpersonal relationships; actively adapting to and improving the real environment; maintaining the integrity and health of the personality; and psychological behaviors in line with age behavior. Mental health is a continuous and positive development of psychological conditions, in which the subject can make good adaptations and can fully develop their physical and mental potential, not just without mental illness.

Therefore, the sources of stress are mainly psychological and physical stressors. The pressure generated at work is also caused by these two factors, physical pressure caused by working hours and quantity, and psychological pressure caused by factors such as working environment and type.

Stress makes individuals feel that they have to put in extra energy to keep the body and mind balanced. Stress will have many effects on people's lives and work. A large number of studies believe that work pressure has a great impact on workers' mental health and work performance. Appropriate pressure can mobilize workers' resources to cope with current problems and achieve a benign adaptation to psychological and work pressure; and excessive pressure (Such as heavy workload and poor working environment) will inhibit the worker's body, cause physical, emotional, and behavioral discomfort, and have a negative impact on their psychology, so pay attention to work pressure, mental health, and work performance It makes a lot of sense.

Work pressure has an impact on the individual's physiology, psychology and behavior. When the pressure is too high, it will cause a series of abnormal reactions in the worker's psychology, physiology and behavior. For example, the mood becomes tense, sensitive, suspicious, unstable, restless, difficult to relax, worry and trouble, etc.; physical headache, insomnia, indigestion, mental insufficiency, cardiovascular disease, etc.; behavioral complaints, disputes, and faults Wait.

Studies have found that excessive work pressure will increase the psychological distance between people and make their mood depressed, prone to mental illness, mainly including low motivation, low self-esteem, boredom and dissatisfaction at work, and work-related tension Feeling, irritability, mental fatigue and other symptoms. Workers often have poor work

performance, high absenteeism, and irresponsible work; at the same time, workers also show indifference to the unit and colleagues, and the final result may lead to resignation. Reduce workers' commitment to the organization, their inner satisfaction, and work motivation, as well as turnover (Summers T. Petal, 1995) and emotional exhaustion (Pines & Maslach, 1978). Work pressure can also cause tension between companies, high accident rates, poor organizational climate, low morale, the hostility and other issues in the work.

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There is no stress-free working environment in the world. As the saying goes: "People are light and light without pressure." Appropriate pressure is good for individuals and organizations.

Pressure generates power. When a person or organization feels pressure, it will consciously adjust itself to adapt to this change. Invisibly, this pressure becomes the driving force for development. For example, Zhang Ruimin, CEO of Haier Group, compared the differences between Haier and GE and found that although GE is currently the largest group company in the world, with wide management scope and difficult management, each of GE employees can exert their best effectiveness. This shows that GE's human resource management work is very good, it can stimulate the potential of each employee; Haier is not yet satisfied. Thus felt the pressure, and therefore generated the motivation to do Haier's human resources work.

Pressure is the source of innovation. When a person or organization feels pressure, it will turn this pressure into motivation and look for new development opportunities. In this way, innovation is motivated. With my country's accession to WTO, all large and small enterprises feel the same confusion, that is, how can enterprises develop to enhance their competitiveness, and each enterprise has more or less pressure in this respect. Due to pressure, all companies are looking for solutions, and innovation has brought a ray of life to companies.

Stress can catalyze maturity. With pressure, people have to think about how to deal with changes. This is a process. In this process, people have to compare, learn, and reflect to draw conclusions. This makes people's views on the problem from immature to mature. The same is true for organizations. An organization has to face various changes. In the process of coping

with these changes, the organization must constantly sum up experience and constantly solve problems, so as to continue to mature.

Pressure is the catalyst for improving the management system. Due to the imperfect management system, management omissions and slack will be caused, which will affect the operational efficiency of the organization. If senior management has a keen eye and sees these shortcomings, they will feel pressure. Therefore, he will actively make adjustments to improve the status quo.

Work pressure is a double-edged sword, and it has an important impact on the work efficiency of organizations and individuals. At present, there are three different views: Motivation theory regards work pressure as having a positive effect on work efficiency, and it believes that work pressure is a catalyst and impetus to motivate individuals to perform well. A moderate level of work pressure can make people concentrate, improve endurance, enhance the vitality of the body, and reduce the occurrence of errors. Conflict theory believes that work pressure has an obstructive and negative effect on work performance. If employees are under work pressure and lack satisfaction with their work, organizations often face problems such as low productivity, reduced product quality, high employee absenteeism, low morale, increased accidents, and high turnover rates. The interaction theory believes that a moderately low level of pressure can promote good performance, while higher or lower than the optimal pressure level will worsen work efficiency.

My country is a late-industrialized country that is undergoing a transition from a planned economy to a market economy. People's working methods and lifestyles have undergone rapid changes. On the one hand, people are facing increasing work pressure, and various diseases caused by work pressure are increasing. At the same time, in many enterprises and institutions in our country, many people have insufficient workloads and light workloads, and there is a phenomenon of overwhelming people. Their work pressure is too light or does not exist at all, which seriously affects the improvement of work efficiency. Therefore, strengthening the research on work pressure has great theoretical and practical significance for our participation in international competition, effective use of human resources, full play of human potential, and improvement of human life quality and enterprise production efficiency. Western countries have been studying the problem of work pressure for more than a century. Researchers have conducted extensive and in-depth research, accumulated a large amount of experimental data and information, and formed various theories and schools about work pressure. These research results have provided reference for the discussion and research of work pressure in our country, and have a positive guiding role for our country's pressure management.

Stress management can prevent the devastating damage caused by work pressure to employees, and effectively maintain and maintain the company's “first resource”-human resources: Secondly, employee stress management helps reduce employees' excessive psychological pressure, and maintain appropriate The best pressure enables employees to improve their work efficiency, thereby improving the performance of the entire organization and increasing profits; moreover, the company pays attention to the pressure of employees and

can fully reflect the people-oriented concept, which is conducive to building a good corporate culture and enhancing employees' Loyalty. In management practice, people have found that appropriate work pressure is beneficial to the improvement of personal and organizational work efficiency. Therefore, stress management can turn stress into motivation.

However, work pressure is a complex system. There are many factors that affect work pressure, and their sources are also different. How do the various components of work stress affect work performance? Different sources of work stress may have different effects on work performance. Confirming the impact of different sources of work stress on work performance has great practical significance for business management. How to control the intensity of various types of work pressure and make it play a role in a favorable range is stress management. To manage stress well, without the guidance of work stress-related theories, experience alone may not be enough.

It can be predicted that under such a background, stress management will soon become one of the focus of the work of organization managers, especially human resource managers. Because the work pressure in the organization not only affects the quality and reserves of enterprise human resources, but also has an important impact on the performance of individuals and organizations.

2.2 Overview of foreign stress research

Regarding the study of stress, the West has begun to study it nearly 100 years ago. It has been valued in Western management and management circles and has developed rapidly in recent years. The medical community first paid attention to stress, and Selye (1955) began to study importance in the 1920s and 1930s. In 1936, Sylye proposed the concept of stress-causing "according to the conventional adaptive syndrome." In 1956, he again introduced that stress is a non-specific response of the body to those unmet requirements. This is an early study based on individual response pressure. Research-based on the strength of stimulus believes that stress is an external stimulus. When the body's ability to withstand is less than external stimuli, the body will be damaged. They regard stress as an independent response variable. Fear is the product of the interaction between individual responses and external stimuli.

With the development of the times, it has brought unprecedented economic prosperity to humanity, and at the same time, it has brought tremendous mental pressure. More and more scholars pay attention to the problem of stress management, and at the same time put forward pressure management theories and models from various angles. Hans Selye was the one who put forward the basic theory of stress in the early days. His method is called the adaptation syndrome theory. The basic idea of the argument is that stressors, such as illness and excessive work requirements, will disrupt the body's balance. Because of Hans Sylye, people started to pay attention to stress. But Hans Sylye only focuses on the relationship between human physiological response and anxiety, and through this theory, we cannot get any strategy to solve

stress. Lazarus (2000) proposed the stress cognition theory, which explained this limitation due to the limitations of this theory. The stress cognition theory abandons the discussion of biological theory as a passive acceptor. Therefore, it is proposed that human beings are thoughtful animals and can alleviate their stress by adjusting their way of thinking. This theory allows us to see the dawn of overcoming excessive pressure.

Based on the research of basic stress theory and stress cognition theory, stress management experts further put forward work stress management related theories, and models as the famous Yerkes-Dodson relationship model proposed by Yerkes and Dodson believes that there is an inverted U-shaped relationship between pressure and performance. In the next century, this inverted U-shaped relationship between stress and performance was widely accepted and applied. Since then, Gerard Hargreaves believes that the pressure sources related to work include the company's organizational structure, interpersonal relationships at work, career development, the clarity of job responsibilities, noise, safety, salary level, and other factors. In 1988, CooperSloan and Williams designed the OSI model, which measures work stress from seven perspectives: stress sources, individual characteristics, control sources, coping strategies, job satisfaction, and physical health, providing a structured understanding of the importance for organizational stress management frame.

Currently, the most effective solution for stress management is the EPA, which translates to employee help programs. It is a systemic, long-term stress relief program set up by the enterprise for employees. Professional diagnosis, advice and expert guidance, training, and consultation to employees and their relatives are intended to help employees and their relatives with psychological and behavioral problems, reduce the negative pressure on employees and improve the performance of employees in the enterprise. Improve business efficiency. This stress management technique is similar to spiritual massage. Through long-term grooming and regulation, employees can obtain a robust anti-stress ability to cope with the ever-changing reforms.

2.3 China's domestic pressure research

The study of employee's anti-stress ability has been the focus of people's attention abroad, and its emphasis is increasing, and many influential theories have been proposed. But China's research in this area is just in its infancy. From the literature, research in this area has only begun for two or three decades. The pressure research objects carried out in China are only students, athletes, laid-off workers, and high-risk workers. They pay too little attention to the pressure resistance of enterprise employees, especially clerks.

At present, in human resources and organizational behavior, work pressure has always been the focus of work, and the ability to resist stress is particularly important. It is one of the essential indicators to measure people's working status. It is closely related to organizational performance and personal job satisfaction. More and more attention. The literature review

found that in recent years, there has been more and more research on employees' work characteristics and incentives in my country. However, there are few studies on employees' stress resistance, most of which are carried out from the aspects of satisfaction and performance. Kong (2013) pointed out in the review of employee and company benefits that benign stress at work is positively correlated with job satisfaction and job effectiveness. In contrast, under pressure is negatively correlated with job satisfaction, and has no apparent relationship with job performance. Shu (2004) pointed out in the study of employee and company benefits that work pressure and job satisfaction have a significant impact. Yan (2008) pointed out in "Mental Health and Stress Regulation" that a healthy mind can relieve stress. Zhu (2009) pointed out in "China's Current Economic Situation and Prospects" that cultivating employees' ability to withstand stress is an important task for enterprise development. Yang Tuan (1988) pointed out in the case study of Hetong Old People's Home that treating the elderly with sincere service requires employees to actively deal with the pressure they face. Yin (2001) pointed out in the method and practice of dynamic evaluation of the education system that teachers should guide students' mental health and the rate of progression.

Pressure management theories are continually being improved and updated with the unremitting efforts of Chinese and foreign scholars. With the widespread application of these theories in practice, Chinese private enterprises are increasingly concerned about the pressure resistance of employees, especially clerks, so that we have a higher level of coping with stress, thereby further promoting the efficiency development of private enterprises.

CHAPTER 3 RESERCH METHODOLOGY

3.1 Quantitative research method

3.1.1 Concept of quantitative research method

The so-called quantitative analysis is the analysis and research on the quantitative aspects of things. The quantity of a thing is the scale, speed, degree of the existence and development of a thing, and the spatial arrangement of the common components that make up the thing, which can be expressed quantitatively. Quantitative analysis refers to the use of quantifiable standards to measure things in scientific research. Through quantitative analysis, people's understanding of the research object can be further refined, so as to more scientifically reveal the laws, grasp the essence, clarify the relationship, and predict things. development trend. For scientific research, quantitative analysis is also an essential and important method. Quantitative analysis in scientific research mainly includes statistical analysis and measurement methods, and statistical analysis is divided into descriptive statistics and inferential statistics.

Quantitative research is a method of measuring and analyzing the characteristics, relationships and changes in the quantity of activity facts. It represents the paradigm of positivism or empiricism. In this paradigm, the fact exists outside of the researcher, and the two are separated from each other to form an unconnected binary relationship. The researcher maintains "value-free" in the research process. To this end, researchers usually design new measurement and survey tools or revise existing tools to prove effective tools, sample and evaluate the operating conditions of research objects, and objectively collect quantitative data. Then use general descriptive statistical methods to calculate various statistics of the data; use inferential statistical methods to determine the quantitative relationship between variables or between variables and conclusions summarized from the sample to the population. The main feature of quantitative methods is to use numbers to describe facts and results, and use data as tools to analyze facts and results.

The purpose of quantitative analysis is to measure the value of the target and find the precise empirical formula between it and the relevant elements. It is a kind of knowledge with a certain logical structure, and the continuous development of these logical structures is the realization of quantitative research methods.

3.1.2 Characteristics of quantitative research methods

The advantages of quantitative management are mainly manifested in: First, it is scientifically advanced and full of sense of the times. The theories, principles, and methods involved in quantitative management are mostly mathematical methods proposed by operations research, quantitative economics, and system theory that have emerged since the 1930s. The second is highly accurate, specific and reliable. Quantitative management, because of its scientific theories, principles and methods and strong maneuverability, its means are practical

and feasible, and can solve difficult and complex problems that qualitative management cannot solve. The main disadvantages of quantitative management are as follows: First, it cannot exist independently from qualitative analysis. Quantitative analysis must be based on correct qualitative research. Without a correct understanding of the nature and essence of things, no matter how sophisticated management methods are, it is difficult to effectively play a role. The second is to quantify objects that do not need to be quantified, which seems unnecessary. As a management expert said: The professors used three large blackboards to prove an intuitively obvious problem, which is almost pedantic and unnecessary. The third is powerlessness for objects that are difficult to quantify, or the cost is too high and the gains outweigh the losses.

In this study, 300 questionnaires were distributed, 276 were returned, and 188 valid questionnaires were collected. The questionnaire involves a sub-investigation of the stressors of the company's employees, as well as individual information (age, gender, marital status), nature of work (intellectual employees, technical employees, etc.), organizational structure, and the impact of related systems on stress management, and Some humanistic concerns. Through the questionnaire, the research can conclude that, from the analysis results of different academic pressures, the undergraduate degree clerk is the most stressed, while the junior college degree clerk has the least pressure. From the stress analysis results of different working years, employees who have worked for less than 5 years are the most stressed, and those who have worked for more than 10 years are the least stressed. From the pressure analysis results of different ages, the pressure is the greatest for employees over 40. The least stress is under 20. The pressure of employees mainly comes from the pressure of their own happiness and self-worth realization; the influence of pressure has a two-way effect. If the negative influence is not effectively and timely avoided, it will affect work efficiency in the long run, and thus affect the development of the company. In response to these pressures, managers have a targeted approach, adopting targeted solutions to relieve employee pressure, improve work efficiency, and thereby enhance company efficiency.

3.2 Questionnaire and data analysis

3.2.1 Questionnaire concept

Questionnaires, also known as questionnaires or questionnaires, are printed copies of the survey content systematically recorded in the form of questions. The questionnaire can be in table format, card format or bookkeeping format. Designing a questionnaire is the key to an inquiry survey. A perfect questionnaire must have two functions, that is, it can convey the question to the person being asked and make the person happy to answer. To accomplish these two functions, certain principles and procedures and certain skills should be used when designing the questionnaire.

3.2.2 Characteristics and characteristics of questionnaire

The types of questionnaires can be divided from different angles. If divided by question answers, it can be divided into three types: structured, semi-structured, and open; if divided by survey methods, it can be divided into interview questionnaires and self-filled questionnaires; if divided by questionnaire purposes, it can be divided into screening questionnaires, survey questionnaires and Back to the access volume etc. According to the survey method, the questionnaire can be divided into: self-filled questionnaire and interview questionnaire. The self-filled questionnaire is a questionnaire completed by the respondent. The interview questionnaire is the sound of the interviewer being interviewed through the visit. A questionnaire completed by an interviewer.

3.2.3 Questionnaire function

The survey report usually includes the title, introduction, data statistics, general introduction, analysis content, and summary. Simply put, the writing procedure is: determine the theme-material selection-layout and draw up an outline-drafting-revising-finalizing.

3.3 Research purposes of research methods

Everything is the dialectical unity of quality and quantity. Only qualitative analysis or quantitative research on things is not enough to reflect the true face of things, nor can they show the full picture of things, and they inevitably have a metaphysical subjective one-sidedness. Use quantitative research methods to obtain specific data, analyze them in combination with actual conditions, and combine qualitative research methods to finally establish a complete and scientific management system.

3.3.1 Quantitative research methods This report contains theory

In the research background, the actual background of the current development status of Chinese enterprises, and the implementation of the enterprise employee stress management theory in the human resource management of Chineseenterprises; the Theoretical Explanation of Research on Stress Management by Chinese and Foreign Experts and Scholars; The research theory and practical application effect of the quantitative research method in the research method.

Everything is the dialectical unity of quality and quantity. Only qualitative analysis or quantitative research on things is not enough to reflect the true appearance of things, nor can they fully show the full picture of things. They inevitably have metaphysical subjectivity. Using quantitative research methods to obtain specific data, combining actual conditions for analysis,

combining qualitative research methods, and finally establishing a complete and scientific management system.

Through the comprehensive use of research methods, "use statistics" and "quantitative analysis", this topic refers to the understanding and revealing of the mutual relationships, changing laws, and the laws of change among things through the analysis and research of the quantitative relationships of the size, speed, scope, and degree of the research objects. The development trend, in order to achieve the correct interpretation and prediction of things, as well as the theoretical summary of the phenomenon and the introduction of guiding suggestions.

CHAPTER 4 DATA ANALYSIS

4.1 Empirical research and conclusion analysis on the stress resistance ability of employees of Chinese enterprise BYD

The key factor that determines the success or failure of an enterprise, all the resources of an enterprise must play a role through "human resources" in order to fulfill its mission. If our private enterprises want to continue to grow, prosper, and remain invincible in the fierce international competition, they must work hard in corporate management and pay attention to the spiritual outlook of corporate employees. The pillar industry of China's economic undertaking is the enterprise. And private enterprises are precisely an important part of Chinese enterprises. To do a good job in corporate culture construction, make full use of corporate culture as a carrier, and actively cultivate employee entrepreneurial spirit can be an important countermeasure for companies to meet subsequent market challenges. Corporate culture is an indispensable aspect of the construction of corporate spiritual civilization. It is unrealistic and impossible to achieve the best results without the construction of corporate culture to talk about economic development. Therefore, on the one hand, companies should guide employees to establish concepts of information, efficiency, and competition that are compatible with the reform and socialist commodity economy, and do a good job in the construction of basic corporate culture; on the other hand, companies should also openly promote traditions and compare contributions. , Talk about the future activities, infiltrate the spirit of the enterprise into all links of work, gather the strength of the staff group, make the staff consciously contribute their wisdom and talents for the prosperity of the enterprise, with the pioneering "creative power" and the "hard fight" "Strength", the first-class level of "Drilling Strength", has cooked up a bumper harvest in all work of the enterprise. The 21st century is the century of the knowledge economy and the Internet economy. At this time, human resources have become the advancement and evolution of a basic policy to improve the physical and mental health of employees, so as to achieve a win-win situation for individuals and collectives.

In this study, 200 questionnaires were distributed and 188 valid questionnaires were actually returned. The questionnaire involves a sub-investigation of the stressors of the company's employees, as well as individual information (age, gender, marital status), nature of work (intellectual employees, technical employees, etc.), organizational structure, and the impact of related systems on stress management, and Some humanistic concerns. Through the questionnaire, the research can conclude that the stress of employees mainly comes from their own happiness and the pressure of self-worth realization; the influence of stress has a two-way effect. If the negative influence is not effectively and timely avoided, it will affect work efficiency in the long run. Affect the company's development. In response to these pressures, managers have a targeted approach, adopting targeted solutions to relieve employee pressure, improve work efficiency, and thereby enhance company efficiency.

4.2 Talk about survey content and results

4.2.1 Survey content

The interview outline is designed according to specific needs, and the interviewees are employees of private enterprise BYD. The interview content of the interviewees is as follows:

①Basic personal information
②The pressure of the interviewees
③The pressure of the interviewees
④The physical condition of the interviewee
⑤The anti-stress methods adopted by the interviewees and companies

4.2.2 Interview survey results

Through interviews, employees need to belong and love, dignity and self-worth realization, which are also the main source of pressure for clerks. Through interviews, most of the clerks felt that they felt greater pressure. Nearly 70% of clerks felt that the pressure had affected their lives and physical and mental health. When talking about their own pressure, clerks only paid attention to the negative effects of pressure and did not have a correct understanding. The negative impact of stress, lack of awareness of stress management.

4.2.3 After the survey results are produced, how does the manager solve the problem

1. In terms of job configuration, managers must match employees' interests and stress-resistance capabilities with their jobs. As a manager, the interest of an employee is the indispensable first-hand information for his psychological stress resistance, because whether the employee's interest and psychological stress resistance can match his job is a prerequisite for his or her appropriate point of stress. Therefore, the first priority of managers is to try to make employees' psychological stress resistance equal to their work pressure level, match employees' interests with their jobs, and pave the way for the realization and maintenance of appropriate pressure.

(1) Match interests with work. Interest is the cognitive tendency of people to actively explore something. When a person is interested in something, he can mobilize the enthusiasm of the whole mental activity, actively perceive and observe things, actively think, and boldly explore, which can be emotionally high, rich in imagination, and can also enhance the memory effect. Enhance the will to overcome difficulties and be tireless. Managers can use observation methods, direct inquiry methods, or psychological testing methods to understand the interests of employees. Nowadays, psychological testing is often used in management, because psychological testing can quickly and accurately test the interests of employees. Moreover, the cost of psychological testing is not high, and the practicability is strong. Generally, employees are willing to cooperate with managers in psychological testing. Quiz.

(2) Make the psychological stress resistance equal to the work pressure level. If managers want to understand the psychological stress resistance of employees, they must also use the

psychological stress resistance test to achieve this. Through the past stress resistance test experience, employees with different stress resistance capabilities can be divided into three categories: high stress resistance ability Managers can arrange employees with different ability to withstand stress according to the different requirements of the job. A psychological stress test questionnaire that is often used at present contains 14 questions. Each question has two or 4 alternative answers. Different answers can be selected to get different scores. Finally, the scores of each question are compared with each other. Add a total score, and then compare the total score with the standard score of the questionnaire to get a person's psychological stress resistance. The standard is as follows, below 50 points: poor ability to deal with psychological stress; 50~70 points : The ability to deal with psychological pressure is average; 70~115 points: the ability to deal with psychological pressure is relatively strong; 115 points or more: the ability to deal with psychological pressure is quite strong.

2. In the process of work, managers should often make appropriate adjustments to the actual pressure of employees. The actual pressure on employees cannot be maintained at the appropriate point pressure level for a long time. Just like the relationship between commodity price and value, the price fluctuates around the value, and the employee's pressure revolves around the appropriate point pressure for a long time. Fluctuations, in order to keep employees' pressure at the right point as much as possible, managers must continuously make scientific adjustments to the pressure that employees actually endure. In the process of adjustment, managers should scientifically evaluate the individual pressure of employees to determine whether the actual pressure of employees needs to be adjusted, increased, reduced or maintained. In a sense, it is necessary to determine the performance of employees—stress There are two ways to evaluate the position on the curve:

(1) Collect employees' self-perceived pressure situation. Managers need to adopt various effective methods to collect the pressure of employees themselves. An effective way is to require employees to fill in the level of pressure they feel on the social adjustment rating scale (a questionnaire for assessing individual pressure). For reference of managers.

(2) Observe employees' response and performance results. The individual stress level of an employee is closely related to its reaction situation and performance results. The reaction situation here includes behavioral reaction, psychological reaction and physiological reaction. After clarifying the individual stress levels of employees, managers should adjust the actual pressure of each employee according to the assessment structure of each employee, which part should be increased, which part should be decompressed, and which part should maintain the original pressure. The right point of pressure must be done.

3. As far as possible, create an organizational environment that is conducive to the maintenance of appropriate pressure for employees. Generally speaking, a good organizational environment includes good working conditions, smooth communication channels, harmonious interpersonal relationships, and so on.

(1) Create good working conditions. First of all, leaders or managers should strive to create an efficient working environment and strictly control various interferences, such as noise, light, hygiene, decoration, etc., to improve employees' sense of safety and comfort, and enable employees to concentrate on improving their performance , And try to keep the pressure on your own. Secondly, it is necessary to ensure that employees use tools and equipment to do a good job, such as timely replacement of obsolete computers, photocopiers, and so on.

(2) Build a smooth communication channel. If employees want to maintain an appropriate level of pressure, they need to reasonably communicate the actual work pressure to the manager, and the reasonable transmission of work pressure is inseparable from a smooth communication channel. It is an important task of the manager to construct a smooth communication channel and deliver the pressure information of the employees to the managers in a timely and accurate manner. It is also an indispensable software system for the employees to maintain proper pressure. In the process of building organizational communication channels, managers should focus on direct communication, two-way communication, and oral communication. In the United States, someone once conducted a survey on managers and asked them to choose good communication methods. As a result, 55% of managers think it is best to listen directly to oral reports, 37% like to go for inspections, 18% like regular meetings, and 25% like to report below. Another survey was to ask managers which communication method is more effective when conveying important policies. Among the 51 people who participated in the survey, 44 people chose to convene a meeting for oral explanation, and 27 people met with important staff in person. There are 16 people who announced the policy in the management bulletin, 14 people who stated the policy in the internal memo, and only one person who explained the policy through the telephone system. All these indicate that most managers tend to face-to-face direct communication, verbal communication and two-way communication.

(3) Establish harmonious interpersonal relationships. If an unobstructed communication channel is a software system that maintains an appropriate point of pressure, then a harmonious interpersonal relationship is a natural soil that maintains an appropriate point of pressure. Without the nourishment of this soil, the appropriate point of pressure will lack the necessary water and nutrients. For managers to establish harmonious interpersonal relationships, they must start from the following four aspects: establish a strong leadership team that is good at coordinating and handling interpersonal relationships; establish a reasonable organization; encourage employees to participate in management; leaders must encourage employees to express opinions , Especially constructive opinions and criticisms.

4.3 Analysis of the components of pressure on civilian employees of BYD, an enterprise in China

Stress can cause individuals to work so hard that they have to put in extra energy to maintain a healthy balance of body and mind, collectively referred to as feelings of burnout and exhaustion. Excessive pressure or unhealthy pressurization methods will have a great

impact on people's lives and work. A large number of studies believe that work pressure has a great impact on the mental health and performance benefits of workers. Therefore, pressure also has both positive and negative effects: moderate pressure can actively mobilize all the resources of workers to deal with the problems they face. , To achieve a virtuous cycle of adapting to work pressure; and excessive stress (such as overload of workload, poor working environment, complicated interpersonal relationships at work, etc.) will cause physical and mental inhibitions to workers' bodies, causing workers to produce physical functions, Emotions and behavioral unsuitability can also have negative psychological effects. Therefore, it is very meaningful to analyze the work pressure of employees, improve personal stress resistance, work performance, and company benefits.

In summary, the main stress factors include:

1) Work tasks, such as heavy tasks and poor working environment, unable to effectively control their own work system and so on.

2) Most people feel that they have been short of being with family and friends for a long time, and often feel lonely.

3) Organizational culture and structure, such as the company's low participation in decision-making, and the lack of attention to its own opinions and suggestions.

4) Roles within the organization, such as unclear work objectives and unclear responsibilities.

5) Dissatisfaction with salary, instability of work, etc.

Work stressor factors	Cause	Possible consequences
Working conditions	Quality work overload Production line hysteria Human decision Physical hazard Changing job requirements Brainstorm stress	exhausted Increased worry and tension
Role pressure	Unstable role Gender bias and job role stereotypes sexual harassment	Anxiety, tension Poor work performance Unsatisfied with work
Interpersonal factors	Suboptimal work and social support system Political competition Lack of care for superiors	Increased pressure Blood pressure rise Unsatisfied with work Physical condition
Career Development	Promotion and demotion Work safety Retaliation frustrated	Low output Lose confidence Dissatisfied with work Increased anxiety
Organizational structure	Rigid and impersonal structure Political struggle	Low productivity Downturn

	Do not participate in group collaboration Insufficient communication	Dissatisfied with work
Family work affects each other	Overpopulation pressure Couple lacks caring support Marital conflict Double work pressure	Sudden increase in mental exhaustion Low work efficiency Low productivity Marital breakdown

Table 4.1: Figure-Composition factors of work stressors

Taken together, investigating the source of stress can be caused by the following factors:
(1) Personality characteristics
(2) Characteristics of organizational structure
(3) Special City of Organizational Procedures
(4) Characteristic
(5) Working relationship
(6) External commitments and responsibilities

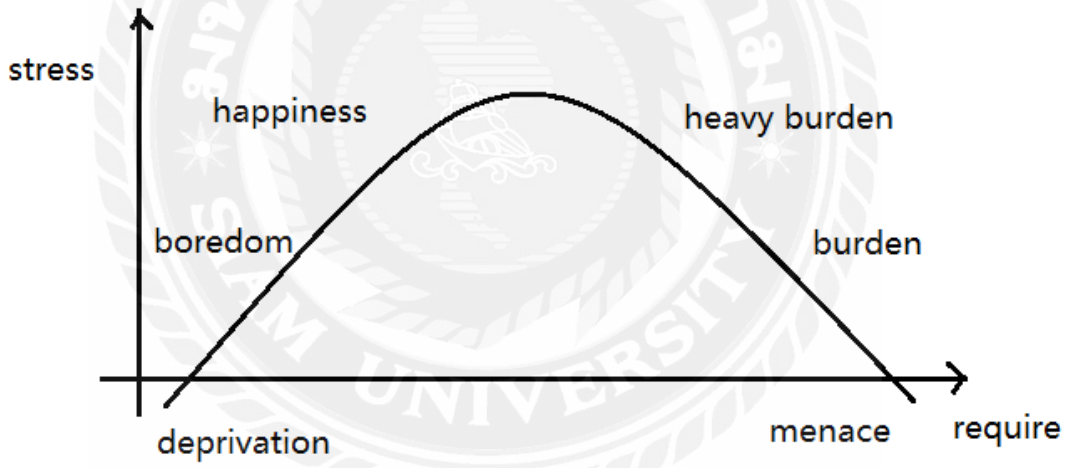

Table 4.3.② Diagram-Diagram of Stress Management Model

It can be seen from the curve trend of the pressure management model that "performance" fulfills "requirements", from quantitative change to qualitative change. If there is an inefficient requirement in the work of the company, the employee's performance will be fulfilling the surface of "performance", that is, no matter how stressful the employee is, no matter how strong the work is, no matter how good the performance is, no matter how many tasks he completes, he will complete it. The actual work efficiency and the resulting corporate benefit requirements are still very different. Therefore, to reduce the stress management of the company's employees is to solve the most basic stressors of the employees, so that the actual work ability of the employees can be used in the effective work needs of the company, resulting in the most equivalent work benefits and company benefits, and truly achieving personal goals and corporate goals Consistency.

All of the above are the results of a comprehensive investigation of the factors of work stress in the research survey, but according to the research purpose of this research, I finally integrated the identification of the stressors of the employees into three major parts: the characteristics of the company and the employees themselves, The social factors of the employees' individual families outside of work and the individual factors of the employees themselves.

After identifying the stressor factors, the problem can be solved fundamentally, so as to solve the transformation of the individual role conflicts of the company's employees, the integration of the department and the overall market environment, and the maintenance and development of individual interpersonal relationships, so as to achieve perfection. Company culture, improve uploading and release, and enhance the overall company's economic benefits.

4.4. An Empirical Study on the Stress Ability of the Employees of Chinese Private Enterprise BYD Company

4.4.1 Hypothetical design of questionnaire

Hypothesis 1-The work pressure base of employees in Chinese private enterprises is large, and the source of pressure is mainly caused by two aspects: "job nature" and "corporate management system".

Hypothesis 2-The work pressure of Chinese private enterprise employees is determined by the dual effects of physical function and psychological quality. Due to various influencing factors in the work, the decline of physical function and the collapse of psychological quality will reduce employees' motivation and happiness at work, and greatly reduce the work enthusiasm and happiness of employees. Reduce production efficiency and further affect the company's efficiency.

Hypothesis 3-The failure of the corporate management of Chinese private enterprises to have a complete and matching organizational management system is also an inevitable factor that increases employee pressure.

Hypothesis 4- The Volkswagen Department of a Chinese private enterprise is affected by geographical factors, and the lack of mutual trust, mutual support, and a harmonious uploading and distributing relationship between employees of the company leads to a significant reduction in employees' ability to withstand stress, which further affects corporate efficiency.

4.4.2 Details of the questionnaire sample

On the basis of research, we learned about the pressure of knowledge workers in private enterprises in my country. According to the research purpose, after summarizing the previous

research results and referring to relevant domestic and foreign literature, a "stress questionnaire" questionnaire was designed. The questionnaire is composed of personal objective background, personal pressure, organizational pressure and social support pressure. This scale uses the Likert five-point scoring method, and gives 1, 2, 3, 4 points according to the options of ①②③④. The higher the score, the greater the pressure.

(1) Questionnaire statistical method

Use SPSS13.5 for windows for statistical analysis of the recovered survey data, the main statistical analysis

The methods include descriptive statistical analysis, difference analysis and correlation analysis.

① Descriptive statistical analysis

This study mainly used descriptive statistical analysis in the following aspects: the description of the subjects' personal characteristics and the description of the subjects' stress status. The purpose of descriptive statistical analysis is to grasp the surveyed enterprise technology type Basic background information of employees and their current stressful situation.

② Difference analysis

This study mainly used difference statistical analysis methods (including analysis of variance and t test) in the following two aspects.

(Experiment): The first is to examine the influence of different personal backgrounds (personal gender, age, length of service, education, position level and monthly salary, etc.) on the pressure of the subjects; the second is the influence of some factors in the organization on the pressure of the subjects; the analysis of differences Item.

③ Regression analysis

This study mainly uses the unary linear regression analysis method in the following aspects: The main investigation is at the organizational level

Among the stress factors, the correlation between different stress factors and stress results; different stress factors on its pressure. Whether the results have a significant impact.

(2) The content of the questionnaire is mainly divided into two parts

The first part, the background questionnaire, is used to understand the basic information of the survey object.

The second part is the social support rating scale SSRS, which is used to understand the respondent's personal stress support and coping status.

The subjects of the questionnaire were employees of BYD, a private enterprise in some areas of Shandong Province. The questionnaire survey adopted the method of issuing and recycling special personnel for benchmarking. A total of 200 questionnaires were distributed, and 188 valid questionnaires were actually recovered.

The data collected from the questionnaire was analyzed by SPSS, which mainly included descriptive analysis, factor analysis and summary analysis.

(3) Description of questionnaire design

①Personal objective background part

The personal objective background part mainly includes personal gender, age, marital status, length of service, educational background, position level and monthly salary.

②Investigation of individual stress status includes 1-11 questions. It mainly includes personal health status, family support status, and living environment status.

③The stress survey at the organizational level includes (12-41 questions): work tasks, including too much workload.

Yamato's tasks are tight, and the difficulty of work exceeds the ability of employees to work under pressure; the difficulty of work is too small and the work

Lack of challenges; working hours, including irregular working hours and frequent overtime work; working environment is work

The temperature, humidity, and illuminance of the place make people uncomfortable or the relationship between the internal personnel of the organization is tense; work corner

Color, that is, job role conflict and role ambiguity, including insufficient job resources, ambiguity in job descriptions, and performance standards

Fuzzy: Interpersonal relationships, including fierce competition with colleagues at work, and insufficient understanding by colleagues

There are problems with support and communication with colleagues (including supervisors and subordinates); not recognized, including low social status, underestimated work ability, negated work performance, and insufficient attention from supervisors; organizational structure and atmosphere, including Outdated organization management system, lack of team spirit, cohesion, enterprising spirit and democratic consciousness in the organization: Salary refers to the inconsistency of work income with employee expectations, unreasonable salary system, etc.; Work control refers to the lack of work autonomy in the work, that is, the inability to independently determine work tasks, work methods, work schedules,

etc.; career development refers to the lack of promotion opportunities, training opportunities or the work that cannot make the individual capable Gain improvement, work stability, etc.

(4) A general description of the details of the questionnaire sample content

Project	Category	Number of people	Proportion
gender	male	102	54%
	Female	86	46%
marital status	married	87	66%
	unmarried	101	28%
age	25 years old and below	124	6%
	20 to 40 years old	52	54%
	Over 40 years old	12	46%
education level	High school and below	21	11%
	Specialist	47	25%
	Undergraduate	95	51%
	master's degree	23	12%
Working years	Less than 3 years	123	65%
	3 to 5 years	42	22%
	5 to 10 years	15	7%
	More than 10 years	8	4%
Job position	Technology category	56	30%
	Management	43	23%
	Business class	99	53%
The most hopeful point for corporate rectification	Improve working conditions	89	47%
	Interpersonal relationship	25	13%
	Career development planning	62	33%
Monthly salary	1000 to 2000	12	6%
	2000 to3000	89	47%
	3000 to5000	62	33%
	Above 5000	35	19%

Table 4.4.2 ① Figure-Work Pressure Survey Form

4.4.3 Data analysis of questionnaire content

(1) Descriptive analysis of the stress status of employees

NUMBER OF SAMPLES	188
MEAN	3.06
STANDARD DEVIATION	0.44
MAX	4.08
MINIMUM	2.35

Table 4.4.3 ①Descriptive analysis of the stress status of employees

From the statistical analysis results in Table 4.4.3①, the average value of the pressure on the employees of the enterprise is 3.06, and the standard deviation is 0.44, which shows that the knowledge employees of private enterprises in my country are under certain pressure.

	INDIVIDUAL FAMILY LEVEL	ORGANIZATIONAL LEVEL
NUMBER OF SAMPLES	188	188
MEAN	2.21	3.55
STANDARD DEVIATION	0.41	0.49
MAX	1.52	2.14
MINIMUM	3.47	4.20

Table 4.4.3②Analysis of pressure status at different levels

From Table 4.4.3②, we can see that the average pressure of employees from the family level is 2.21, and the standard deviation is 0.41; the average pressure from the organization level is 3.55, and the standard deviation is 0.49. The analysis shows that the stress that employees bear is deeper at the organizational level than at the personal family level.

STRESSORS	MINIMUM	MAXINMUM	MEAN	STD DEVIATION
WORKING ENVIRONMENT	1.57	3.89	2.78	.962
JOB ROLE	2.83	3.86	3.06	.456
WORK TASKS	2.40	4.15	3.63	.865
SALARY STATISTICS	2.52	4.03	3.34	.689
WORK CONTROL	2.80	4.22	3.89	.521
ORGANIZATIONAL STRUCTURE	2.42	4.26	3.58	.687
INTERPERSONAL RELATIONSHIP	1.30	3.86	2.93	.589
CAREER DEVELOPMENT	2.25	4.32	3.65	.961

Table 4.4.3 ③Descriptive statistics of each item at the organizational level

From the statistical analysis in Table 4.4.3③, among the pressure sources at the organizational level, job control, job tasks, career development, and salary design are under greater pressure in the organizational structure, and job roles and interpersonal relationships bear more pressure. The pressure is second, and the work environment factors bear the least pressure.

(2) Analysis of the difference between personal characteristics and pressure.

GENDER	MEAN PRESSURE	STD
MALE（N=102）	3.155	.6491
FEMALE（N=86）	2.942	.461
P VALUE	.567	.589

Table 4.4.3 ④Analysis of variance of corporate employee stress of different genders

From Table 4.4.3③, it can be seen that men (M=3.155) have a slightly greater degree of stress perception than women (M=2.942). The analysis of variance between gender and stress results shows that the p value of 0.567 is greater than the research value of 0.05, so it is different

There is no significant difference in the degree of stress experienced by employees of different genders.

EDUCATION	MEAN PRESSURE	STD
HIGH SCHOOL AND BELOW	3.085	.352
JUNIOR COLLEGE	2.832	.685
UNDERGRADUATE	3.256	.762
POSTGRADUATE AND ABOVE	3.021	.584
P VALUE	.385	.612

Table 4.4.3 ⑤Analysis of variance of stress among employees of different educational backgrounds

It can be seen from Table 4.4.3⑤ that knowledge-based employees with different educational backgrounds have different levels of stress perception. Employees with a bachelor's degree have the highest stress perception (M=3.256), and those with a secondary vocational degree have the second highest stress perception (M=3.085). Employees with a postgraduate degree, the least stressed are employees with a college degree. The analysis of variance between educational background and stress results showed that the p value was 0.385 greater than 0.05, so there was no significant difference in the degree of stress experienced by employees of different educational backgrounds.

SALARY	MEAN PRESSURE	STD
1000-2000	3.421	.454
2000-3000	3.150	.865
3000-5000	2.756	.485
5000 以上	2.982	.844
P VALUE	.042	.620

Table 4.4.3 ⑧ Analysis of variance in stress of employees who wake up with different salaries

Based on the actual situation of private enterprises, the salary level is divided into four levels to understand the pressure status of knowledge workers with different salaries. The analysis results are as follows:

It can be seen from Table 4.4.3⑧ that knowledge workers whose salaries are between 1000-2000 have the greatest degree of stress (M=3.421), and those whose salaries are 2000-

3000 (M=3.150) and 5000 (M=2.982) or more The degree of stress of employees is second. Knowledge workers with salaries of 3000-5000 have the lowest degree of stress (M=2.756), and the p value of SPSS analysis results is 0.042 less than 0.05, indicating that knowledge workers with different salaries have a degree of stress. Significant difference.

CHAPTER 5 FINDING AND CONCLUSION

5.1 Research results and conclusions

5.1.1Eight factors infecting the total pressure result

Because the pressure felt by working environment factors is positively correlated with the total pressure result, the correlation is not significant. This shows that in private enterprises, the pressure on knowledge workers due to the working environment exists, but it is not the main factor that affects the degree of pressure.

Because the pressure felt by the job role factor is positively correlated with the total pressure result, the correlation is not significant. Studies have shown that role conflict and role modeling are common phenomena in organizations, which often lead to negative results: high work tension, low job satisfaction, low organizational commitment and low job performance. Role pressure often leads to job stress, reduces job satisfaction, and affects the development of the entire enterprise.

Because the pressure felt by the work task factor is positively correlated with the total pressure result, the correlation is very significant, which shows that the pressure felt by the work task factor has a very important influence on the total pressure result. In my country's enterprises, work tasks are an important factor that affects knowledge-based employees in my country's private enterprises, and it needs the attention of human resource managers.

Since the pressure felt by the salary design factors is positively correlated with the total pressure result, the correlation is not significant. Studies have shown that knowledge workers in enterprises have low salaries and social security has not been improved. These all require us to further complete the generalization.

Since the pressure felt by the work control factors is positively correlated with the total pressure result, the correlation is very significant, which shows that the pressure felt by the work control factors has a very important influence on the total pressure result.

Since the pressure felt by the tissue structure is positively correlated with the total pressure, the correlation has no waist warning. This shows that different organizational structures have a certain impact on the pressure of knowledgeable employees in the enterprise, and the unreasonable organizational structure directly affects the enthusiasm of the provincial employees. It also has a certain impact on the performance of the employees, thereby causing pressure on the employees.

Because the pressure felt by interpersonal factors is negatively correlated with the total pressure result, the correlation is not significant. This makes it clear that in enterprises, interpersonal factors are inversely proportional to the degree of stress experienced by knowledge workers, but the influence factors are not obvious.

Because the pressure felt by career development factors is positively correlated with the total pressure result, the correlation is obviously significant. This shows that the pressure felt due to career development factors has a very important impact on the overall pressure results. Due to the characteristics of enterprises, many knowledge workers will feel that it is difficult to improve their personal abilities, work instability, etc., these are important factors that generate stress.

5.1.2 Stress management strategies

In summary, the results of statistical analysis show that the knowledge employees of our enterprises are under a certain degree of pressure. The most important pressure comes from the organizational level. The results of the analysis of individual factors at the organizational level show that the new role, job control and own career development factors are the most important factors affecting the pressure of knowledge workers. These require our human resource managers to pay attention and carry out appropriate stress management strategies.

5.2 Recommendations and countermeasures

In the empirical research drawn from the questionnaire, the relationship between the personal background, gender, family factors, business management factors, interpersonal relationships, organizational activities, etc. of the employees of Chinese enterprises and work pressure, and the analysis of the sources of pressure for the employees of Chinese enterprises Conclusions on the structure, the causes of work stress, the countermeasures of the company to improve the stress resistance of employees, and the impact of the company's benefits.

From all the above research conclusions, we know that stress will bring both positive and negative effects. How to effectively control the stress of employees, alleviate the excessive pressure of employees, and improve the overall stress resistance of employees requires us to propose appropriate employee stress management countermeasures.

5.3 Shortcomings and problems of this study

Through a questionnaire survey of BYD's clerks, this study has only obtained some accurate data and results, but there are still many areas that need further improvement.

Since the subject of the questionnaire survey is mainly focused on BYD company, the problems reflected in the sample can only represent the situation of some companies with similar conditions.

Secondly, due to lack of experience, the content design and data analysis of the questionnaire still need to be improved, resulting in low recovery rate and verification rate, and insufficient depth.

Finally, the scope of this research is limited, and theoretical support is relatively weak and lacking.

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