



## Management of Stress – Issues And Implications

### KEYWORDS

Stress, Burn out, Life changing units.

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**ABSTRACT** *Today stress has become very severe. It affects individual's personal as well as office life. Due to heavy stress, many people all over the world are committing suicides. Many people are becoming insane due to high stress. Divorce rate has increased due to heavy organizational stress. The purpose of this research paper is to study issues and implications of stress on employees in an organization*

### LITERATURE REVIEW :

Many definitions say that stress is caused by a stimulus that can either be physical or physiological and that individuals respond to stimulus in some way, stress is a person's response to a stimulus that places excessive psychological or physical demands on him or her.

A Positive stress is called Eustress for example enthusiasm about getting married. On the opposite is distress which means bad stress like getting divorce.

### The stress process

Dr. Selye has made tremendous contribution to theory of stress by advancing concept of general adaptation syndrome (GAS). According to this theory all of us have some tolerance level towards stress. Some can tolerate high stresses and some low stress. The GAS begins when a person is faced with a stimulus that causes stress. He feels a signal of stress called "ALARM". He thinks and questions himself if he can face the stress or not. He faces do or die situation.

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If he is unable to face the situation he may give up for example resign from a Job. On the other hand if he is able to fight he pulls up his strength and fights.

Research indicates that there are two types of individuals type A and type B.

Type A are extremely competitive, very much devoted to work and meet deadlines very promptly and have a strong desire to win. Type -B are relaxed, less devoted to work and have less sense of urgency. Type -A people lead extremely stressful lives and are more likely to get heart attacks and paralysis.

Task demands are also a reason of stress. The task demands of various professionals were measured on a 0-200 point scale. It was found that American president's task was most stressful (176 points) followed by fire fighter (110 points).

Doctor's job carried 99 points whereas librarian job carried (21 points).

When a worker or professional is required to do more work than required (for example working extra hours) overload of work is extremely stressful. Some people have to work

weekends or holidays. They may face stress or distaste toward work.

Work environment also causes stress, extremely high temperatures, harmful gasses bad smell, high noise levels also cause severe stress.

Some organizations expect a worker to do many variety of jobs. Sometimes enough clarity is not given regarding the method to do execute a work. Sometimes the boss may act as a Dictator. Dictatorship style of leadership has been the cause of heavy stress. In this style a worker is faced with a condition of "DO or DIE". This causes heavy stress.

Life stressors or Life change also cause stress. Thomas Holmes and Richard Rohe have made popular the term life stressors. According to them certain incidents cause extreme stress. Measured on a 100 points scale .Death of spouse causes heaviest stress (100 points) followed by divorce (73 points). Death of a relative causes 63 points of stress, while trouble with boss causes 29 points. Least stress is vacation carrying 10 points.

Certain consequences of stress are discussed below. Smoking levels and Drinking levels increase. Mental disturbances occur due to stress. Sometimes people become mad. Heart attacks and paralysis rates also increase due to severe stress.

Withdrawal symptoms are quite common among stressful people. They indulge in absenteeism and sometimes resign from Jobs, Sometimes, under extreme stress workers perform very

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poorly and fail to reach desired performance levels. Some-time workers feel dissatisfied with their work. This is called Burnout.

Some techniques of coping with stress are discussed below. Regular exercise reduces tension and stress levels. Relaxation and Yoga also help to reduce stress. Yoga is an Indian technique of closing Eyes and meditating for 20 minutes and can cause tremendous relief. Planning day to day activities properly can also reduce stress.

### Research methodology

The data was collected from primary and secondary sources.

**Primary data:-**

The primary data was collected through interviews with employees and public. Focus was kept on factors increasing stress level among employees. It was examined as to how the employees were affected with tensions, in personal and professional life. The hurdles and obstacles faced by public and employees in their professional life as well as its impact on personal life were examined

**Secondary data:-**

The secondary data was collected from standard journals, web sites, books and from publications of other researchers. Interactions with expert professors also provided valuable information.

**Observations**

It was found that workers were suffering from heavy stress due to high work pressure. Non – supportive and non – congenial work environment also caused heavy stress among employees. Failure to meet deadlines also caused heavy stress. Workers were not getting any support from their co-workers or from their superiors. Salaries of workers were also not at par with their peers in other companies

**Recommendations**

It is suggested that the organization should play an active part in reducing stress levels among workers. The organization should incorporate some welfare measure like increasing salary, providing extra bonus etc., 5 – days work week may also be introduced with 2-holidays on Saturday and Sunday. Sometimes counseling with psychologists may be arranged to reduce stress levels. Games sports and cultural activities may be conducted. Superiors should act as

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mentors to subordinates in reducing their stress levels. Support from superiors in professional life also needs attention.

**Conclusion**

As per our observation there is heavy stress among employees in current era, work rules are stringent and workers are not able to meet deadlines promptly. So companies should play an active role in reducing stress levels of workers. Overtime payments should be given for extra work, salaries of employees should be as per industry norms. Recreational activities should be conducted and counseling with physiologists should be conducted.

**References:-**

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- 2) Organization Behavior: P. Subba Rao