

A Study On The Role Of Stress Management In Different Sectors

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Abstract

Stress is the fatigue which our mind and body experience as while we try to cope with changing situations in the environment. Stress occurs when the pressure is a lot more than the resources. Stress is not any bad thing but it depends on how we take it in our life. Most of the stress is self-generated one. It is generated on how we perceive our life because whether an event makes us feel threatened or excited, discouraged or encouraged, happy or sad, it all depends to a large extent on how we perceive the world and how we relate the things to ourselves. Self-generated stress is something of paradox, as many people think of external causes only while evaluating their stress level or when they are upset. But one should always recognize that most of our own upsets are created by us and we do it with our way of responding to things in a negative way which may be due to lack of awareness or lack of our inability to perceive the things as they are should be.

Introduction

Stress is an immediate or slow reaction that is experienced by the people due to excessive pressures or other types of demand which are placed upon them in one way or the other. Stress arises when someone thinks that he cannot cope with the problem. Stress is caused due to the following reasons, when people are:

- Worried
- Tired
- Tensed
- Elated
- Depressed
- Frightened
- Anxious
- Anger

According to a study, a normal man makes 90% of his day stressful because of his way of reaction to small 10% of uncontrollable event that happened to him in a day. Study tells that 10% of life is made up of what happens to you in actual but other part of 90% of life is decided by how you react to the people and situations.

External Stressors

- Physical environment like noise, heat, bright lights and traffic.
- Social interaction like bullying, rudeness and aggressive behavior of others.
- Organizational factors like strict rules and regulations.
- Important Life Events like birth, death and occupation.
- Unhappy married life of pressure at work place.
- Daily problems like something lost, breakdowns and shortage of time.

Internal Stressors

- Choice of Lifestyle like Caffeine intake, Lack of sleep, Overloaded job profile
- Personality traits like being a perfectionist, workaholics, exaggerations
- Talking negative to itself like pessimistic thinking, self criticism and over analyses of anything.

Four most common types of stress and their management

Time Stress

One experience time stress when he is worried about time or lack of time. When you feel lack of time, you are worried that you won't be able to achieve something which is very important. Once can feel trapped, sad and even hopeless. There are many examples of time stress like worrying about deadlines or rushing towards office to avoid being late for an important meeting, skipping breakfast or even lunch and dinner.

Management Time Stress

Time stress is the most common types of stress which is experienced by a lot of people today. It is very much essential to learn how to manage time stress. First of all, learn good time management skills where you work. This can include using To-Do Lists and writing down the tasks you are about to do in a particular time period. Next, you need to make sure that you're devoting enough time to your main priorities so that you do not have to face any problem. It is very easy to get caught up in seemingly urgent tasks which have actually very little or no impact on your overall objectives. This situation can leave you feeling exhausted and at the same time you might feel that you worked for a full day still accomplished nothing meaningful. If you often feel that you do not have sufficient time to fulfill all of your tasks then learn how to create more time in your day to accomplish your tasks. This might mean arriving early or working late, so that you have quiet time to focus. Always work upon your important tasks in the peak time of the day, so that you can work efficiently.

Anticipatory Stress

Anticipatory stress is the stress that you experience thinking about the future. Generally, this stress can arise while you focus on a specific event, such as an upcoming presentation or a meeting. However, anticipatory stress can also be very vague and not specific, like an overall sense of feeling pessimistic about the future or a worry that something might go wrong.

Management of Anticipatory Stress

Techniques like meditation can help one develop focus and the ability to concentrate on what is happening right now instead of what can happen in future. Consider setting aside few minutes daily to meditate. Anticipatory stress can also result from lack of confidence, which may be due to past failures. Often, addressing these fears will directly lower your internal stress. If you put in extra time to practice and prepare for the difficult questions well in advance, you will likely feel more prepared for the event because your confidence will be up. Always try to make contingency plans and analyze all of the possible outcomes so that you have a clear idea of what could happen in the future. This can help minimize your fear of failures and give you will have a greater sense of control over the events.

Situational Stress

You experience situational stress when you are in a scary situation and you have no control over that situation. This could be an emergency or something like that. It is a situation that involves conflict a loss of status or loss of acceptance in the eyes of your group. For instance, losing your job or making a major mistake before your team is an example of events that can cause situational stress.

Management of Situational Stress

Situational stress appears suddenly because it arises from a situation that you completely failed to anticipate. To manage situational stress better there is a need to learn to be self-aware. Conflict is a major source of generating situational stress. One can learn effective conflict resolution skills so that he is well-prepared to handle the stress whenever it arises. It is also very important to learn how to manage conflicts in the meetings because resolving group conflict can be a lot different from resolving individual issues in life.

Encounter Stress

Encounter stress arises when you worry about interacting with people because you might think that they are

unpredictable. Encounter stress can also occur if you do personal interactions with customers or clients and if they are in distress. For instance, physicians and social workers feel high rates of encounter stress because clients they work with do not feel well or they are deeply upset themselves.

Management of Encounter Stress

This stress can be managed working with people skills. You need to discover the areas that you need to develop. Skill of interacting with others and in building good relationships must be developed strongly. Everyone shows different symptoms for encounter stress, but a common symptom is withdrawing psychologically from others and working mechanically every time. Another common symptom which can be seen is getting cranky, cold, emotionless or impersonal with others in your interactions. When you start experiencing these symptoms while working, and then take a break. Go for a walk for sometime, drink water or something else, and practice deep breathing exercises. The best way of successful stress relief is making a change in how you manage the stress. You also need to identify what triggers your stress.

Rules Regarding Stress Management Amongst Employees

- 1) It is the duty of every employer to make sure the health, safety and welfare at work of all employees working in her organization.
- 2) Every employer shall make a suitable assessment of the risks to the health and safety of his employees while doing work as per health and safety provisions.

Different Approaches to Stress

- 1) Negative Stress
- 2) Positive Stress

Negative Stress

It means when stress put negative effects like headaches, digestive problems, skin complaints and insomnia etc. Prolonged stress can have a harmful effect on mental, physical as well as spiritual health.

Positive Stress

Stress can also show positive impacts like it can motivate and aware someone and can stimulate to cope with challenging situations. It can also give us sense of urgency and alertness we need for survival when confronting with threatening situations.

Different Impacts of Stress

Stress at Work

- Urge for success
- Changing work patterns
- Changing conditions of work
- Overwork or Under-work given by employer
- Uncertainty about Job or Future
- Conflict of Responsibility
- Change at job & roles

Physical Symptoms

- Changing sleep patterns
- Changes in the digestion
- Loss of sex drive
- Headache

Behavioral Symptoms

- Change in Appetite

- Increased intake of alcohol & cigarette
- Restlessness & Nail biting

Conclusion

Today organizations are organizing for various training programs for the benefit of staff members so that they can be relieved from stress at least at work. Stress removal should be a part of soft skill training sessions. If the training is given by the organization on stress removal then most of the employees believe that such training would surely help out in removing stress, enhancing their skill sets and increased amount of productivity. New rules and acts must be made in order to make it compulsory for the employers to work for stress removal activities for the employees. Ultimately, we can say that stress is just our own perception about the work and the people. The best stress removal lies inside of a person. If managed correctly, then stress can be a motivating factor and can give results on the positive side.

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