



STRESS AT WORK PLACE – ANALYSIS AND MANAGEMENT

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KEYWORDS :

Stress is defined in terms of its physical and physiological effects on a person, and can be mental, physical or emotional strain. Stress has a great role to play on our health and our lives. Both mental and physical problems are mutually related.

Physical effects of stress:

Various body systems are affected by stress. According to the systems, Cardiovascular system: high cholesterol, high blood pressure, increased risk of heart attacks and stroke.

Skin: hair loss, dull/brittle hairs, dry skin, acne

Skeletal system: inflammation, aches and pains.

Gastrointestinal system: gastritis, nutrient mal-absorption, constipation, indigestion, bloating, diarrhea, pain and discomfort.

Reproductive system: decreased hormone production, decrease in libido, menstrual irregularities.

Immune system: lowered immune defenses, increased risk to acquire illness.

Mental effects of stress:

Stress increases the hormone cortisol and affects many brain functions and increase risk of many mood disorders and other mental issues.

Stress creates free radicals that kill the brain cells.

It leads to forgetfulness and makes you emotional, increases fear and anxiety.

It can lead to depression, increase risk of Alzheimer and dementia.

Analysis of stress and stress management in a company in India.

Stress in the workplace occurs when the employees try to cope with the duties, responsibilities and other forms of pressure associated with their jobs but encounter difficulties, anxiety and worry in trying to manage them.

Primary data was collected by surveys using self administered online questionnaires. Secondary data such as books, academic journals, online resources etc was also used.

Aim of the research: 1) To analyze the cause of stress and its impact on productivity and absenteeism among the employees. 2) To analyze stress reduction/management techniques being used in the company.

Results:

The principal stressors present among the employees can be categorized as – a) factors intrinsic to the job (time pressures). b) Organizational structure and climate (attitude of boss/management). c) Unclear roles.

Stress management:

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's stress.

We should first look on the environment from where the stress has

started. The companies should provide rest rooms, a healthy canteen, meditation and yoga room and various other facilities to combat stress. The higher authorities should provide a friendly atmosphere to work in.

Then we need to interpret the stressors. We need to find the various causes of stress such as the time bounded to complete a particular work, the competition among the coworkers, the challenges, threats and harm/loss that could be faced by the employee if he won't be able to do the job properly.

Then we analyze the available resources that can be used to make the environment peaceful. At last, coping with the stress, either by changing the situation itself or by changing the reaction towards the situation.

Techniques like meditation, yoga, music, reading novels, prayer, spending time in nature and various other stress busters can be tried. Time management, job analysis should be carried out on an interval basis to handle priorities effectively. Multitasking should be avoided.

While undergoing through the stressful events, one can use cognitive re-structuring, thought awareness, rational and positive thinking.

Conclusion:

Stress is a reality that needs to be addressed by both the organization and the individual to create and maintain a healthier, productive staff and peaceful working environment.

Stress nowadays is likely to increase as international competition increases as a result of globalization. Globalization of the economy presents a new challenge in understanding and preventing stress in the workplace.

Some MNCs have started to develop a stress-free environment at the workplace by providing facilities like rest place, healthy canteens, flexible work schedule, employee assistance programs etc.