

Management of Stress at Work Place

Komal Kothari

Master of Human Resource Management
Mohanlal Sukhadiya University, Udaipur, India

Abstract:- Stress at work place is common in today's era, but a little stress is always good for the work place it helps one to work harder and achieve its work goals, but as the level of stress increase it starts causing negative impact on mental and physical health of an employee. Stress can be positive and negative; while the positive stress is good the negative stress is not. Mainly stress arises as a result of work burden, time barred task, hectic schedule, when there is more job demand on the employees as compared to the amount of ability of that person to meet those demands. Generally stress is denoted as a deviation from normal functioning of body and mind It should be borne in mind that since stress is multifaceted phenomenon there is no simple solution available for the same, therefore action must be taken to eliminate as many sources of stress one can, Work related stress is not only limited to the working area but it also impacts the personal space of an employee, this study aims on how an employee should dealt with the stress due to work pressure or any other reason at work place. This study also helps to know more about causes, symptoms and effects of stress. Many a times the change in working environment also leads to stress.

Generally Perceived Stress Scale (PSS) is used by many researchers to measure the level of stress. They conduct various survey and questionnaires to measure the same like, L. Harris Poll gathered information on 2,387 respondents in the U.S.

Keywords:- Stress Management, working environment, work burden, Employer, Employee.

I. INTRODUCTION

According to HANS SELYE "stress is the non specific response of the body to any demand for change"

According to psychlopedic dictionary "stress is the result produced when a structure, system or organism is acted upon by forces that disturb the equilibrium"

CAUSES OF WORK RELATED STRESS: There are various factors related to stress at work place some of them are mentioned below:

Heavy Work Load: When an employee is burdened with various tasks at one time, as a result of that he is not able to concentrate on any one work properly and ends up with lots of stress.

Conflicts between coworkers: Many a times personal problems between the peers can lead to non cooperative environment at work place which indirectly leads to stressed situation .

Workplace harassment: Exploitation by top level management regarding work or any issue may also result to stress.

Being unable to say no: Most often the employees are under pressure of job security and as a result of which they could not say no to their management or superiors as a result they are burdened with heavy work or work with which they are not familiar with.

Missing deadlines: Last minute rush at work place leads to mental stress as they are bounded to work within short span of time awarded to them.

Organizational changes: The best example for the same is frequent technological changes at work place, many employees find it hard to adopt these changes and they feel stressed .

Low salary: working at a same pay scale for longer span of time can cause mental stress.

Lack of motivation: When an employee is willing to work but is not motivated enough to do the same, he feels demotivated and stressed .

Boring Work: When an employee keeps on doing same work he might get bored of it and it result in stress .

Bad Management practices: Many a times due to wrong decision making of top level management also employees of that organization feel super stressed .

Working Environment: When the working environment of the organization is not healthy or not proper it may lead to stress at work place.

Insufficient skills for the work: When an employee is allotted a work with which he is not familiar with he may get stress due to same.

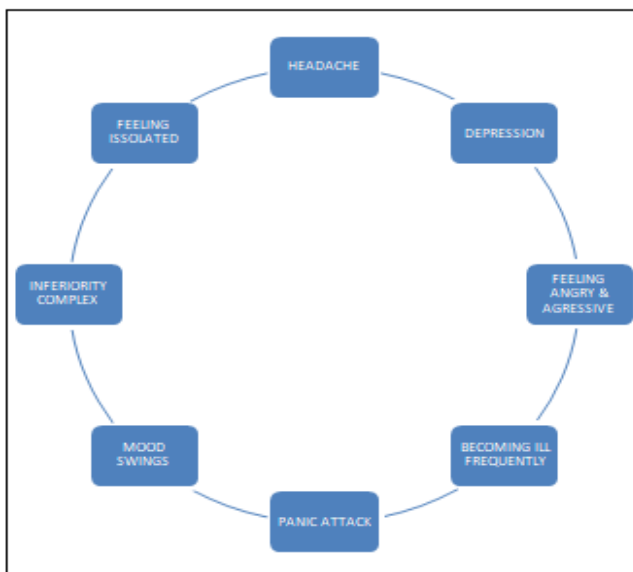
Discrimination: When there is discrimination among workers by the employer then it might create a situation of stress.

II. SYMPTOMS OF STRESS

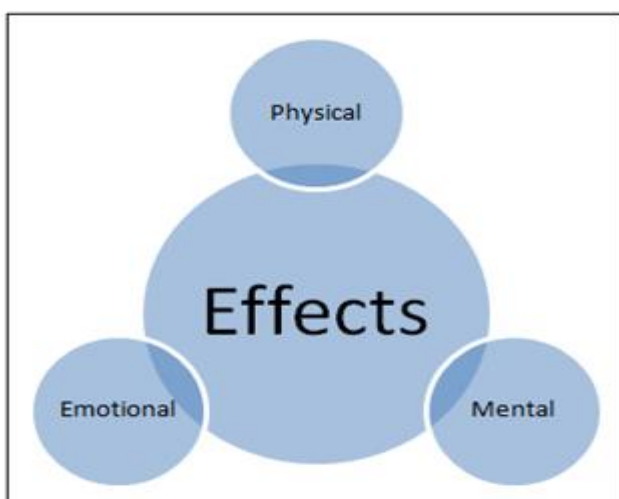
Although it is easy to point out the causes of stress at work place, removing the causes is a difficult task but by studying what stress is we can reduce the impact of the same and also point out what is its negative or positive impact. A the Level of stress can differ from organization to organization or employee to employee, it all depends on the situation and mental condition of the employee, In recent decades, researchers have studied the relationship between job stress and physical illness.

Many a times where one employee is comfortable with the working situation other may find it stressful to work with. But in the normal circumstances the symptoms of the stress are generally same some of the Examples include sleep disturbances, upset stomach and headache, as well as compromised relationships with family and friends.

Other symptoms include the following as provided below with help of an diagram:



EFFECTS OF STRESS: Stress can lead to below mentioned impacts on an individual:



➤ Physical:

- Sleep Disturbance or uneven sleep timings
- Increased Heartbeat all of a sudden
- Sweating in normal climate
- Mild to Severe Chest Pain
- High or Low Blood Pressure
- Cardiac Disease
- Fever
- Physical Injuries

➤ Emotional:

- Mood Swings frequently
- Feeling of Guilt at work place
- Aggressiveness towards work and others
- Situation of Depression
- Feeling of Isolation

➤ Mental:

- Poor time management
- Poor decision making
- Less productivity at work place
- Increase uses of food, cigarette, alcohol and drugs
- Loss of memory
- Lack of concentration

III. STRATEGIES TO COPE UP WITH WORK RELATED STRESS

The following practices suggested for coping with work related stress.

By Employees:

Prioritize: means to identify the activities which are important and need to be done on urgent basis, so that to reduce work load and manage the things properly.

Relaxation: Do the things what you want to do, not what others want you to do.

Diet: Eating healthy food required by to keep your body fit immune from various diseases.

Sleep and rest to promote better health and well being in people, good sleep pattern is very essential; it is the natural resting state in which body is not active.

Exercise and Yoga: It is proved that yoga and exercise can minimize the stress level and increase productivity, it encourages a good mood and increase mindfulness as it includes various breathing patterns and physical postures.

By Management:

Ergonomics (also known as human engineering) refers to designing and arranging things which people use so that to increase efficiency and safety levels.

Employee participation Involving Employees in various decision making, so that they participate with their ideas and suggestions and feel motivated.

Training and Development providing employees proper training, and arrange development programs to face various work related issues, and how to react in emergency situations using their knowledge and skills.

Grievance handling mechanism to solve various problems faced by employees at different situations related to work or work environment, or others.

IV. CONCLUSION

By maintaining a proper link between the employer and employee we can reduce the level of stress being faced by the employee in day to day working in an organization. Even though the stress cannot be removed completely but it's impact can be eliminated upto a great level by proper planning and execution

REFERENCES

- [1] CMA panigrahi journal of management research and analysis, 2016.
- [2] Mirjana Arandelovic, ivana llic, facta universitatis, 2006
- [3] L. Harris , Perceived Stress Scale
- [4] Smruti Rekha sahu, Global journal of management and business research, 2016
- [5] Ashok Panigrahi, Narsee Mojnsee Institute of management science, 2017