



Stress Management And Counseling For Corporate Executives

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ABSTRACT

The stresses relating to job have become predominant feature of modern life. From the organizational point of view, the management might consider improved personnel selection and job placement, realistic goal setting, improved organizational communication, etc.

In the present research, it was seen that the researcher put forth the problem to study the stress management for corporate executives in an organization in Tuticorin, Tamilnadu. It was seen that 81% of the 30 executives were suffering from stress. The researcher then gathered together the stressed executives and gave them a talk on stress management. She also asked them to introduce a few stress management programmes in the office in each level. It can be seen that the total level of stress of the executives have come down by almost 31%. Before the stress management programme it was 81.25% and after the stress management programme it became 50%.

Key word : Stress, Counseling and Stress Management

Introduction

"Stress is an inevitable part of anyone's life having clear goals and ideas. So don't look at it as your enemy."

----- Swami Atmananda

The nature of work is changing at whirlwind speed. Perhaps now more than ever before, job stress poses a threat to the health of workers and, in turn, to the health organizations. This is the reason that systematic studies in organisational setting have increased dramatically over the past one-decade. Job stress can be defined as, "the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker." Job stress can lead to poor health and even injury.

Early warning signs of Job Stress

- Cardiovascular Disease
- Musculoskeletal Disorders
- Psychological Disorders
- Workplace injury
- Suicide, Cancer, Ulcers and Impaired Immune Function

Stress Management

"Unless the individual takes an active part in the process of stress prevention and coping institutions a government policy changes will be of little use"

----- Cooper (1981)

Stress Management is the ability to maintain control when situations, people, and events make excessive demands. Stress management refers to the effort to control and reduce the tension that occurs with a situation that is considered

difficult or unmanageable.

An Individual Stress Management Programme

An individual with stress should adopt the following stress management programme

- Positive thinking
- Refocus the negative to be positive.
- Talk positively to yourself
- Make an effort to stop negative thoughts.

How to Change the Organization to Prevent Job Stress?

- Ensure that the workload is in line with workers' capabilities and resources.
- Design jobs to provide meaning, stimulation, and opportunities for workers to use their skills.
- Give workers opportunities to participate in decisions and actions affecting their jobs.
- Improve communications-reduce uncertainty about career development and future employment prospects.
- Provide opportunities for social interaction among workers.

The following are the most sorted out techniques used for Stress Management: -

- Time management as a stress management tool.
 - (A) Diaries, personal and electronic organisers.
 - (B) Post it notes
 - (C) Filing systems
- Exercise as a stress management tool
- Laughter as a stress management tool.
- Managing stress by meditation.

Stress tolerance can be developed through the use of stress management techniques and learning to look at difficulties in terms of challenges and opportunities.

Thus this study was conducted to understand the causes of stress and the use of management of stress to work efficiently and increase productivity at workplace. It is vital that everyone works together to tackle the challenges that stress raises.

Aim

The significance of stress management is to increase the efficiency among the executives so that the level of production increases in the company. Dr. Baum writes that stress management requires education. Managing stress is a way of life. One can get a hand on stress when one makes use of one's mind and body. Stress management is an integral part of team building, which is a worthwhile goal. This study aims at creating awareness between the managers and executives that after stress management the level of stress decreases. Bringing workers or workers and managers together in a committee or problem-solving group may be an especially useful approach for developing a stress prevention programme.

Objective

The objective of the research is:

To find out if there would be a significant difference in the stress level before the stress management programme and after the stress management programme.

Hypothesis

The main hypothesis was

There will be a significant difference in the stress level among the executives before the stress management programme and after the stress management programme.

Method

By the cross Sectional Survey, 30 executives were selected from the organisation in Tuticorin. The investigator gave a talk on stress and then distributed the first questionnaire. After finding out the level of stress of the executives, the researcher then conducted a stress management programme. The researcher gave a booklet on stress management that was prepared by her. After a month, she re-gave the questionnaire and found marked differences in the scoring of the first in comparison to the second time.

Results And Discussion

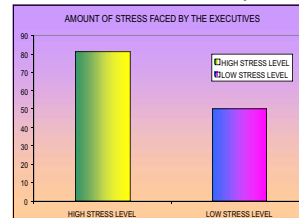
From the test report, it can be seen that the difference between stress before and Stress after is statistically significant, i.e. the calculated value of t (0.0001) is less than the critical value (0.005). Thus we can say that the hypothesis i.e., "There will be a significance difference in the stress level among the executives before the stress management programme group and after the stress management programme," is accepted. We can therefore conclude that for these executives the stress management programme did reduce the level of stress.

It was seen that 81% of the 30 executives were suffering from stress before the stress management programme. This can be clearly understood by graph No: 1, which shows the amount of stress, faced by executives. This disparity of level of stress could be because differences in individual characteristics such as personality and coping style are most important in predicting whether certain job conditions will result in other words, what is stressful for one person may not be a problem for someone else. But scientific evidence suggests that certain working conditions are stressful to most. The researcher then gathered information as to why they were more stressed out.

This was because of many reasons. They all felt that the working conditions were good. But at times they felt that their assignments were of monotonous nature. Some of them felt that they were rarely rewarded for their hard labour and efficient performance. It was found that some of them were given more responsibilities. Some of the executives were not heeded to when they were giving their ideas. They

also had excessive workload. They felt that they had to hurriedly dispose of their work owing to excessive workload. Some of them found that their role and responsibilities were not clearly defined. It was also seen that for some of them there was interdependence between their task and those above and below them. Because of this interdependence their level of stress increased. The demands placed by the senior also created a lot of pressure for the middle category. This caused them to suffer stress. They felt that the seniors created a culture characterized by tension, fear and anxiety. The lack of downward and upward communication between them caused this high percentage of stress.

Graph 1: The Level Of Stress Faced By The Executives



From the graph No: 2 it can be seen that the total level of stress of the executives have come down by almost 31%. Before the stress management programme it was 81.25% and after the stress management programme it became 50%.

The researcher found that to a certain extent the level of stress of these executives had come down. 16 of the executives had come to the minimum of stress level. This showed that the stress management programme did make a difference in their scoring. Some of them used the techniques in their personnel life. The 16 executives stress level had come down to normal. They did practice meditation, which brought down the level of stress in the office. Some of them went for morning walks in the morning to ease the tension of their work.

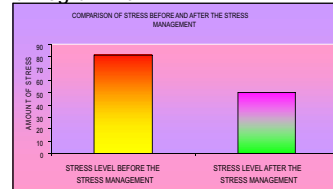
They had all implemented some of the stress-training programme like exercising, meditation & prayer. Some of them had been doing meditation for a long time. Thus the increase in meditation and the introduction of exercising had helped them to reduce the level of stress.

It was found that the executives who had a high stress level had now come down. He did try to communicate with the people who worked for him and executives whom he worked for. He soon found that he could share his work with his executives. This led to less workload for him and he had more time for himself and family. He found that he was less angry and could concentrate on his work better. He was also doing some minor physical fitness programmes like walking in the morning for at least 45 minutes. This helped him to have a positive attitude towards his work.

Table 1 : Comparison Of Stress Before The Stress Management Programme And After The Stress Management Programme

Stress Level Before The Stress Management	Stress Level After The Stress Management	T-Value
81.25	50	0.0001**

Graph 2: Comparison Of Stress Before And After The Stress Management Programme



Thus preventing stress in the company is one of the biggest investments the employers can make.

“By empowering individuals to better manage their stress and relax, this will ensure a healthier and more productive workforce.”

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