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The Employee Motivation and Stress Management

Mrs. P. R. Kousalya — ASSISTANT PROFESSOR DEPT.OF CORPORATE SECRETARYSHIP, Dr.N.G.P. ARTS AND SCIENCE COLLEGE, COIMBATORE – 48.

Ms. D. Revathi — M.PHIL RESEARCH SCHOLAR, DEPT.OF CORPORATE SECRETARYSHIP, Dr.N.G.P. ARTS AND SCIENCE COLLEGE, COIMBATORE – 48.

ABSTRACT

Motivation in general terms is the process leaders use to get their employees to deliver high producing results. Many leaders think they understand how to create motivation in the workplace. The problem here is that many of us think we have an idea of how it works. But actually we just don't have a strong enough understanding. Stress management is a useful skill. To many job responsibilities might keep you busy. The result is that stress management is often overlooked or ignored as a solution to business problems. Whatever reason you have for not using stress management techniques is a big mistake. Stress in life today is widespread and has no boundaries. We all deal with stress daily, at work and at home. Stress comes in all forms and can affect emotions and physical abilities

KEYWORDS: Employee, Motivation and Stress.

INTRODUCTION:

Employee motivation ideas can range from simple to extravagant. Many of these employee motivation tips show you how to increase employee motivation in the workplace. But where do you actually start the process of motivating. There are basically two ways to look at motivating in the workplace. One way is developing short term motivation. This type is essential a quick boost to morale. The second way is to build long lasting motivation. Building sustainable employee motivation takes quite a while and is a constant work in progress.

It's for this reason alone that leaders and organizations alike choose to opt for the quick boost of morale approach. This is not to say that gift cards and recognition awards simply don't work. The truth being is that they are quite effective. Employees are the heart and soul of every organization. They provide you with the tools to build and drive your business. Without them you have nothing. This is the answer to the question why is employee motivation important? And yet, it still surprises me to see how many companies still choose against trying to build long lasting employee motivation.

Stress management refers to a wide spectrum of techniques and psychotherapies aimed at controlling a person's levels of stress, especially chronic 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 stress, a stress whose consequences are helpful or otherwise positive.

Stress produces numerous symptoms which vary according to persons, situations, and severity. 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 practitioners and others for self-help, which may help an individual to reduce stress, provide positive feelings of being in control of one's life and promote general well-being.

EMPLOYEE MOTIVATION TECHNIQUES:

Employee motivation techniques are a great way to create excitement. Techniques can be cutting edge creative and new. Or you may just want to use techniques with a proven track record. Many leaders would like their employees to be willing to run through a wall for them. They would like to have employees who would be willing to do anything we ask. At the same time being highly productive and efficient. Now wake up from that dream! And have a cup of reality. The reality of it all is that hopefully you're lucky to have a one or two employees that are like that. So here lays your problem of creating employee motivation in the workplace.

1. BUSINESS PROMOTION:

Many companies today do not use this employee motivation technique due to budget restrictions. This technique can create positive feedback both inside and outside the workplace. Give your employees small things like pencils, pens, or even coffee mugs. All with your company's logo on the them. You may even choose to do polo shirts, hats and jackets. With many great graphic software options your employees and company will standout.

2. SURVEYS:

Surveys are used widely today by almost every company. Surveys are designed to provide feedback about any topic. Companies than use the feedback to discover problems and solutions. They may even shed light on possible new opportunities that were previously overlooked.

DETERMINATION OF BARRIERS:

Employee motivation techniques like surveys can be used in the determination of whether any barriers exist. Barriers can take the form of ethical issues and problems with co-workers just to name a few. It's critical to identify these existing roadblocks and eliminate them for an easier motivating process. I has personally used this technique with a prior company. The survey here asked employees 10 questions about their management teams. They grade each manager on a scale of one to five. One being never and five being always. The areas of questioned covered topics like favoritism, respect, work ethic, following of policy, etc.

3. UNDERSTANDING EMPLOYEES:

Here is another employee motivation technique that is quite effective. Spending a little time with each of your employees will go a long way. Don't just talk about work; try to find out what they like to do outside of work. These will be things you can talk about form time to time. Your employees will come to the conclusion that you actually care about them. Leaders will also learn what makes each employee tick. These facts will help them run their business more effectively. The most important point here is that they will not feel just like a number.

4. ENJOYABLE WORK ENVIRONMENT:

This may be one of the most important techniques. Having a pleasant workplace environment will help in motivating employees and increase performance. Having fun is also a great way to manage Stress. Here is some great team building ideas to try. Put together an impromptu waffle ball tournament. Run this event during lunch breaks for example. If you really want turn some heads. Get your management team together and wash some cars.

5. POSITIVE REINFORCEMENT:
When it comes to human nature we all like to be appreciated. And in business this is no different. This employee motivation technique can be used daily and will be effective. In the past leaders have used fear tactics or other bad management practices. These ways just create a negative atmosphere. In today's world there are so many negative things going on. So it is no surprise that it affects the workplace. As leaders we need to make a commitment to appreciating our employees. Don't just say "good job", go out of your way by buying coffee and donuts or lunch.

6. BUILD TRUST AND RESPECT:
Building trust and respect is hard enough in life. In business it is just as tough if not harder. Workplace motivation will be nonexistent if there is not some level of trust and respect. There is no quick way to build trust and respect. It has to be built over time. We need to know if we can count on our employees. One way to start building trust is to give employees special projects with deadlines that are important. In order for leaders to earn respect they need to treat others with respect. Coworkers will be judged. This will be the basis for someone to decide whether or not to respect you.

REASONS WHY TO USE STRESS MANAGEMENT IN THE WORKPLACE:

1: IMPROVES YOUR ABILITY TO MOTIVATE EMPLOYEES:
The effects of stress on morale and workplace culture can be devastating. Employees can become unfocused, distant, distraught and even short fused. Teamwork may also breakdown. Stressed employees are unmotivated and will make it difficult to set employee motivation strategies in motion. Keep in mind that motivation in the workplace is a powerful technique to build teamwork and sustain employee morale. Read more on motivating employees in this article that will help you to build and maintain an efficient productive staff. There is simply nothing else out there that can kill morale more than stress.

2: LESSEN OPPORTUNITY FOR DECREASES IN PRODUCTIVITY:
Managing stress at work will keep productivity levels at acceptable levels. With stress levels under control, there will be less of chance of a decrease in productivity. Keep in mind that there are other factors beyond stress that can damage productivity. Some examples of these factors are ethics, lack of communication, performance and poor time management skills. Managing stress will improve your chances of achieving sustainable productivity levels.

3: IMPROVES YOUR ABILITY TO LEAD:
As a leader, stress management in the workplace could be your best friend. When times are stressed, many employees will look to you for guidance and direction. Some may seek help from you by talking one on one. It will all though depend on the source of the stressor. If you happen to be the stress, then there is bad weather in the forecast. Remember good leaders have the trust and respect of their employees. By properly handling stress and indentifying stressful issues correctly you will be able to lead in the tough times.

4: ALLOWS THE MEETING OF DEADLINES:
Many times employees become distracted and call out more often when stress arises. Depending on the source of the stressor. Some employees might start not caring and just go through the motions. The result here is the lack of productivity and the missing of deadlines .Keeping a lookout for stressors before they become an issue, should help your business run smoothly. But remember stress alone is not the only factor that affects productivity.

5: DECREASES CHANCES OF UNETHICAL ISSUES:
Unethical issues often rear its ugly head in times of high stress. There have been times when unethical practices are used for shortcut purposes. Usually the outcome here is more stress than before. The blame game starts with he said she said or figure pointing. The next thing that will happen will involve human resources and its is investigation. Stress management in the workplace can be solution to ethical issues. Many ethics courses have discussed that stress plays a vital role in ethical issues. You may never be able to stop the employee whom chooses to be unethical for reasons that are not stress related. But you can provide ethics and stress seminars to limit the chances of unethical practices.

6: STRENGTHENS COMMUNICATION PROCESS:
When stress levels are high, there is a corresponding strong negative effect on communication. The negative actions are less communicating about the job between individuals. Instead employees will talk to others about company issues or problems with particular managers. Attitudes also tend to shift towards angry, bitter and judgmental. The process of communication in the workplace is a key element to business success. When the process fails, it can create a chain reaction. Managers that are strong in handling work-related stress usually can identify a problem and resolve it. This in short strengthens the communication process.

CONCLUSION:
Employees are the heart and soul of every organization. They provide you with the tools to build and drive your business. Without them you have nothing. This is the answer to the question why is employee motivation important? And yet, it still surprises me to see how many companies still choose against trying to build long lasting employee motivation. Deciding which employee motivation ideas to take on vary from company to company. This is part of the reason why motivating employees is challenging and a constant work in progress. The overall goal should be to develop a positive workplace environment with the constant focus on motivating and retaining employees.

In the workplace, stress can cause all kinds of business issues and concerns. These issues and concerns left unaddressed will ultimately hurt morale and profits. One simple solution to managing stress is to understand what stress management is and how to handle workplace stress. The process of stress management is named as one of the keys to a happy and successful life in modern society.

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