



Managing stress in organizations: A conceptual study

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Abstract

Stress is very severe concern in the organizations of 21st Century. All the organizations are the main places and causes of stress to the employees. The main cause is large expectations from the top management and big targets to achieve in time bound manner are creating the stress in the minds of the employees. The researcher has studied the topic with respect to organizational stress and how to overcome the stress in the organizations.

'Investing in Health and Wellbeing is key to ensuring the engagement of employees and sustaining a culture of high performance. 'Stress is a significant occupational health & safety issue. Employers have to deal with occupational stress in the same way they would deal with any other health & safety issue, identifying the hazard, assessing the risk and implementing controls. Overworked employees that have concern to deal with the stress is going to create the serious health problem in near future in our country.

Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being.

Despite stress often being thought of as a subjective experience, levels of stress are readily measurable, using various physiological tests, similar to those used in polygraphs.

The main aim of this paper is to create the awareness about various stress ailments and how to overcome the stress in the Organizations.

Keywords: stress, organization, chronic stress, polygraph, depression, distress, well being, psychotherapy

1. Introduction

Stress management: is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the purpose of improving everyday functioning. In this context, the term 'stress' refers only to a stress with significant negative consequences, or distress in the terminology advocated by Hans Selye, rather than what he calls eustress, a stress whose consequences are helpful or otherwise.

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Many practical stress management techniques are available, some for use by health professionals and others, for self-help, which may help an individual reduce their levels of stress, provide positive feelings of control over one's life and promote general well-being.

Evaluating the effectiveness of various stress management

techniques can be difficult, as limited research currently exists. Consequently, the amount and quality of evidence for the various techniques varies widely. Some are accepted as effective treatments for use in psychotherapy, while others with less evidence favoring them are considered alternative therapies. Many professional organizations exist to promote and provide training in conventional or alternative therapies.

Stress Releasers: Following sketch shows the way to manage and minimize the stress in any form.



2. The most common Stresses in the Companies

- Not Managing the tasks properly and having Conflicts in company.

- The way employees are treated by their bosses/supervisors or company.
- Over burden of work and Lack of job security
- Company policies to make the employees stressful during work.
- Poor management of top and Co-workers who don't do their fair share
- No proper thoughts and Unclear expectations
- No or Poor communication among the staff and management.
- Too much over ambitious and not enough control over assignments
- Inadequate pay or benefits at the time of joining the job.
- Over time duty and Urgent deadlines
- No proper facilities and uncomfortable physical conditions
- Relationship conflicts among the interested parties.
- Careless mistakes
- Not dealing properly with customers and employees

3. Types of stress

Acute stress

Acute stress is the most common form of stress among humans worldwide.

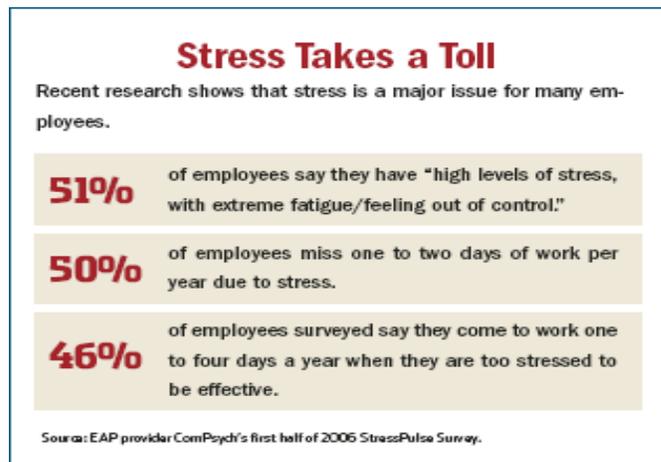
Acute stress deals with the pressures of the near future or dealing with the very recent past. This type of stress is often misinterpreted for being a negative connotation. While this is the case in some circumstances, it is also a good thing to have some acute stress in life. Running or any other form of exercise is considered an acute stressor. Some exciting or exhilarating experiences such as riding a roller coaster is an acute stress but is usually very enjoyable. Acute stress is a short term stress and as a result, does not have enough time to do the damage that long term stress causes.

Chronic stress

Chronic stress is unlike acute stress. It has a wearing effect on people that can become a very serious health risk if it continues over a long period of time. Chronic stress can lead to memory loss, damage spatial recognition and produce a decreased drive of eating. The severity varies from person to person and also gender difference can be an underlying factor. Women are able to take longer durations of stress than men without showing the same maladaptive changes. Men can deal with shorter stress duration better than women can but once males hit a certain threshold, the chances of them developing mental issues increases drastically.

4. Stress in Workplace

Stress in the workplace is a commonality throughout the world in every business Managing that stress becomes vital in order to keep up job performance as well as relationship with co-workers and employers. For some workers, changing the work environment relieves work stress. Making the environment less competitive between employees decreases some amounts of stress. However, each person is different and some people like the pressure to perform better.



Salary can be an important concern of employees. Salary can affect the way people work because they can aim for promotion and in result, a higher salary. This can lead to chronic stress:

Cultural differences have also shown to have some major effects on stress coping problems. Eastern Asian employees may deal with certain work situations differently from how a Western North American employee would.

In order to manage stress in the workplace, employers can provide stress managing programs such as therapy, communication programs, and a more flexible work schedule.

5. How to reduce the Stress

Among the many methods and ways to reduce the stress in the minds of the employees following are some of the ways to burst the stress and be happy during the work hours.

- Special Autogenic training by experts in managing the stress.
- To take part in various Social activity and make the life of others happy and enjoyable.
- Special Cognitive therapy to reduce the stress level.
- Not to fall in Conflict with others and if fallen resolve in short time.
- Developing hobby
- Meditation and simple way of life.
- Being Resourceful and Mindfulness
- Listening to Music
- Deep breathing, Prayer
- Learning Yoga Nidra and Pranayam techniques
- Reading novels books
- Relaxation techniques
- Creating light and free environment and creating Humor in group
- Being very fit and doing Physical exercise
- Taking one task at a time and Progressive relaxation
- Involve in natural activities and Spending time in nature
- Managing the time properly and making the best use of time.
- Keeping aims very practical and real with considering our own limitations.

6. Conclusion

The Stress management at the workplace is the skill and if not managed properly it will have severe effect on mind and body in long run. The Stress is main issue in many companies now and it requires scientific and systematic efforts from all the concern parties to reduce the stress and make the environment free from stress. The efficiency of the employees will be increased if the employees are motivated and allowed to work in free and happy environment. Author has done the decent contribution by creating awareness among the readers and interested parties about the stress and how to manage the stress so that you can be free and enjoy the life.

7. Acknowledgement

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