



CONCEPTUAL FRAMEWORK OF STRATEGIES TO OVERCOME STRESS MANAGEMENT

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ABSTRACT

Stress has become one of the important issues in the present working condition. It plays a vital role both in lives of individual as well as organization. In our modern competitive world it is impossible to live without stress. And it is accepted as a universal phenomenon and nowadays no organization is stress free, because every job is challenging and more demanding which requires high standard of performance, high quality in work and getting aspirations and exceptions fulfilled. Employees should adopt strategies, attend many programmes to overcome it. This article aims to help organizations to have better understanding of the sources and dynamics of stress at the worksite and examines how they can reasonably assess, implement, and evaluate their stress management options.

Key words: Employees, Organization, Coping, Strategies.

INTRODUCTION:

Stress is a burning issue in modern society. Stress is a person's reaction to events and it can be positive or negative depending upon how that person reacts. One can define stress as the body's non-specific response to any demand made on it. The modern world which is often regarded as a world of achievements has become a world of stress. At present situation Stress management occupy its space to each and every individual. Now-a- days each job is stressful job. Everyone in their work is exposed to tension and anxiety as they gets through the duties assigned to them.

Be it family, any social activity or any business organization, stress is everywhere. Right from birth till death, an individual is invariably exposed to various stressful situations. Our economy has shown growth in almost all sectors, but stress has also joined hands with this growth.

Stress Management refers to the wide range of techniques and psychotherapies which can prevent and control an individual's level of stress. Thereby,, improving everyday functioning of an individual. Stress management can have any of the three solutions – prevent or control, escape from it, or learn to adopt to it. As it is said that prevention is better than cure, steps should be taken at the initial stage to prevent the stressors rather than curing its harmful effects or bearing heavy costs after being affected by it. Effective stress management can be done at the individual level as well as at the organizational level in various ways. Stress management can be divided into two phases: the first is coping with stress and the second is facing the stress with the help of relaxation techniques such as meditation.

Well-designed, organized and managed work is generally good for us but when insufficient attention to job design, work organization and management has taken place, it can result in Work related stress. Work related stress develops because a person is unable to cope with the demands being placed on them. Stress, including work related stress, can be a significant cause of illness and is known to be linked with high levels of sickness absence, staff turnover and other issues such as more errors.

There is a difference between pressure and stress. Pressure can be positive and a motivating factor, and is often essential in a job. It can help us achieve our goals and perform better. Stress occurs when this pressure becomes excessive. Stress is a natural reaction to too much pressure.

TYPES OF STRESSORS

A stressor is a chemical or biological agent, environmental condition, external stimulus or an event that causes stress to an organism

There are many stressors found in the workplace. Out of these types most important stressor found in workplace are Environmental stressors and Occupational stressors. (Vischer,2007 and Mccoy2005) Environmental stressors are those which caused dueto

inadequate ventilation, extreme of temperature and humidity, more noise and airborne disease.

Occupational stress are those arise due to Inadequate salary, strict rules and regulations, Ineffective communication, Peer pressure, Role conflicts/role ambiguity, centralized organization structure, Less promotional opportunities, Lack of employees participation in decision-making, authoritative leadership, changes in power, status, prestige, workload, long working hours, technological problem at work

CAUSES OF STRESS:

Some common causes of stress include:

- Excessively **high workloads**, with unrealistic deadlines making people feel rushed, under pressure and overwhelmed.
- **Insufficient workloads**, making people feel that their skills are being underused.
- A **lack of control** over work activities.
- A lack of interpersonal support or poor working relationships leading to a sense of isolation.
- People being asked to do a job for which they have insufficient experience or training.
- Difficulty settling into a new promotion, both in terms of meeting the new role's requirements and adapting to possible changes in relationships with colleagues.
- Concerns about job security, lack of career opportunities, or level of pay.
- **Bullying or harassment.**
- A **blame culture** within your business where people are afraid to get things wrong or to admit to making mistakes.
- **Weak or ineffective management** which leaves employees feeling they don't have a sense of direction, or **over-management**, which can leave employees feeling undervalued and affect their self-esteem.
- Multiple reporting lines for employees, with each manager asking for their work to be prioritized.
- Failure to keep employees informed about significant changes to the business, causing them uncertainty about their future.

- A **poor physical working environment**, eg excessive heat, cold or noise, inadequate lighting, uncomfortable seating, malfunctioning equipment, etc.
- Conflict at work can also be a common area of stress.

SYMPTOMS OF STRESS:

Stress affects the life including emotions, behavior, thinking ability and physical health. Different people handle stress in different way. Symptoms of stress also vary from person to person. But most common form of stress is Emotional stress and Physical stress.

Emotional symptoms of stress include:

- Becoming easily agitated, frustrated and moody
- Feeling overwhelmed, like you are losing control or need to take control
- Having difficulty relaxing and quieting your mind
- Feeling bad about yourself (low self-esteem), lonely, worthless and depressed
- Avoiding others.

Physical symptoms of stress include:

- Low energy
- Headache
- Stomach Upset, including diarrhea, constipation and nausea
- Aches, pains, and tense muscles
- Chest pain and rapid heartbeat
- Insomnia
- Frequent colds and infections
- Loss of sexual desire and/or ability
- Nervousness and shaking, ringing in the ear
- Cold or sweaty hands and feet
- Excess sweating
- Dry mouth and difficulty swallowing
- Clenched jaw and grinding teeth.

STRATEGIES TO OVERCOME STRESS:

Organizational psychologists have shown that the following strategies can be useful managing stress.

- **Use effective problem-solving.** Effective problem solvers identify problems, generate alternative solutions, select the optimal solutions, and evaluate outcomes after implementation. Problem solving skills involve defining problems clearly, approaching problems logically, obtaining adequate information, finding workable solutions, considering alternatives, choosing an option, determining consequences, and evaluating the results of one's actions. Successful problem solving often translates into successful stress management.
- **Distinguish between urgency and importance.** Think of tasks and goals as fitting into one of the following four categories: (a) tasks that are both urgent and important, which have to be done today, (b) tasks that are important but not urgent (long term goals), (c) tasks that are urgent but not important (some phone calls), and (d) tasks that are neither urgent or important (spam, junk mail). Long term goals are achieved most effectively by focusing on tasks that are important but not urgent. Prioritize tasks depending on their importance---not their urgency.

PREPLANNED THE ACTIVITIES

Keep daily life as simple, organized, and uncomplicated as can. Be neat and orderly about the appearance, belongings, appointments, and work. It helps to avoid wasting our time and energy. Increased organization results in decreased stress.

- **Reserve a time for meditation.** Set aside a period at home or at the office when can be absolutely alone. Close the door, turn off phone, and have a relaxation. The classroom of silence may give an opportunity to do best thinking, and a chance to tackle questions that require most serious planning. Put feet up, keep the mind calm, and free-associate for a while about things on mind.
- **Surround with supportive people.** Spend as much time as can with people who are cheerful, outgoing, and uplifting. Don't associate with people who are gloomy or pessimistic, since these people can influence your mood in a downward direction more than realize. Try to do something sociable every day, such as having a cup of coffee with a valued co-worker or friend.

- **Get as many sensory pleasures as can.** Wear comfortable clothes, seek pleasant surroundings, eat tasty foods, watch a beautiful sunset, listen to good music, smell sweet fragrances, take warm baths, and make love with your mate.
- **Keep healthy Body.** Keep in good physical shape by eating and sleeping adequately. Begin a new exercise program and stick to it. Research studies have shown that even 20 minutes of brisk walking every day can make a difference in your mental and physical functioning. Studies in the field of psycho neuro immunology have shown that too much stress can cause physical illness.
- **Exercise regularly.** If you're in reasonably good health, do something physically strenuous each day. Many people have found that jogging or even brisk walking results in an elevation in mood and a reduction in depression. Physiological psychologists have demonstrated that muscle actions release certain neurotransmitters in the brain, which in turn reduce internal stress, elevate mood, and improve mental functioning.

CONCLUSION

At present scenario stress has to be deep rooted which gives solutions to many problems. Stress management programme to be conducted frequently and became important part and parcel for every organization. Many Professional organize programmes to overcome stress. It should be implemented carefully so that it can easily minimize workplace stress and to overcome all the obstacles. Management should provide adequate leave to all the employees, so that they can get time off from their busy schedule. Job oriented training programs should be introduced which will improve employee's skill and it also helps to increase the confident level. So that they can work effectively and efficiently.

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