

Stress Management

Abstract

Stress is the common factor of daily life. The term stress can be considered neutral with the words distress and eustress used for designating bad and good effects. Stress level that exceed an optimum level result in decreased performance and eventual burnout. Stress levels below a minimum level results in decreased performance and "Rust-Out" Stressor can be divided into these that arises within the individual & that those that arises within the individual & that these are attributed to the environment. In present study we are walking about the causes of stress in working area and how one can manage his/her stress. One of the most promising is a health maintaining program stress's the necessity of proper diet, exercise and sleep.

Keywords: Stress Management.

Introduction

Stress is a common factor of daily life. All of us surely feel stress in their life. Stress is experienced by an individual from birth to the end of life. Birth itself is the first even experienced by infant. Otto Rank (1973), during birth the child lives the comfortable position inside the mother and comes into out side world where he finds cold & harsh. He had to learn to readjust to the new modes of feeding & taking in oxygen by breathing. These are the first efforts the child makes in readjusting to the change in his life. The child makes an efforts to adjust to the stress of birth.

As the person grows there are other problem like the illnesses of family members, financial problems, deaths of relatives, family conflicts etc.

Cause of Stress

Stressors can be divided into those that arise from within an individual (internal), and those that are attributable to the environment (external). Internal conflicts, non-specific fears, fears of inadequacy, and guilt feelings are examples of stressors that do not depend on environment. Internal sources of stress can arise from an individual's perceptions of an environmental threat, even if no such danger actually exists. Environmental stressors are external conditions beyond an individuals controls. Bhagat (1983) has reported that work performance can be seriously impaired by external stressors.

Albrecht (1979) argues that nearly all stressors are emotionally induced. These are based on people's expectations, or "..... the belief that something terrible is about to happen." Thus, emotionally induced stress arises from one's imagination Albrecht believes that our society's number one health problem is anxiety, and that emotionally induced stress can be classified into four categories.

1. Time stress,
2. Anticipatory stress,
3. Situational stress.
4. Encounter Stress.

Time stress is always created by a real or imaginary deadlines. Anticipatory stress is created when a person perceives that an upcoming event will be unpleasant. Situational stress occur when a person is in an implement situation, and they worry about what will happen next. Encounter stress is created by contact with other people (both pleasant & unpleasant).

Arnold & feldman (1986) cite three types of interpersonal relationships that can evoke a stress reaction :

1. Too much prolonged contact with other people.
2. Too much contact with people from other departments, and
3. An unfriendly or hostile organizational climate.

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Personal factors are often a source of stress. These include career related concerns, such as job security and advancement, as well as financial and family concerns. Holmes and Rahe (1967) constructed a scale of forty- three life events, and rated them according to the amount of stress they produce. The most next able feature of their instruments is that many positive life changes (i.e., marriage, christmas, vacation etc.) are substantial sources of stress. Generally, stress appears to be a results of any change in ones daily routine.

French, Kast, and Rosenzweig (1985) believe that any situation that requires a behavioral adjustment is a source of stress however, a situation that is stressful for one person might not be stressful for another. Individual with high self-esteem and a tolerance for ambiguity are less prone to stress-related illness. There is also considerable evidence that a person's susceptibility to stress is dependent on their personality.

Managing Stress :

French, Kast, and Rosenweig (1985) state that the challenge is to minimize distress and maintain eustress. They point out that the conditions of organizational life create a series of paradoxes, that demonstrate the need for balance and equilibrium.

- 1) Uncertainty can lead to distress, but so can certainty of over control.
- 2) Pressure can lead to distress, but so can limbo or lack of contact.
- 3) Responsibility can lead to distress, but so can lack of responsibility or insignificance.
- 4) Performance evaluation can lead to distress, but so can lack of feedback concerning performance.
- 5) Role ambiguity can lead to distress, but so can job descriptions that constrain individuality.

There are essentially three strategies for dealing with stress in organizations (Jick and Payne, 1980) :-

1. Treat the symptoms.
2. Change the person, and
3. Remove the cause of the stress.

When a person is already suffering from the effects of stress, the first priority is to treat the symptoms. This includes both the identification of these suffering from excessive stress, as well as providing health care and psychological counseling services.

Many modern organizations view the management of stress as a personal matter. An effort to invasion of privacy. However, Lawless (1991) found that nine out of ten employees felt that it was the employers responsibility to reduce worker stress and provide a health plan that coers stress illnesses. She emphasized that "Employees have no doubt that stress – related illness and disability should be taken seriously.

Williams and Huber (1986) suggest five managerial actions that can be used to reduce. Stress in workers.

1. Clarifying task assignments, responsibility, authority, and criteria for performance evaluation.
2. Introducing consideration for people into one's leadership style.
3. Delegating more effectively and increasing individual autonomy where the situation warrants it.
4. Clarifying goals and decision area.
5. Setting and enforcing policies for mandatory vacation and reasonable working hours

Establishing one's priorities (ie. value clarification) is an important step in the reduction of stress. Value clarification is linked to time management, since we generally allocate over time according to our priorities. By setting personal priorities, managers and subordinates can reduce this source of stress. It is typically the first step in any stress recursion program.

There are many other successful ways of dealing with stress. These include stress- reduction workshops, tranquilizers, biofeedback, mediation, self hypnosis and a variety of other techniques design to relax an individual. Programs that teach tolerance for ambiguity often report positive effects. One of the most promising is a health maintenance program that stresses the necessity of proper diet, exercise and steep.

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