



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

## A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEES

**K. Pavithra**

Assistant Professor, Department of B.Com (PA and B&F),  
Pollachi College of Arts and Science, poosaripatti (Pollachi), Tamilnadu, India.

**J. Sanpiya**

Assistant Professor, Department of B.Com (PA and B&F),  
Pollachi College of Arts and Science, poosaripatti (Pollachi), Tamilnadu, India.

**J. Mugaibullah**

Assistant Professor, Department of Mathematics  
Pollachi College of Arts and Science, poosaripatti (Pollachi), Tamilnadu, India.

### ABSTRACT

Stress is a universal phenomenon that essentially manifests itself in humans as a result of pressure emanating from several experiences or challenging situation. Delay in job completion, deterioration of the power of organization and planning, increase in error rate during manipulative and cognitive task, depression and feeling of helplessness and over sensitivity are the major impact of stress on the productivity of professionals. In order to minimize stress, delegating some work, share burden with colleagues, leave and time off work with family and loved ones, as well as reducing work overtime ranked highest as strategies for stress management. Based on the findings, it was concluded that stress has a great impact on the professionals and thereby affects the level of productivity. It was therefore recommended that professionals should exhibit self-control and good self-esteem; engage in continuous professional development on skills for better organization, integration of work within specified project constraints and delegation of assignments, authority and breaking work into manageable parts so as to be able to cope with stress. An attempt has been made through this research paper to know the reasons of stress among the employees and the ways used by employees to cope with the stress generated at workplace. In the second part of the article some stress coping strategies, such as gaining social support, taking advantage of the programs targeting on stress coping, reduction of stress in the workplace by improving work environment and work organization, are explained.

**Keywords:** Stress, Stress Management, Industries, Workplace, Factors.

### INTRODUCTION

An ever-increasing number of employees are encountering stress at work. They might be adapting to an excess of work load, long working hours or quick changes in innovation, deadlines to meet evolving needs. The Nature of business has now changed and the possibility of an occupation forever has been supplanted by an accentuation on execution. Stress is currently perceived as a legitimate wellbeing and security issue at work. Stress can prompt a scope of terrible and incapacitating emotions and manifestations, for example, cerebral pain, spinal pain, stomach upsets, nervousness and lethargy. This thus prompts absence of profitability, wear out and long term ailment if not averted. In this way, to oversee the pressure got significant for each association. Stress Management is getting to an ever-increasing extent consideration nowadays, especially in the private sector. There is nothing of the sort like peaceful activity. Everybody in their work is presented to pressure and tension as they overcome the obligations delegated to them. The research shows that a large number of employees are confronting high pressure due to their work and the explanations

for this pressure incorporate long working hours, improper reward framework, job struggle, absence of employment independence, authoritative Culture, etc. The principle reason is absence of the executives backing to representatives. The workers can take note various side effects demonstrating significant level pressure among them. Be that as it may, if these side effects are most certainly not seen in the beginning, they can cause genuine wellbeing issues among employees, for example, sadness, heart issues, diabetes and so forth. Health as well as individual life of employees is likewise being influenced on account of high occupation stress, most workers are incapable to invest energy at home or with family. Notwithstanding, with the assistance of legitimate administration methods by the board, the financiers feeling of anxiety can be decreased to an incredible degree. An ever-increasing number of employers are turning to Stress Management to handle these issues. Stress Management can empower individuals to improve their response to stress and can lessen the environment stressors. It not only helps in reducing the level of stress at an individual level but also at organizational level.

## WHAT IS STRESS

Stress is experienced when a body responds to any kind of excessive demand; stress can be caused by both good and bad experiences. When a body feels stressed by something around, it reacts by releasing chemicals into the blood, which gives the body more energy and strength. This can be a good thing, if the stress is caused by physical activity. Similarly it can be a bad thing when stress is in response to an emotional instance and there is no outlet for this extra energy and strength. In this blog we will be discussing about – the different causes of stress, how it affects you, the difference between ‘good’ or ‘positive’ stress and ‘bad’ or ‘negative’ stress, and some common facts about how stress affects people today.

## POSITIVE STRESS

Positive stress can inspire people to do their best and perform better than if they were under no pressure. Positive stress has the following characteristics:

- Motivates, focuses energy
- Positive stress is a coping ability
- Provides excitement
- Improves performance – both physical and psychological

## NEGATIVE STRESS

Negative stress is the opposite of Positive stress. The characteristics are as follows:

- Negative stress causes anxiety
- Feels unpleasant
- Decreases endurance and/or performance
- May lead to both physical and psychological problems

## CAUSES OF STRESS

There are different factors that can cause stress, and every individual has different stress triggers. According to research, work-related stress is one of the most significant causes of stress. Other causes of stress include:

- Marital issues
- Unemployment
- Health issues
- Work pressure
- Lack of support
- Traumatic events or accidents
- Emotional trauma/ Poor mental health
- Financial commitments
- Perilous working conditions
- Long work hours

**REVIEW OF LITERATURE**

**Weiss M. (1983).** -The Author investigated the sources of Job stress that is linked to Job dissatisfaction, Job related tension and anxiety and reduced productivity and effectiveness. He tried to reduce sources of stress so that he can pre-vent the deleterious health consequences. Through his study he determined the potential of social support that alleviate the deleterious consequences of stress.

**Singh A. P.& Singh S.(2009)** –His study emphasizes on the phenomenon of Job Satisfaction in the organizations. According to him, Job Satisfaction is directly related to Stress and Work culture that an Organization provides. He identifies three sectors in which stress originates and classified stress into two main types i.e. eustress and Distress. Further, he pointed the importance of positive stress and positive events for better performance and satisfaction of employees.

**Gladies J. J. & Kennedy V. (2011)** The author revealed a significant correlation between Organizational Climate and Job Stress among the women working in IT companies of India. According to him, learning how to manage stress is a very crucial issue that should be developed in IT companies so that they can reduce or eliminate the causes of stress and Poor working environment.

**Charu M. (2013)** He in his study stated that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of work life. The main reason of stress amongst the associates of IT industry is the rapid change in technology.

**Khalid A. (2012)** There is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Hence, a supportive leader can improve the performance of an employee even at unfavorable situations.

**Kavitha(2012)** The article focuses on the organizational role stress for the employees in the IT sector. It also highlights that women face more stress than men in the organization to be more specific married women faces more stress than the unmarried women.

**Urška Treven, Sonja Treven & Simona Sarotar Zizek (2011)** Organizations, where the workers are said to be stressed are more likely to be unsuccessful in the competitive market. Various approaches of managing stress, good work organization and good management are the effective ways of preventing stress. He categorized stress broadly into three main types; they are a) Transient Stress b) Post Traumatic Stress Disorders (PTSD) c) Chronic Stress.

**Richardson (2008)** A Classification of stress interventions has been done, those are primary, secondary and tertiary. He suggested all the employees to adopt relaxation training Intervention for stress management which is the easiest and Intervention for stress management which is the easiest and least expensive approach to implement.

**P.S. Swaminathan & Rajkumar S. (2013)-** He conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employee is very individual in nature. His study indicates about an optimum level in which every individual can perform with his full capacity. He has identified three conditions responsible for work stress they are a) Role overload b) Role self distance c) Role stagnation.

**Satija S. & Khan W. (2013)-** According to him Occupational Stress is as same as Job Stress that need to be controlled at the workplace otherwise it will affect negatively employee's work attitudes and behavior. He conducted a study to investigate the relationship between Emotional Intelligence and Occupational Stress. The findings of his study revealed that Emotional Intelligence as a significant predictor of Occupational Stress.

**Bhatti N. ,Shar H. A., Shaikh F. M. & Nazar M. S.(2010)-**He has classified stressors broadly into two main types-a)Extra-Organizational and b) Intra-Organizational Stressors. According to his study he predicted that the major causes of stress are firstly workload that causes 25% of stress, secondly timings that results 16% of stress, thirdly climate that causes 11% of stress.

**Kodavatiganti K & Bulusu V.(2011)-** The aim of the article is to have a clear understanding of the phenomenon that causes stress among the academicians . According to the article women educators face comparatively higher level of stress than men counterparts. The stress amongst the academicians are caused because of lengthy working hours, inadequate resources and long working hours, classrooms that are over filled.

**Sharma S., Sharma J. & Devi A (2012)-** The level of stress within a role varies because of individual differences in mindset, age, gender, and their performance in job. How-ever, various factors that influence stress are age where the younger employees are more stressed as compared to other employees, level of qualification, pay, authorities of control, awards, word of praise, improved designations and working couples. The study recommended a reinforcement approach that should be positive in nature so as to reduce the degree of stress at the workplace.

**Rosasa J. H. A, Blevinsb R. C. , Gaoc H. ,Tengb W. Y. & White J. (2011)–** It reveals the levels of stress that differ by occupational position, and not by age and gender. The analysis shows that female had higher stress rates than males. The main problems faced by students due to stress are sleeping problems, depression and irritability.

**Srivastav A.K. (2010)** The articles focus on the nature of role that causes stress. It says role performance encountered the problems of stress so they should be tried to reduce or eliminated. The nature of role stress was found to be heterogeneous which cannot be dealt with one uniform solution or intervention as a whole. Hence, specific problem related solution or interventions should be adapted for better organizational performance and effectiveness.

**A. Y. Tatheer (2013)** Majority of the bankers of Pakistan claim that they are highly stressed because of their jobs that not only affect their performance in banks but also equally affect their health and personal life. They also declare that the organizational politics and bureaucracy are the main reasons of stress in their banks.

**Michailidis M. and Georgiou Y. (2005)-** The author focus on the degree of occupational stress that is influenced by the factors like level of education, various patterns of their relaxation and any other habits like drinking or smoking . The implications say that consuming alcoholic drinks is the main factor that determines the degree of occupational stress in an individual.

## OBJECTIVES

A lot of research has been conducted into stress over the last hundred years.

The main objective of the present research work is as follows:

- The effect of stress on individuals life.
- Importance of stress management.
- In which extent stress management techniques is successful in managing stress.
- To identify the different methods & techniques of reducing stress.

## RESEARCH METHODOLOGY :

The study is based on secondary sources in the form of research papers and websites. On the basis of this secondary data the problem which is Stress Management among employees in different industries has been discussed in this paper. A few of self-observations have also been mentioned in context to Stress Management.

## FINDINGS

A vast majority of the employees dread with the way that the lack of quality work puts weight on them. Expectations for everyday comforts that are related with increasing horizon of new aptitudes, weight of higher profitability and nature of work, time constraint and hectic employments are expanding pressure among the workforce. Interpersonal connections, authority over condition, emotional factors, work task, additional time obligation, broadened work. The feelings of anxiety among the workers contrast in their jobs and what's more, obligations, and furthermore individual pressure bearing limit is unique in relation to their respective groups. Stress and Performance conversely corresponds to each other.

**CONCLUSION:**

It is inferred that in the present situation everybody i.e., a school going child or a worker have stress at various places. An excessive amount of pressure isn't useful for wellbeing. The executives needs to make a sound environment at work place and furthermore give vital preparing at all levels so that the stress can be limited and it prompts thriving and profitability. The entire management team can conduct various fun yet motivational activities in the organization. Instead of going for an annual excursion, it could be shifted to quarterly getaways. More psychological games should be introduced to know the exact feelings of an employee so that necessary measures could be taken. Weekly meditation and yoga sessions could be another way in dealing with stress because reason could be unlimited but problem will be the same.

**References:**

Cooper CL, Marshall J. Occupational sources of stress: a review of the literature relating to coronary heart disease and mental ill health. *J Occup Health Psychol* 1976;49:11–28.

Olpin M. & Hesson M (2007).*Stress Management for Life: A Research-Based Experiential Approach*. California: Wadsworth Publishing Company

Job Stress, Employee Health and Organizational effectiveness: A facet analysis, model, and literature review. *Personnel Psychology* 31(4),665-699.

Cooper C.L. & Payne, R. (1978).*Stress at Work*.

Lazarus S, Folkman S. *Stress, appraisal and coping* . New York: Springer, 1984. A comprehensive account of the transactional model of stress and its management.

Ashford S.J. (1988). *Individual Strategies for Coping with Stress during Organizational Transitions*.

*Journal of Applied Behavioural Science*.24, 19-36 Beehr T. A. & Newman J. E. (1978).

Chichester:Djebarni R (1996) the impact of stress in site management effectiveness, construction management and economics 14, 281-293.

