

## Stress Management and Health Management in Employees

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### Abstract:

Over a century, the nature of working has been changed widely, and still these changes are in progress. Followed by the changes, number of illnesses has been increased, morality and human aspects are faded and new problems are occurred every day, so that we are facing job stress which called “illness of the century”. Stress has become significant due to dynamic social factor and changing needs of life styles. Stress is man’s adaptive reaction to an outward situation which would lead to physical, mental and behavioral changes. Even though stress kills brain cells, not all stresses are destructive in nature.

Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations. The study throws light on wide spread silent problems by name ‘Stress’, which gave raise to Eustress dysfunctions and are called many diseases, increase in divorce rates, and other harassments. The focus of the paper is to study the stress level among the Indian Employees working in different sectors. The data is collected mainly from secondary sources of data online websites, Newspapers, Journals. This paper focus on strategic methods of handling stress.

### Key words:

Adaptive Reaction, Behavioral Change.

### 1.INTRODUCTION:

Modern life is full of hassles, deadlines, frustrations, and demands. For many people, stress is so commonplace that it has become a way of life. Stress can affect how you feel, think, behave and how your body works. In fact, stress can create a variety of symptoms including anxiety, fatigue, eating disorders, depression, headaches, difficulty concentrating and increased anger and relationship troubles. Stress is not an illness in itself, but it can cause serious illness if it is not addressed. If we cannot sleep well and maintain good digestion and elimination, how can we enjoy the jobs, money, luxuries, relationships and power we are striving to achieve?

### What is Stress?

“Stress is the body’s nonspecific response to a demand placed on it”

### Hans Selye

Stress as a condition or feeling experienced when a person perceives that “demands exceed the personal and social resources the individual is able to mobilize”.

### Richard S. Lazarus

“Nervous tension that results from internal conflicts from a wide range of external situations”

### D’ Souza

Stress has becoming significantly with the result of dynamic social factors and changing needs of lifestyles. Stress is man’s adaptive reaction to an outward situation which would lead to physical, mental and behavioral changes. Brain cells create ideas, stress may kill brain cells. The truth is that not all stresses are destructive in nature. Appropriate amount of stress can actually trigger your passion for work, tap your latent abilities and even ignite inspirations.

### Eustress vs. Distress

Stress is not always a bad thing. Stress is simply the body’s response to changes that create taxing demands. There is a difference between Eustress, which is a term for positive stress, and distress, which refers to negative stress. In daily life, we often use the term “stress” to describe negative situations. This leads many people to believe that all stress is bad for you, which is not true.

### Eustress

Eustress, or positive stress, has the following characteristics:

- Motivates, focuses energy.
- Is short-term.
- Is perceived as within our coping abilities.
- Feels exciting.

- Improves performance.

## Distress

In contrast, Distress, or negative stress, has the following characteristics:

- Causes anxiety or concern.
- Can be short- or long-term.
- Is perceived as outside of our coping abilities.
- Feels unpleasant.
- Decreases performance.
- Can lead to mental and physical problems.

According to Ayurveda, our inability to deal with stress is due to an imbalance, or lack of coordination of the 3 main mental functions: Dhi (learning), Dhriti (retention) and Smriti (long-term memory), and a lack of Ojas energy in the body. At Ayurveda Yoga Villa, the Stress Management Program is aimed at relieving the stress accumulated over the years, and increasing the body's level of Ojas by achieving proper hormonal balance and reinforcing mental potency to better cope with stress in the future.

## II.OBJECTIVES OF THE PAPER:

- 1.To study the level of stress among employees working in various sectors.
- 2.To identify the causes of stress and its effects on people.
- 3.To identify the symptoms of stress.
- 4.To know about different types of stress and stress management techniques.

## III.RESEARCH METHODOLOGY

The paper is based on secondary data. Data has been collected from Internet, News Papers, Journals.

## IV.REVIEW OF LITERATURE

“Books are carriers of civilization. Without books, history is silent, literature in dumb, science crippled, thought and speculation at a standstill”.

### -Barbara W Tuchman

1) Kavitha in her research titled “Role of stress among woman employees forming majority workforce at IT sector in Chennai and Coimbatore” (2012), she has focuses on the organizational role stress for employees in the IT sector. She found her research that, woman face more stress than men in the organization and she viewed to be more specific married woman faces more stress than the unmarried woman.

2) P. S. Swaminathan & Rajkumar S. in their work on “Stress levels in organization and their Impact on Employees’ Behavior” (2013). They have conducted a study that focused on the levels of stress among age group, profession, different varieties of jobs, hours of work and influence of work environment on the degree of stress faced by employees. Stress in an employees’ individual nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2)Role of self distance 3) Role Stagnation.

3) Deepika Sharma & Dr. M. L Gupta (2012), in their work titled “Job Stress & Employee Burnout: An Overview”, have viewed new concept to Manage Stress and brings Distress in to Eustress i.e S- Strength (Physical & Mental), T- Traffic Control(Thought of Mind), R- Re-design (Life Style), E- Erase Anger, Fear & Ego, S- Sharing ( Knowledge, workload, experience & sorrow) and S-Surrender to the God. They concluded that, ‘without work all life goes rotten, but when work soulless, life stifles and dies’.

4) Tarika, Ruchika & Mounika (2015), in their research titled “Stress Management : Its Causes and effect “ have found that , employees feel stress because of imbalance of demand & resource [S=>R, S- Stress, P- Pressure & R- Resource]. The Stressor which impacts on employee are organizational, individual & Job Stressor. They concluded that, 60% of employees feel stress tension because of non – achievement of work target.

5) Dr. Sneha Mankikar (2014), in her research work titled “Stress management in Insurance Sector: A Veracity Check”, have found that, Men & Woman are react to stress in different ways in both physical & Mentally; gender impact on occupational Stress positively and remuneration of employees & occupational stress are highly correlated, She concluded that, responsibilities without stress will definitely improve work performance of employees.

## V.FINDINGS

In order to manage stress in the workplace, employers can provide stress managing programs such as therapy, communication programs, and a more flexible work schedule. Stress management refers to the wide spectrum of techniques and psychotherapies aimed at controlling a person's levels of stress, especially distress stress, usually for the purpose of improving everyday functioning.

In this context, the term 'stress' refers only to a stress with significant negative consequences, or distress in the terminology advocated by Hans Selye, rather than what he calls Eustress, a stress whose consequences are helpful or otherwise positive. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being. Despite stress often being thought of as a subjective experience, levels of stress are readily measurable, using various physiological tests, similar to those used in polygraphs.

Many practical stress management techniques are available, some for use by health professionals and others, for self-help, which may help an individual reduce their levels of stress, provide positive feelings of control over one's life and promote general well-being. Evaluating the effectiveness of various stress management techniques can be difficult, as limited research currently exists. Consequently, the amount and quality of evidence for the various techniques varies widely. Some are accepted as effective treatments for use in psychotherapy, while others with less evidence favoring them are considered alternative therapies. Many professional organizations exist to promote and provide training in conventional or alternative therapies. There are several models of stress management, each with distinctive explanations of mechanisms for controlling stress. Much more research is necessary to provide a better understanding of which mechanisms actually operate and are effective in practice.

## Stress at work Place

Stress in the workplace is a common factor throughout the world in every business segment. Managing that stress becomes important in order to keep up job performance as well as relationship with co-workers and employers. For some employees, changing the work environment relieves work stress. Making the environment less competitive between employees decreases some amounts of stress. However, each person is different and some people like the pressure to perform better. Salary can be a vital concern of employees. Salary can affect the way people work because they can aim for promotion and in result, a higher salary. This can lead to distress stress.

Cultural differences have also shown to have some major effects on stress coping problems. Employees working in India may deal with certain work situations differently from how a Western country employee would.

## i.Causes of Stress in Employment

### 1.Financial Problems

- » Lack of money
- » Debts
- » Credit Card Payments
- » Pending mortgage Installments
- » Rising costs of Education
- » Mounting Expenditure on Health Concerns

### 2.Work Place Stress

- » Worried about Promotion
- » Negative or Bullying behavior Bosses
- » Career goals
- » Office Politics
- » Change that is taking place in Organization
- » Under Stress because of Prospect of losing job

### 3.Personal Problems

- » Studies of Children
- » Attitude of Relatives
- » Arguments with spouse or children
- » Change of place due to requirements of your job
- » Illness of a family member

### 4.Health

- » Heart diseases, hypertension, Problems with eye sight and sugar afflict people becoming a major cause of life stress.

### 5.Irritants

- » Problems in commuting to workplace, balance of work and family life.
- » Visit to a doctor
- » In adequate sleep
- » No time to Relax
- » No time to discuss some nagging problems
- » Noise

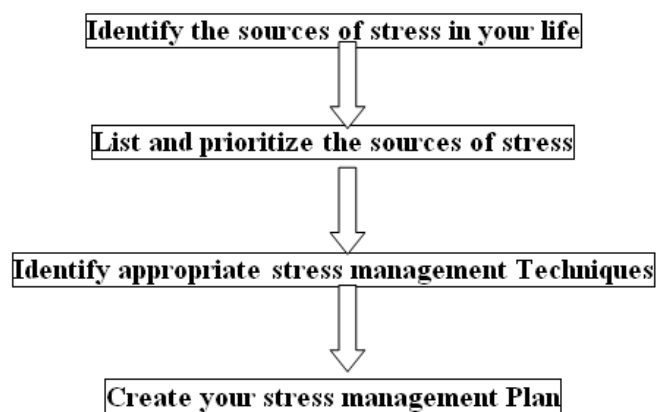
## ii.Symptoms of Stress

Stress may cause to have physiological, behavioral or even psychological effects. Physiological – Hormone release triggers your fight or flight response. These hormones help to either fight harder or run faster.

They increase heart rate, blood pressure and sweating. Stress has been tied to heart disease. Because of increase in heart rate and blood pressure, prolonged stress increases the tension that is put on the arteries. It also affects immune system which is why cold and flu illness usually show up during exams. Behavioral – It may cause to be jumpy, excitable, or even irritable. The effect of stress may cause some people to drink or smoke heavily, neglect exercise or proper nutrition, or overuse either television or computer. Psychological –the response to stress may decrease your ability to work or interact effectively with other people, and be less able to make good decisions. Stress has also been known to play a part in anxiety and depression.

### iii. Methods for identifying the causes of stress

#### The Stress Planning Process



### iv. Stress Management Strategies

1. Learn how to say “NO!” – Know your limits and do not compromise them. Taking on more than one can handle is not a good choice. It is ok if you don’t do every single activity that your club, fraternity, sorority or your friends are doing.
2. Attitude- it is human nature to want to freak out. Your mind is a powerful tool; use it in your favor. Thinking rationally can take you a long way.
3. Laugh – Do something that one can enjoy, take on a hobby, hang out with friends, and learn to balance life. If feeling upset, express your feelings. Don’t keep them to yourself because that will only add to stress.

4. Avoid alcohol and cigarettes- this is just a quick fix. Once the chemical leave your body, you are back to feeling stresses and you probably worse off that when you started.

5. Healthy eating – get the proper nutrition. Eat at least one hot- home cooked meal a day.

6. Exercise- Physical activities can help you in not only burning off calories, but burning off stress. Exercise helps release tension. Exercise for 30 minutes a day for at least 3 times per week.

7. Relaxing your mind and body – take deep breaths. Visualize success. Set some “alone time” where you do something you enjoy. Practice “mindfulness”, focusing your attention on the present moment.

8. Sleep- at least 7 hours of sleep are needed in order for your brain and body to function at optimum level. Avoid taking naps for more than 1 hour.

9. Healthy relationships- talks and hang out with friends. Find some you relate to and with whom you can share problems with.

10. Time Management- get planner, create a schedule, or even a to-do list. Map out what your quarter will look like. Once you have done that, do a schedule for each week. Then create a schedule for each day. Be specific, Mark-down your class meeting times, study time for a specific subject, mealtimes, fun activities and sleep.

11. Organization- learn how to organize your notes, keep track of your assignments and note important due dates or date of exams. Establish your priorities for the day.

12. Budget-create a budget for your monthly expenses. Distribute your money according to the bills you need to pay for the quarter (ie. Rent, tuition, groceries, personal items, house bills, petrol etc) Determine about how much money you will be able to spend “for fun”.

13. Spirituality- Spiritually is regarded as finding meaning in your life, the ability to connect with others.

14. Determine your learning style- find out whether you are visual, auditory or kinesthetic learner.



15. Slow Down- take a deep breath and know your limits. Take your time so that you can ensure a well done job.

16. Find a support system- whether it's your mom, sister, brother, friend or counselor, find someone you feel comfortable sharing your feelings with. Sometimes all we need is to vent off the frustration.

17. Make changes in your surroundings- if you find it difficult to study in your dorm try moving to a place where there is no loud music, and brighter lights.

18. Delegate responsibilities- when school or work becomes overwhelming, dividing up the work or responsibilities helps alleviate pressure and stress.

## VI.CONCLUSION:

Though we cannot see the stress as a permanent negative phenomenon and there is some positive stress too, but negative stress has a lot of effects on organization and its employees. Eustress generates positive energy in Employees to achieve their targets. But affected by distress managers, staff and clients will have the special psychological moods which may lead to actions directly in activities and productivity of organization. Therefore, stress management and its implication for more creativity and quicker cursor movement toward the organizational targets is one of the goals which have been recently developed in organizations. The organizations can prevent negative stress and its consequences by training managers and personnel effectively for better recognition and management of stress factors.

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