

Stress Management in Workplace

Maulesh Patel¹

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Abstract:

In today's modern world life is full with hassles, demands, deadlines and frustration with lot of innovation and competition. The improper balance between work life and personal life leads to cause stress and tension for long periods. In modern living stress is unavoidable, for many stress is as common as it became a way of life. Stress is not always bad it may be positive or negative. It is normal psychological reaction in which brain identifies the threat of life. In small dose stress can motivate you and help to manage with life challenges. But when your mind continuously running in emergency mode then you have to pay the price. So the management of stress is quite important for long happy lives. The management of stress includes the understanding of psychology behind the stress and finding the way to deal or reduce the stress. The reduction of stress gave a result of managing the situation in a positive way and have a control on your life. In this paper provides you a brief discussion on stress, origin of stress and management of stress.

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Authors:

1. Anglia Ruskin University, Cambridge, England, UNITED KINGDOM.

Introduction

Stress is a biological term which refers to the responses which make you feel upset, threatened or fear of failure. It is a natural human response to its own environment. Stress refers to the anxiety from the battle between us and our external environment which leads to emotional and physical pressure. It is significant due to changing needs of life style and dynamic social factors. In today's era it is impossible to live without stress whether you are working or a student. Stress is not always negative. It both types positive and negative depending upon the perception of an individual. Sometimes stress are consider as motivator energy on the other side high level of stress have capacity to adversely affect the physical and mental state of a person. If the stress is well managed it can make a person more constructive and productive. From last few years the drastic changes have been seen on the nature of work and it is still changing so stress at work is a relatively new phenomenon of modern lifestyles. Stress touched almost all the professions and create a threat to both physical and mental health. The stress related to work consequently affects the performance of individual as well as the health of organization. Job stress is negatively related to the performance of person i.e. higher the stress lower the performance or vice-versa. But this belief is not held to be true assumptions are always there.

The Origin of Stress

Stress can be cause because of many factors. In today's era the origin of stress is the source of anxiety and pressure. It is simply a modern illness. Many researchers believes that the origin of stress is from the working activities of modern institutions. The risky working conditions, time limits, pressure allows the person to use fear and increasing the productivity of your work. Some other studies on stress have identified many other factors like lack of work or impatience, personal capability, relationships problems and many other. In workplace four groups of stress is taken which are as:

1. Job Requirement
2. Physical requirements
3. Role requirements
4. Interaction with others

Signs and Symptoms of stress

Primarily there are two sets of stress indicator healthy and unhealthy. Healthy indicators are sometimes necessary, healthy stress indicators contain calmness, control, stimulation, abundant energy, ease of adaptability, clear and rational thought, and determination. On the other side unhealthy stress indicators will give rise to high stress level, unhealthy stress indicators include difficulty in thinking,

sleeplessness, fatigue, high levels of aggression, inflexibility, and anxiety. As the stress indicators only defined in a very general sense, the symptoms of stress is categorized into three parts:

1. Psychological symptoms
2. Behavioral symptoms
3. Physical symptoms

Psychological Symptoms: The psychological symptoms include memory problem, lack of concentration, poor judgment, anxious, moodiness, tenseness and other symptoms which can be directly regarded as possible illnesses such as depression and paranoia.

Behavioral Symptoms: the behavioral symptoms include excessive consumption of food and beverages, irritability, isolating yourself from others, neglecting responsibilities and withdrawal from the work environment simply trying to departure from commitments. In behavioral responses using the activity like alcohol, cigarettes, or drug to relax is also included. All the symptoms are directly or indirectly related to health risks.

Physical Symptoms: These are the symptoms which are most readily identifiable. These symptoms include aches and pain, weight loss from under-eating, nausea, dizziness, frequent colds, diarrhea or constipation, cardio-bronchial pains, and sleeping at abnormal times. These symptoms indicates the starting of stress problem but the impact of symptoms is also influential to people. The main problem is that if the psychological and behavioral symptoms combines together so they bring a considerable influence to tolerate the conflict situation. These symptoms may also control the judgment state of mind.

Consequences of Stress

The consequences of stress cause many harmful effect on person's bodies as well his/her personal and professional life. Stress will have a lot of consequences such as alcohol or drug abuse, migraine and smoking cigarette, or physical and emotional effects such as high blood pressure, migraine and consequences concerning mental health.

The consequences of stress can be divided into 3 groups: According to other classification, stress consequences can 1. Individual consequences

2. Organizational Consequences

3. Personal - Organization Consequences

Individual Consequences: As the name suggest individual consequences affects the person. It may directly or indirectly affect the organization, work place and personal life a person. These consequences are further divided as:

- a. Behavioral consequences: these are the reaction which can be harmful to the person and the others.

- b. Mental consequences: these consequences depends upon the condition of person's physical and mental health.
- c. Physical consequences: these will affect the physical state of person's. It may be result in any physical disorder.

Organizational Consequences: individual consequences can affect the company or organization of a person but organizational consequences directly affect the institution or working place of a person.

- Lack of correct and proper function is Functional consequences.
- Quitting, the main classes of quitting are resign and absence.
- Accordingly with the personal motivation, mood, Attitudes, job satisfaction, organizational commitments get affected.

Personal - Organization Consequences: these consequences of stress either affects the person or the organization of person. It is simply a feeling of fading. It appears when the person gets less satisfaction and bearing many pressures.

Management of stress:

Stress management is very important for both individual and from the point of view of organization. It is a need of hour. The effective management of job stress can be achieved by two basic which is

- a. Individual oriented approach
 - b. Organizational oriented approach
- Individual Oriented Strategies**
- Solo Activities: Writing, Reading, Photography, Gardening, Music, Dance, Running, Travelling.
 - Group Activities: Hangouts, Sports, Movie, Games, Vacations
 - Yoga and meditation: yoga is very helpful in overcoming the stress.
- Organizational oriented approach**
- Stress Management Programs: every organization needs to conduct stress management programs with an objective to create awareness about stress and make their employee stress free.
 - EAPs (Employee Assistance Programs): To check or address the personal issues that affect the performance and productivity of employees work, this program is typically offered by the HR department as a part of the employer's health insurance. The range of issues can be from substance abuse to family problems, and EAPs often include counseling benefits.
 - Job sharing. In the job sharing at least two people trained to perform each job by allowing each employee to have time off without losing productivity.

- Work from home: working from home gives the person a independence in which employee have more control that how will he/she do the work. It makes person to better manage their work and family. it also results in higher morale and job satisfaction.
- Longer lunch hours: The extending of lunch hour may help in dampen fast food. But the adequate time helps to reduce stress by mixing up with other members and it also encourage time for calming or other stress-reduction activities such as walking.
- Healthcare advocacy: healthcare expert should be offered, who can personally address healthcare issues and help to resolve medical bills and interacting with insurance and providers, can help employees reduce worry and stay focused on their job.

Review of literature:

Banu, Santhosh and Venkatakrishnan (2010) Stress management is one of the most important leading fact that every organization or company should need to concentrate so that they can keep eyes on the employs performance and productivity. The employees should be treat equally regardless of his age, experience, gender, income, or any other priority and the business method of managing without any displeasure is necessary. Today's management learns from mistakes and the organizations are becoming a learning.

Bukhsh, shahzad and Nisa (2011) majority of university student agreed and provide different symptoms of stress that they feel fatigue, anxiety without knowing, headache, loss of appetite, etc. the reason they gave is the environment of campus or university, burden of assignments, poor time management, lack of organizational skills, etc. these all are the reason of stress found in students. So there are some recommendation like department needs to formed committee in which they educate the student to manage or identify the stress, proper counselling of student must be needed. The management of stress in students leads to provide good study skills, which directly involves focused, calm and organized.

Kumara and Pandey, (2011) stress at work is not caused by time pressure or by overload but it is also caused by lack of praise and rewards or not providing individuals with the independence to do their work as they would like. So the organization needs to manage the employee at work by treating them with respect and have to value of their contribution in work because "a healthy employee is a productive employee".

Jadoun, (2012) Reducing stress can improve your mood, boost immune system and allow the person to become more productive. Stress management can save your life and your relationships. Stress can cause specific disorders in both body and mind. 80% of illness are related with stress whether it is directly or indirectly. So the management of stress is a need for long happy lives.

Jahanian, (2012) Stress is not always a permanent negative phenomenon there is also a positive stress too and has a many effects on the member of many organization. Employs which are affected by stress will have many psychological moods which directly affects the activity and productivity for an organization. Therefore, the target of organization is to manage the stress for more creativity. By training managers and workers effectually for better recognition and management of stress factors organizations can prevent the consequences of negative stress.

Majidi, Jafari and Hosseini, (2012) there is a reverse relationship between the employees happiness and occupational stress. The decrease in occupational stress the more is the employee's happiness. It is noted that many elements like self-confidence, personality, religious beliefs, health, and family satisfaction, life satisfaction, artistic activities are operative for the development of joy. Some recommendations like the management technique training workshops for the employees, planning to reduce stress and manage it, enhancing the awareness must be very useful to manage the stress.

Sharma, Chauhan and Khanna (2012) in managing the stress yoga plays a very important role. The employees which are happy, De-stressed, focused and healthy produce higher productivity then the individual who are stressed, having body pain and fighting fatigue. Yoga session be customized as per requirement even 20 minutes session produce good result. Yoga can be done while sitting on chair or standing near the desk space area.

Huli, (2014) among adolescents stress can create chaos in their life. But it is not always negative it also produce better result. To perform better and competitive person stress can make adolescents to perform better tasks. But here parents have to be alert in managing the stress mainly in adolescence. Mainly two trends academic stress and emotional turmoil are most common and the higher level of stress may cause dysfunctional personality. Parents play a very constructive role to overcome the divergent behavior of the adolescents.

Jayakumar and Sumathi (2014) To manage with stress student community in higher schools follows many unhealthy ways which are like to avoid failure negative strategies should be selected, over scheduling daily life, aiming too low, etc., in backward area the evaluation of stress among the higher school students and the issues of management is studied in Salem District. It was found that it is a serious issue of worry and should be addressed immediately

Kotteeswari and Sharief, (2014) Stress is very common and become a part of today's life. It is not bad all time. But when it occurs at the time of work it will directly affects the performance of work. In the working place both man and women experience stress. Even the age majority of the employees agree with the fact that the job performance is affected by their job stress.

Oladinrin, Adeniyi and Udi, (2014) main sources of stress include insufficient finance or resources to work with, staff shortage, managing or supervising the work of other people, etc. on the other side high stress level include the impacts like messy or untidy, feeling of helplessness and depression, over sensitivity, finding it difficult to remain focused. Stress impair the emotional, mental thinking and knowing abilities and gave a negative impact on the work productivity. To make a balance between home life and job organizing of time is the most manageable solution.

Parilla, (2012) families which have a range of 3-6 members experienced higher level of stress. The reason is that they have to manage their interrelations with both the top level management and the rank and file employees. These are the person which are directly involved in the two position and that make it difficult to handle. The personal contact of these person with both the top level employees and subordinate may make them more susceptible to stress and a positive relation between job position and job stress exists.

Nirmala, (2015) when the Stress is well managed it can a person more productive and constructive. At the time of stress make yourself busy, to plow your energy and anger into something positive. Employees which are stress free will perform better, give better outcomes and have a long time commitment to their organization. For managing the stress positive attitude and meditation will be very helpful.

Velicu, (2015) it is not possible to completely prevent the stress, even it is not recommended, because for growth and human creativity stress is a catalyst for growth and human creativity. To prevent stress the best way is to that the individual should learn a model of practical attitudes and behavior, prevention of stress

or cope with stress during childhood. The controlled and systematic stress management minimizes the negative effects on individual level, which will help the person for automatically growth and positive value results which include increase in productivity, labor efficiency, and quality in projects.

Kumari and saradadevi (2016) for the stress problem, workplace should be continuously monitored. It is not only important to identify stress problem but it is also important to overcome the problem and produce healthy work environment. Work can also be a self-promoting activity if it is taken in a healthy, development and safe environment. In dealing with the challenges of work stress, successful managers and employers provide leadership. By altering their life style women can release stress.

Conclusion

In today's life stress is very common as it becomes a part of our daily life. We can avoid stress but we can overcome it and it will directly affect the performance of person's work. Although we cannot see the stress as a permanent negative phenomenon and there is some positive stress too, but it has a lot of effects on organization members. When the stress is positive it can make an individual more constructive and productive. On other side high level of stress can also affect especially psychological moods which directly influence the activity and productivity of an organization. So the organization needs to prevent negative stress and its result by paying attention on the condition of the workers and provide training managers and personnel effectively for better recognition and management of stress factors. It can be minimized by taking proper steps. The stress free employees works harder, feel happier and have long term commitment to the organization.

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