



Stress Management: Need of Hour

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ABSTRACT.

The work life of today has become so tough that it becomes so difficult to manage the personal life and professional life. Extensive use of technology and increasing private sector pressure is reducing the fun and joy from people involved in corporate sector. Further the increasing materialistic approach of people at work has created unnecessary stress in their life. Some stress is visible whereas some stress is invisible. The most dangerous stress in modern life is invisible stress. It results in many health issues, depression, anxiety etc. Global practices are being followed by India nowadays but the major thing to consider is that the reports have shown that every fourth person in western countries is suffering from depression. Stress, if not managed properly, could lead to many adverse effects on the organizational performance as well as on the life of individuals.

INTRODUCTION

As India has become the fastest growing economy of the world, more pressure is coming on the policymakers, industrialists and every Indian to retain the position of our country at the top. This thing sounds good but there is some dark side of such pace which is being ignored at the present time. "Human being is a social animal" is an old saying but is still valid in present era. With the advent of internet and fast changing technologies, considerable amount of change has been seen in the behavior of human beings. Now people in our country are adopting western culture in terms of relations and social interactions. People are becoming more materialistic, self-centered and money-minded. The dark side of such things is the Stress which could be a major reason for emerging issues in society like depression, anxiety etc. The problem is not so small, but it can take a big shape if not managed properly. This paper seeks to identify the role of stress in organizational performance and the impact on social life of people.

The term Stress can have two meanings: one on positive side and the other on negative side. The positive meaning of stress is simply the focus or emphasis on something to achieve the targets well in time. Whereas the negative meaning of stress explains the situation of a person when he mentally feels pressurized or he finds himself unable to complete a task properly. Stress can be

said as a mental situation of a person in which he feels nervous or threatened from some situation. Stress can have both favorable and adverse impacts on the performance as well as on the life of a person. It is important to know the relevance of stress in our daily lives which helps us to achieve our goals in time as well as it helps us to identify and develop new capabilities.

OBJECTIVES OF STUDY

- 1) To understand the present stressors and analyse their impact.
- 2) To solve work related imbalances caused due to stress.
- 3) To provide ways to cope up with stress.

RESEARCH METHODOLOGY

The study is based on both Primary and Secondary data collected from various sources. Primary data is collected from people working in different organisations. A sample size of 90 persons was selected and Questionnaire method has been used in the study for data collection purpose. Secondary data has been collected from various online sources such as Journals, articles, news, websites etc.

REVIEW OF LITERATURE

M. Kotteeswari (2014) has tried to find out the impact of stress on the performance of employees working in Business Process Outsourcing sector based on Chennai. In this study, it has been revealed that there is no significant difference between the opinions of male and female employees about stress in their lives and the ways of dealing with stress.

Dr. Ashok Panagrahi (2016) has tried to find out the ways to manage stress at workplace. Various factors contributing to stress can be managed with the attitude of individual.

LIMITATIONS OF THE STUDY

- 1) Limited geographical reach.
- 2) Small size of sample.
- 3) Attitudinal barriers on the part of respondents.

SOURCES OF STRESS

There can be various sources or causes of stress. Broadly these can be studied as under:

1. **ORGANISATIONAL STRESSORS:** It includes the factors which leads to an increase in the level of stress among the individuals. These are discussed below:

- **Corporate Image:** The image or goodwill of an organization creates some stress on an individual who is new to an organization. Sometimes he finds it difficult for him to maintain the image of the organization which has been there since so long.
- **Leadership:** Leadership is the ability of a person to guide and manage others in a way that others should follow such person who will serve as in-charge of some project or task. Individuals sometimes feel good or bad with a person because of the Leadership abilities of a person. A good leader will not let the people face stress, but somehow the leadership of a person can be regarded as a factor for individuals becoming nervous or facing stress due to lack of support and guidance from his seniors.
- **Motivation:** A good motivational environment will help the individuals in managing their stress. If the motivation policy of the organization is not as per the requirements or needs of an individual, he feels stress or inability to achieve his goals. As it is a common saying that money does not always motivate a person. Hence, such policies also affect the level of stress among people.
- **Lack of training and development:** A work with some technical specification will require care and support for the individual who is going to do that work. Technical work requires training. Availability of training and development opportunities makes a person feel comfortable with the work and work environment. At the same time, lack of training and development opportunities could give birth to stress among employees at a time.
- **Lack of Grievance handling mechanism:** Grievances are unexpressed or untold complaints of a person. Exit interview was a technique started by few companies to get the knowledge of reasons for which employees were leaving the organization. Still, the lack of Grievance handling mechanism at the workplace during the tenure of an employee creates stress in his life and it adversely affects his personal life as well.
- **Monotony in job:** These days, more people are facing this problem as they feel like fed up from their routine. The nature of work plays an important role in boosting the performance of employees. Monotony in the work also sometimes leads to stress. In such situations, the people treats themselves just as a machine.

2. PERSONAL STRESSORS: These factors are related with personal life of an individual. These are as below:

- **Personality of a person:** According to the theories of Personality. Type A personality people always find some reason to feel stress whereas Type B people feels less or negligible stress on even serious matters. Hence, the Personality of a person is also a cause of his stress.
- **Size of family and income:** In present era, it has become important to make a good social image. To do that, people are becoming more money- minded. They feel need

- of some luxury or high value items in their house to satisfy the needs of the family. Further, the level of income and size of family are also an crucial factor of stress.
- **Role analysis:** Everyone has some role to play in the society. First of all, the role is considered for the family. Hence, the Role of a person for his family becomes an important element in managing his stress level. A person with leading role in his family will be having more stress than others.
 - **Targets and personal ambitions:** It includes the personal goals and targets set by a person to be achieved by him in his life. A person with high targets will face more stress than person with less targets.
 - **Attitude:** It is very crucial stressor for an Individual. Attitude is the way or manner how we deal with the people, situations or problems etc. A person with positive attitude will face less stress than a person with negative attitude.

SUGGESTIONS/ STRATEGIES TO MANAGE STRESS

- People should focus more on Yoga as it reduces tension and creates sound body as well as sound mind.
- Companies should provide training and developmental opportunities for employees on regular intervals.
- Outing and trips with family is another way to reduce stress and spend time with the family to have balance in professional and personal life.
- Human Resource policies of the organizations should be reviewed by an external independent authority which must make sure that no unfair practices are being followed by the organizations.
- Cycling, exercise, morning walk etc. are the ways for everyone to have refreshing moments and to feel relaxed.
- Internet and smartphones have reduced the distance barriers but they have created some virtual distances in the relations. This thing is ignored by people at present but the matter is serious. People should try to spend time with their near and dear ones especially the family members first.
- Companies should conduct lectures on stress management and they should maintain a proper communication system with the employees that any employee could go directly to some authority to get his Grievances resolved.

GLOBAL OUTLOOK ON STRESS MANAGEMENT

A new study has revealed the world's most and least stressful cities of 2017, based on factors including traffic levels, public transport, percentage of green spaces, financial status of citizens including debt levels, physical and mental health, and the hours of sunlight the city gets per year.



Of the 150 cities ranked, “**four out of the top ten most stress-free cities are in Germany**”. The southern city of Stuttgart comes out on top, with Hanover in third place, Munich in fifth place and Hamburg in joint ninth place with Graz, Austria. The tiny yet wealthy country of Luxembourg, home to fewer than 600,000 people, has the second-lowest stress levels.

Bern, Switzerland is fourth, while Bordeaux, France (No. 6) and Edinburgh, UK (No. 7) also make it to the top of the charts. Sydney, Australia (No.8) is the only non-European city to break the top ten, while Seattle is the most chill US city..

CONCLUSION

At last we may conclude that management of stress at workplace is crucial for a balanced life. The causes of stress are sometimes visible and sometimes invisible. Even grievances at workplace could give birth to stress. Stress is harmful in most of the cases. Many diseases are spreading because of stress. Apart from diseases only, the major problem coming in today’s era is depression and introvert attitude of people. If managed properly, stress can lead to better performance of a person than his expectations from himself. Lastly, there is more scope for further research on this topic as the life is becoming more hectic and stressful these days. Everyone should take care of themselves for healthy and happy life.

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