

JOB STRESS AND ITS MANAGEMENT

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Introduction :

Stress is the anticipated and unavoidable element of life due to ever-increasing complexities and competitiveness in living standards. In the fast changing world of today no individual is free from stress nor any profession is stress- free.

Everyone experiences stress. Whether it within the family, business organization, study, work or any other social or economic activity. In modern times, stress in general and job stress in particular has become a part of life.

It affects not only our physical health but mental wellbeing too. The level of individual stress is an important indicator of employee job satisfaction and motivation at work. A proper focuses on stress management has become a requirement for long term stability growth and success both for the individuals as well as for the organizations.

This paper discusses "Job Stress and its Management".

Objective :

- To explore the possibilities of managing stress.
- To improve awareness about stress.
- To understand the various problem of workplace.

Meaning of Stress :

Stress is a state of tension that is created when a person responds to the demands and pressures that come from work family and other external sources, as well as those that are internally generated from self imposed demands, obligations and self-criticism. Stress can be either positive or negative. A certain amount of stress is required to stimulate us to perform simple day to day task.

Sources of Stress

Environmental Stress

Environmental stress is not only caused by the factors of job, but is also influenced by the environmental or extra organizational factors.

Any change in career life of an individual puts him in disequilibrium state of affairs and he is required to bring equilibrium.

Individual

Personality type/characteristics such as authoritarianism, rigidity, sociability, impulsiveness are particularly relevant to individual stress.

Organizational

This type of stress has been considered as one of the major factors in work environment. Work which requires a lot of manual dexterity have a greater chance of inducing stress in the workers.

Aspect of stress

Major potential stressors identified to measure personal development stressors in the organization are over promotion, under promotion, role stagnation, job security, combination, success and gender discrimination. The climate that exists in the organization can be potential source of stress.

Stress has two faces. A certain amount of stress is necessary to achieve success but undue stress causes distress.

Impact of Stress

Psychological Stress

It disturbs the equilibrium of the body. It effects physically, economically and mentally.

Physical Stress :

High blood pressure, digestive problems, ulcers, palpitation, chest pain, skin disorder, muscle tension, headache, loss of appetite, restlessness, gynecological disorders.

Behavioral Stress :

Eating disorders, loneliness, sleeplessness, absenteeism, increased smoking and drug abuse.

Workplace Stress - A Global disease.

Job related stress tends to decrease general job satisfaction. A high level of occupational stress, not only detrimentally influences the quality, productivity and creativity of the employees but also influences the employees health, well-being and morale stress can be either temporary or long-term, mild or severe, depending mostly on how long it continues, how powerful they are and how strong the employees recovery powers are. Specific stress experienced by people, often depends on the nature and demands of the setting in which people live.

Stress disturbs the equilibrium of the body. It affects physically, emotionally and mentally. When individuals experience stress or face demanding situation, they adopt ways of dealing with it, as they cannot remain in a continued state of tension.

Job related courses of stress :

- Work overload and time deadlines.
- Overload and underload.
- Responsibility for others.
- Insecure job climate.
- Management practices.
- Job demands have interfered with their ability to fulfill family responsibilities.
- Work interferes with their personal time.

Coping with stress :

Job stress rapidly increase due to economic crisis in the modern world. The way you manage stress in the work place can make the distinction between victories or breakdowns.

Stress Management Techniques :**As the organizational Level :**

Employee health problems or recurring injuries are often linked with poor finances. Organizations to build awareness and encourage employees to adopt stress management techniques at their own individuals levels. The role of organizations in stress management is more of facilitator than anything else.

Individual Level :

- Simplifying the work schedule :
When job and workplace hassles surround an individual, there is some way out to get the control back and come out of the situation.
- One should make an effort to have a well balanced family and work life.
- Do not overload.
- Proper time management.
- Take time to relax and recharge the energy which is essential to manage stress in a positive way.
- Social Support.
- Bio feedback.
- Personal wellness programme.
- Prevent or control stress.
- Learn to adopt to stress.
- Yoga and meditation - It is recognized as proven technique for stress management.
- Breathing - It helps to increase the body awareness, releases muscular tension and increases co-ordination between mind and body.
- Laughter Therapy - It is the best medicine.
- Adopting a healthy lifestyle means proper diet routine sleep, regular exercise.

Suggestion :

To overcome a stressful life, one needs to modify the way of life and develop certain healthy habits that will improve the overall health of the individual and assist in coping with stress.

Conclusion :

The increasing stress among employees in organizations in recent time has reached to a disturbing level. Workplace stress is not only a risk to the individual health of employees working in the organizations or institutions but also brings down the organizational output in the long run.

It is essential to try and manage stress in a positive way, to have a smooth life and good health.

For achieving this mission everyone has got an important role to play. The Government and the policy makers have to maintain rules and guidelines for the organizations and develop adequate health infrastructure in the country.

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