

MANAGEMENT OF STRESS FOR RIGHT ATTITUDE AND GOOD GOVERNANCE

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Abstract: Stress is a natural and universal phenomenon right from the origin of species on this unique planet. In the primitive and agrarian society the intensity, duration, complexity and predictability of stress have been less as compared to modern urban, industrial and global society. Stress is associated with internal reactions. Therefore it is a slippery concept. Stress is an arousal both mental and physical which occurs when individual is unable to respond to challenging and threatening environmental demand. The stress has physiological, emotional, behavioral and cognitive consequences on individuals, which in turn affect the performance, efficiency and productivity and immune system of everyone in all organization and at all levels. Stressed person cannot exploit his full potential; therefore, the management of stress is a need of the hour. Yoga is a scientific, holistic and effective therapy for managing stress, cultivating right attitude which will lead to good governance.

Keywords: Management, Work Stress and Its Management, Stress Management

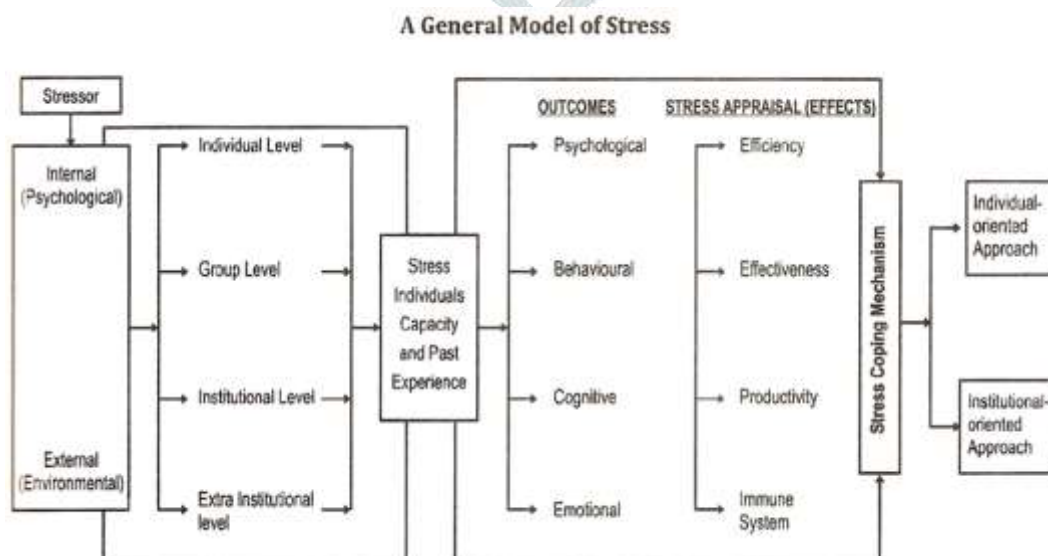
Introduction

Stress is a common phenomenon of modern era and almost every human being suffer from this problem. Urban civilization, industrialization and globalization have not only universalized the problem of stress but also made today's man more vulnerable to it. A WHO estimates reveals that every fourth person in the world suffer from high level of stress and majority of those who made an attempt or committed suicide have been found to be suffering from some sort of mental disorder. Globally one million people commit suicide every year, mortality rate of 16 per 10000 or one death in every forty second. Further by 2020 depression will be the second largest cause for urban disease after heart ailments. Hence, stress is the major cause of morbidity and mortality all over the world. It is an inescapable and natural part of life. Complete freedom from stress for a living individual is an uphill task. All stresses are not detrimental, as it is associated with both pleasant and unpleasant tasks. Stress is an inevitable factor which can result in distress if not properly managed.

Model of Stress

The following model of stress helps us to understand the entire process of stress and mechanism for its management. Stress stems from various internal (psychological) and external (environmental) stressors and have physiological, behavioral, cognitive and emotional outcomes. The prolonged and chronic stress has adverse effects on efficiency, effectiveness, productivity and immune system as such, which eventually affects the overall performance and psychological well-being of an individual. The impact of stress depends not only on its severity but also on individuals capacity and pre-existing vulnerabilities. According to medical experts, there is a strong linkage between stress and personal health and It upsets the complex internal chemistry by draining out the resources and keeping us off balance physiologically, which ultimately interfere with efficient operation of our immune system. Stress is a silent killer and prolonged exposure to stress may exert harmful effect on health.

Therefore, timely adoption of coping mechanism is essential. It is generally assumed that there are two basic approaches to cope with stress i.e. individual oriented approach and organizational oriented approach.



Work Stress and Its Management

Most of us are aware that employee stress is an increasing problem in organizations. Friends tell us they're stressed out from greater workloads and having to work longer hours because of downsizing at their companies. Parents talk about the lack of job stability in today's world and reminisce about a time when a job with a large company implied lifetime security. We read surveys in which employees complain about the stress created in trying to balance work and family responsibilities. In this, we'll look at the causes and consequences of stress, and then consider what individuals and organizations can do to reduce it.

Managing Stress

From the organization's standpoint, management may not be concerned when employees experience low to moderate levels of stress. The reason, as we showed earlier, is that such levels of stress may be functional and lead to higher employee performance. But high levels of stress, or even low levels sustained over long periods, can lead to reduced employee performance and, thus, require action by management.

Stress Management Strategy:

There are many healthy ways to manage and cope with stress, but they all require change. One can either change the situation or change one's reaction. When deciding which option to choose, it's helpful to think of the four As: avoid, alter, adapt, or accept. Since everyone has a unique response to stress, there is no "one size fits all" solution to managing it. No single method works for everyone or in every situation, so experiment with different techniques and strategies.

Some of the strategies are:

1. Avoid unnecessary stress

Not all stress can be avoided, and it's not healthy to avoid a situation that needs to be addressed. One may be surprised, however, by the number of stressors in one's life that one can eliminate.

2. Alter the situation

If it is not possible to avoid a stressful situation, try to alter it. Figure out what can be done to change things so the problem doesn't present itself in the future. Often, this involves changing the way one communicates and operates in daily life.

3. Adapt to the stressor

If you can't change the stressor, change yourself. You can adapt to stressful situations and regain your sense of control by changing your expectations and attitude.

4. Accept the things you can't change

Some sources of stress are unavoidable. You can't prevent or change stressors such as the death of a loved one, a serious illness, or a national recession. In such cases, the best way to cope with stress is to accept things as they are. Acceptance may be difficult, but in the long run, it's easier than railing against a situation you can't change.

5. Make time for fun and relaxation

Beyond a take-charge approach and a positive attitude, you can reduce stress in your life by nurturing yourself. If you regularly make time for fun and relaxation, you'll be in a better place to handle life's stressors. Don't get so caught up in the hustle and bustle of life that you forget to take care of your own needs. Nurturing yourself is a necessity, not a luxury.

6. Adopt a healthy lifestyle

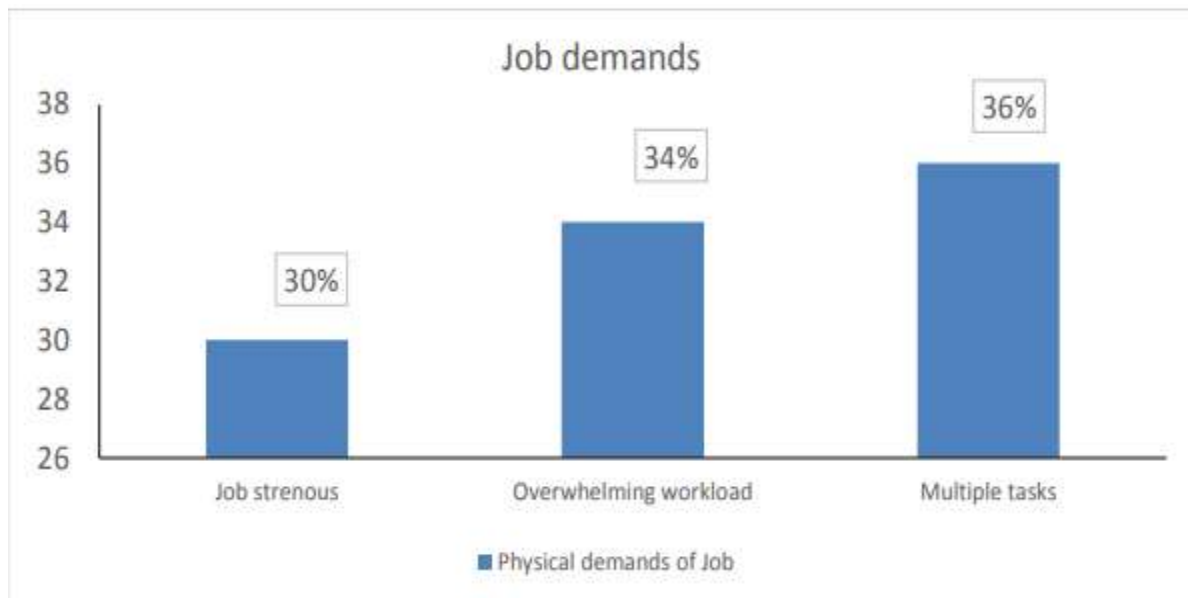
You can increase your resistance to stress by strengthening your physical health. Exercise regularly, Eat a healthy diet, Avoid alcohol, cigarettes, and drugs. Don't avoid or mask the issue at hand; Get enough sleep.

Methodology

The study adopted a descriptive survey design to investigate the effects of workplace stress on performance. Descriptive research studies are designed to obtain precise information concerning current status phenomena and wherever possible draw conclusion from facts obtained. Information was collected from different respondents on their perception of their performance and to assess the impact that stress could have in their lives.

Research findings and Discussion

Physical Demands of Job: 30% of the respondents said that they found their job highly strenuous. 34% said that the workload was overwhelming and 36% said that their job involved multiple tasks. This shows that although the respondents found their jobs demanding but the stress levels were manageable. As shown in the figure below.

**Figure 1 Job Demands**

Time Pressure: 22% of the respondents said that they rarely have rest periods. 10% said that working for long hours makes them less effective and 68% said that working long hours denies them time with their family. This shows that the majority are stressed with dual responsibility of dividing their time between their work and their family as shown in the table below:

Table 1: Time Pressure

Time Pressure	Frequency	Percentage
Rarely have rest periods	51	22%
Working for long hours makes them less effective	23	10%
Working long Hours denies them time with my family	156	68%
Total	230	100%

Conclusions

In determining workplace stress and its impact on employee performance, the study concluded that one of the main drivers of performance degradation is time constraints due to the fact that employees achieve a certain level of performance, who cannot produce effectively. Moreover, they lack a balance in working life and therefore they focus on how to balance them, which hampers their performance in a large percentage. Physical work demands also affect employee performance at a certain level, but not as much as time pressure; However, as physical demand increases, it has a direct impact on time constraints. The salary has an impact on employee performance, but it is on a manageable level as long as employees are not satisfied with their salary, but they do not think about finding a better paid job. The salaries of the state are therefore structured and regulated by the Payroll and Remuneration Committee rather than as a private organization that can be increased at its discretion.

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