Stress Management: Factors And Coping Strategies

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Abstract:

Stress is an overwhelming element in the lives of all. During their jobs, everyone is subjected to stress, anger and anxiety as he/she is through the duties given to him/her. There is no stress-free job in the current world. Despite having two faces as eustress and distress, the most considered is negative stress. The negative effects of this tension mainly affect one’s wellbeing. The stress level within the person is a variable depending on the self-perceived individual and the way stress is treated. The effects of job stress were due to various factors irrespective of occupation. These factors appears to be common to all, but the impact is different for each individual. The main focus of this paper is on the factors that influence this tension in the work environment and the ways to overcome it.

Key Terms: Stress, Stress Management, Causes, Measures.

Introduction:

Stress is an inevitable human factor induced by frequently changing surroundings. It can create either positive feeling or negative feelings. It can help and force us to act; it can lead to new awareness. Negative influence can lead to feeling of suspicion, rejection, frustration and health issues including headaches, ulcers, high blood pressure and stroke. Stress can make things and destroy them, depending on how we respond. To make life interesting or more efficient, everyone needs a certain amount of stimulus. Yet, pressure is slightly different from stress. It can become stress if the pressure is intense or far too long. Stress can vary according to the individuals. If the pressure is moderate it will improve the performance of the employee. Yet overpressure decreases the efficiency and the performance.
Stress may have several effects on specific one. Stress results are produced at various levels: physiological, psychological and related to behaviour. The resources needed to tackle the various challenges can affect one’s health. Furthermore, the truth is that a stress level too high or too low affects our success in different activities. Recent records shows that stress can lead to heart problem, ulcerative problems and other issues. Although it is different to determine the role of stress plays for our well-being it becomes the case that stress triggers many diseases. On lower level of stress, it indicates that one is not concentrated and dedicated to working at our maximum capacity.

Review of Literature

According to Andrea senova and Maria Antosova (2013), Business related pressure is today a worldwide issue and dependent on insights, stress influences around one out of four specialists. Business related pressure has a long haul impact on human body. It isn’t just identified with administration position, yet in addition at any degree of business and consideration ought to be given for its disposal. This paper summons the intrigue society to address the issue of pressure, upgrade correspondence among representatives and friends and distinguish issue zones in work process.

According to Ashok Panigrahi (2017), he has centres around the reasons for pressure, estimation of stress, impacts of pressure and authoritative measures and individual measures to battle stress. He found that the pressure expands then it will be unsafe to body, mind and the behaviour.

According to Smruti Rekha Sahoo (2015), focuses on stress management at workplace. Stress is a mental disorder to changes, events and their lives both physically and mentally. This research is aimed at helping us understand the causes and effects of stress, both on the organisation as well as on the individual. Discussion also regarding various approaches to handle stress.

According to Soni Kushwala (), she has centres around the different systems of stress the executives, measures to decrease pressure and the mediations for stress. She found that become information pressure and deal with your time are the significant procedures of stress the board.

Objectives:

- To study about the stress level of employees.
- To identify the factors that causes stress to the employees.
• To identify the individual and organizational factors that causes stress.
• To study the coping strategies of stress.

Factors causing stress:

There are number of manners by which human effectiveness is diminished, one reason is pressure. The elements are as per the following.

Workload:

Indications, for example migraines, stomach objections and trouble in resting are bought about by work. Over – burden and it can prompt physical and enthusiastic burst – out. It happens when they become unbendable and when they imagine that they are having an issue genuinely. At whatever point individuals have work over – burden, they give indications like over languid, they become sick, not keen on anything as a result scholarly gauge will endure.

Work underload:

Work under burden is something contrary to burnout to a degree. A dull, constant, not profiting work without any outcomes can rapidly prompt fatigue and prompts left unchecked, lack of concern sets in and profitability eases back. These sorts of occupations can turn out to be exceptionally unpleasant in light of the fact that it is extremely unlikely other than continue doing.

Fear:

Individuals with the dead of occupation misfortune at the unforeseen occasions may end up turning up sooner than expected for work, taking shorter breaks, they may even remain longer and chipping in for additional work. It is a method for demonstrating devotion and increment their profile with goal that they may not lose the job. It seen that they may decline to take a vacation day even at crisis times.

Psychological problems:

It has been obvious that physical well beings is affected by pressure and that has therapeutic ramifications. Stress can even reason mental issues. Work or assignment have association with
mental issues the response of which are changes of demeanor, sentiments of vulnerability, outrage, nervous, tension and weariness. The effect of the worry by the people by showing forceful acts, for example, relational response, and complaints.

**Character Issues:**

Conduct issue is joint with pressure and it is reflected through indulging or undereating, drinking and expanded smoking, weariness and medications misuse which happens as a result of the uncontrolled practices. On the off chance that any individual is focused on, they will uncover an example of forceful conduct which is common in everybody. Any person who pick evasion conduct may stay away from upsetting circumstances in this manner they become detached and so forth.

**Unrealistic deadlines:**

Unreasonable cut off times makes more pressure and as result deficient assignments are accumulated regularly. This circumstances happens when the gathering chief doesn’t have any thought how to do it, how to arrange the course of events for specific activity assignment and disappointed of a specific errand are the significant issue looked here.

**Time pressure:**

Time pressure at the work environment is unavoidable as a result of the request is of the advanced workplace. The nearness of weight is consistently and it is adequate by an individual, may even keep laborers alert, inspired, ready to work and pick up, contingent upon the accessible assets and individual practices. Subsequently, when that weight becomes outrageous it prompts pressure known as time pressure.

**Working hours:**

In a domain where cutting back and rebuilding, numerous associations have expanded that quantity of working hours, despite the fact that specific occupations needs long working hours it influences, the advancement of the representatives. The basic stressors, move work are one of them,
that causing mental productivity and numerous wellbeing issues. There is chance which is seen in the mid of the night move as a result of most minimal conceivable readiness among the laborers during this period. There are both lucky or disastrous in the adaptable working hours.

**Aggressive Management style:**

Individuals who think they are confident are very. Non-self-assuredness is typically well mannered, to state they are reductant to go to bat for one’s own needs. One have to comprehend the distinction among decisiveness and forcefulness in light of the fact that the time they believe that they are something as a general rule they are not all that and when they make a move to get their requirements met, they don’t go over the edge and step on every other person.

**Workplace bullying:**

It is one of the troublesome zones where individuals at work environment harassing incorporate inconsiderateness, tattling, giving in comprehensible cut off times, ageist or misogynist remarks and the sky is the limit from there. There are blended of feeling in a situation when we are well mannered, we attempt to be useful, and we attempt to give back.

**How to combat stress?**

There are numerous compelling ways which help a person to battle pressure and carry on with a cheerful and solid life.

**Individual measures to combat stress:**

- **Get more sleep** – Get more rest which gives legitimate rest to body and helps battle the impacts of pressure.
- **Enter in physical activities** – Physical exercise support the psyche and body and help to recover the certainty which is lost because of stress.
- **Relaxation techniques** – It incorporates expression, dance, music help individuals to get progressively innovative and calms the pressure.
- **Conversing with a close one** – Talking to a nearby one assists with alleviating pressure and gives comfort.
• **Time management** – It permits productivity utilization of time. What’s more, which encourages people to arrange his/her exercises. Furthermore, which assists with keeping up day by day course of exercise and it reduces stress.

• **Take satisfactory rest** – If you are sick taking sufficient rest assists individuals with recuperating from the images of pressure and assists with improving the state of mind.

• **Keep away from propensities** – For example, smoking, liquor etc., these items cause reliance and further prompt worry by need of persistent utilization of these items.

• **Confronting the reason** – Confronting the reason for pressure is one of the significant answers for lessen the pressure. At the point when you face the stressors, the explanation of stress is no more and the individual is liberated from pressure.

### Organisational Measures to combat stress:

• **Reducing long working hours** – Associations should see that long working, long stretches of representative ought to be diminished and appropriate time the executives methods are instructed to them.

• **Teaching employees to do work – life balance** - Required trainings ought to be given to representatives to keep up the work life balance.

• **Use of Technology** – The association should utilize the accessible innovation and give particular instructional classes on any theme required for work headway.

• **Communication** – The associations ought to energize correspondence and consistently requests criticism, where the HR chief ought to in every case legitimately available to any worker to tune in to.

• **Security Fears** – The associations should take endeavours in causing representatives and individuals to feel safe by applying laws for security checks, checking identities of guests to the firm and not permitting unapproved individuals to enter.

• **Introduction Retirement plans** – Applying standardized savings framework and benefits reserves, which is an incredible protection and help for representatives all together not to stress over their retirement any more.
• **Job stability and fear of downsizing** – The financial emergence is intricate lamentably, cut backs and scaling down are constrained on numerous associations, and there is nothing that administration can do inside to stop this issue.

• **Workplace Diversity** – The organisation should contract a wide range of encounters from all ages, sexual orientations and from all degrees of instructions.

**Conclusion:**

Presently we can presume that pressure is a significant factor for the representatives in anyone association. Worry inside explicit limit assists with accomplishing vital targets. Yet, stress surpasses a specific utmost then it shows its unsafe consequences for the body, psyche and conduct. Presently the approaches to adapt to the pressure incorporate satisfactory rest, sports, conversing with a nearby one, unwinding propensities and stopping of addictive items. These all must be utilized to get help from pressure. Work environment stress assumes a huge job in physiological and mental prosperity of representatives. It additionally influences the profitability and execution of organisation. These basic yet helpful advances can clear the way for improved effectiveness of workers and expanded efficiency of organisation.

**References:**

