



STRESS MANAGEMENT

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ABSTRACT

The amount of research related to Stress management .A review of the literature base will help identify the topic that have been explored as will identify topics for further research. The research project collects, synthesizes and analyses both the research strategies [i.e.,methodologies] and contract [e.g., topics, focus, categories] of the current literature and them discusses an agenda for future research efforts. Several people define this in a several way. Stress management consists of making changes to your life if you are in a constant stressful situation, preventing stress by practicing self-care and relaxation and managing your response to stressful situations when they do occur. Before we move on to stress management techniques, it's important to note that not all stress is bad. Stress is actually a survival response when our body thinks that it is in danger. That is why our sympathetic nervous system kicks in and makes our heart rate increase and gives us a burst of the energy hormone, adrenaline, so that we can deal with whatever situation is being thrown at us. This is also called our flight or fight response. This paper highlights the concept of Stress management.

In this paper, the study mainly focuses on the find solutions being faced by the different sectors of the Indian and the issue of sustainability for a better tomorrow.

KEY WORDS:- management, projects, research, stress, Managerial Performance, Job redesign.

INTRODUCTION:-

Stress is basically the tension or anxiety caused by any sort of pressure in everyday life. The ability to handle or minimize the physical and emotional effects of such anxiety is known as one's stress management skills. The importance given to stress management skills in workplace can be guessed from the fact that employers, in many countries, have been burdened with a legal responsibility of recognizing as well as coping with the workplace stress in order to ensure good mental and physical health of employees in organization. Before we move on to stress management techniques, it's important to note that not all stress is bad. Stress is actually a survival response when our body thinks that it is in danger. That is why our sympathetic nervous system kicks in and makes our heart rate increase and gives us a burst of the energy hormone, adrenaline, so that we can deal with whatever situation is being thrown at us. This is also called our flight or fight response.

OBJECTIVES OF THE STUDY:-

1. To study the concept of stress Management.
2. To study the Issues & challenges of stress Management.
3. To study the suggestions of stress Management.
4. To provide concluding remarks for the same.

RESEARCH METHODOLOGY:-

The study focuses on extensive study of Secondary data collected from various books, National & international Journals, government reports, publications from various websites which focused on various aspects of stress Management. The accessible secondary data is used only for study.

CAUSES OF STRESS:-

Employees experience and feel stressed due to a set of various reasons and therefore the reactions of stress at the workplace are not a separate aspect. (Fairbrother, & Warn, 2003 p. 8) Increasingly, the stress level is changing rapidly among the employees due to a set of various reasons such as work overload, over crowdedness at the workplace, generating of loud noises by machines and arousal of conflicts among the employees and the employer due to poor or inadequate decisions.

1. Workplace factors causing stress

Scholars have described that a large number of features of occupational life is connected to stress. The employees who experience the reaction of stress at the workplace are not a new aspect. Spark & Cooper (1999) stated their study by conducting a sample study of 7,099 employees from 13 different companies and occupations. They reported a significant statistical assembly between workplace factor and negative symptoms of health or disorder of mental situation such as, anxiety, depression and irritation. Employees usually feel stress at their jobs due to the following reasons.

1. Work overload
2. Misuse of power
3. Inadequate decisions or leader behaviour
4. overcrowd, noise.

2. External Factors of stress

We have discussed the causes of stress from an individual perspective as well as in the workplace. Here we focus to external factors of stress both on employees and organizations. Employees will be affected directly with external factors of stress but companies are often affected indirectly.

3. Stress in a specific job context

Royal Australian Navy conducted an internal personnel survey related to what causes stress on a seagoing ship. (Royal Australian Navy 1996).It defined that employees suffer

from stress due to the following various reasons. The survey represents that 35% of the staff working on ships and 25, 9% of officer working on regular basis are stress associated with their job.

ISSUES & CHALLENGES:-

1. You can respond positively or negatively to life events that have the potential to cause stress.
2. Many stressors are rooted in your daily habits and the ways that you think about what has happened.
3. Rigid standards and expecting perfection often lead to stress.
4. Unmanaged stress can contribute to diseases such as ulcers, heart attacks and depression. Other diseases can be caused by habits used to cope with stress such as smoking, drinking or drug use.
5. There is a spill-over effect between work and home environments. Distress or satisfaction in one area affects how an individual feels about the other.
6. A low level of personal control combined with a high level of demand can cause severe stress.
7. Stress can result from major life events such as a divorce, or minor occurrences like the accumulation of daily hassles.
8. Designate a challenge coordinator. The coordinator will be responsible for announcing the activity, posting and collecting the sign-up sheet(s), distributing the participant instructions, activity log, personal log, weekly newsletters and the evaluation survey.
9. Distribute the participant instructions, challenge log and personal log to all participants. Also, explain the activity components in this challenge. These include earning points for incorporating stress management strategies into their daily routine. Remind the participants that they will receive weekly newsletters. The newsletters will keep them motivated during the challenge and provide tips on maintaining their efforts once the challenge is complete.
10. Evaluate the challenge. Distribute the sample evaluation form to all participants. Make a note of how many employees participated and if there were any drop outs.

SUGGESTIONS:-

Steps towards Stress Management for employees and organizations

Productive management of stress includes three steps for both employees and organizations

- 1, Awareness: It helps to understand when there is decrease in performance and absenteeism.
- 2, determining the source: Find out what causes this distress and its consequences. There can be personal as well as workplace pressures causing stress. The first step towards improvement of stress management skills is to be able to identify the source causing it.
- 3, doing something constructive: Find solutions to existing problems Stress could be considered as an inevitable condition at one point. It complicates the situation to maintain productivity and also disturb to have pleasant work and social life.
- 4 Time management: Schedule tasks accordingly, controlling one's time effectively, prioritization of tasks to be handled first. Here effectiveness and efficiency are valued.
- 5 seeking help: Getting assistance is advisable from management, co-workers or manager for improving the performance.
- 6 Emotion-focused strategies: As previously discussed if the stressors cannot be avoided learning how to adapt to it in a constructive way is relevant. Common emotion-focused strategies include exercise, companionship, relaxation and recreational activities.
7. Motivate yourself to find solutions : There are many ways you can boost up your morale for managing stress. For example, make a list of similar situations you have managed to handle in the past and recall how you did it, or promise yourself a reward after you have successfully managed to cope with the stressful situation.
8. Manage stress through exercise: Take care of your physical health by eating healthy, avoiding excessive sugar and, most of all, exercising regularly. Learn yoga as well as other exercises for muscle relaxation.

CONCLUSION:-

Creating a caring, supportive culture. It is not possible to create a model stress policy applicable to all situations and workplaces. At our Conference in June 1999 a workshop looked at what a policy should contain and came to the following conclusions: A good policy will have been created after thoughtful consultation (between workers and management). All workers representatives should liaise closely with their unions to obtain best advice during the consultation process. It is important that the policy is 'owned' by those it is intended to protect. All policies should commence with a statement of intent and links to the relevant Health & Safety legislation. Acknowledgement of the issues and commitment from the very top of the organisation is essential. Employers need to say that they find the creation of workplace stress unacceptable and that they will work for its eradication. An acknowledgement of the cost of stress in both personal and financial terms should be contained in the policy. The policy should begin with the acceptance of employee responsibility for the stressors and for the illnesses that follow. There should be clear arrangements for the carrying out of risk assessments. The policy should state clearly the steps the employer intends to take to eradicate the problem of work-related stress injury. It should contain arrangements for supportive and confidential health monitoring. There should be commitment to the provision of suitable training available to the workforce (including managers) throughout their working lives. Systematic and controlled stress management minimizes negative effects on individual level, which will automatically lead to growth and positive value results, labor efficiency, increase productivity and quality in projects.

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