



ISSN: 0976-3376

Available Online at <http://www.journalajst.com>

ASIAN JOURNAL OF
SCIENCE AND TECHNOLOGY

Asian Journal of Science and Technology
Vol. 08, Issue, 11, pp.6920-6922, November, 2017

RESEARCH ARTICLE

STRESS MANAGEMENT- THE KEY FOR EMPLOYEE WELL-BEING

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ARTICLE INFO

Article History:

Received 22nd August, 2017
Received in revised form
07th September, 2017
Accepted 20th October, 2017
Published online 30th November, 2017

Key words:

Globalisation,
Organisations,
Human resources, Transition,
Competitive, Stress.

ABSTRACT

In the present day context of globalization , rapid changes , technological advancement , faster decision making, quick accomplishments of tasks, cost containment and 24/7 working of the organisations have become quite essential aspects of organisational functioning. Human resources, which are the living resources have a great role to play in managing this transition. To stay competitive , the demands and challenges of the changing times have to be addressed effectively by organisations. This leads to stress from the side of the employees which has to be addressed by the employee himself/herself or by the organisation.

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INTRODUCTION

With the changing times, it is imperative for organisations to stay focused and competitive. These can be witnessed in the organisations' approach and functioning for which human resources or employees have to align themselves with the changing needs and priorities of the organisations. The way ahead for them would be to quickly accomplish tasks or assignments, be adaptive to changes, faster decision making, stretching the boundaries and unleash their potential. In this process, the employees may experience stress. If not managed effectively, then the employees may succumb to stress. Employees have to indulge in self help to overcome stress. Some support from the organisation's front also can be quite helpful. In this context, the present study aims to understand the concept of stress, causes of stress and various relieving techniques which can be helpful in overcoming stress.

OBJECTIVES OF THE STUDY

The objectives of the study are

- To know the importance of stress management.
- To know the various factors that lead to stress at a workplace.
- To know various stress relieving techniques.

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RESEARCH METHODOLOGY

For the present study secondary data has been used which has been collected through books, journals, magazines and websites.

LITERATURE REVIEW

Ekienabor E. E (2016) states that the overstressed job decreases employees' productivity and perhaps a chief contributor to employees' lack of commitment. Proper strategies should be made regarding working hours, inter-personal relationships and supervision to reduce stress and to better manage the performance of employees. Dr. Priyanka Agarwal (2015) has opined that concentration and alertness of the employees gets affected during the working hours due to enormous work pressure. M. Kotteswari and Dr. S. Tameem Sharief (2014) through their study found that stress can be experienced by people irrespective of their age. Kamalakumati Karunanithy and Ambika Ponnampalam (2013) state that the more control the people have over their work, the greater their job satisfaction, the higher their work quality and the lower their stress level. Giving employees control includes giving them the power to make job related decisions , the flexibility to organize their work in the way they find optimal and the authority to make improvements on how their job is done. (Viorica Petreanu *et al.*, 2013) have stated that the last few decades, the world of work has passed through a number of significant changes that caused new risks related to workers' safety and health at work, social and economic costs at the organisations and society at large, the most important emerging risks being the psychosocial risk factors/stress at

work factors, depending on the task design and work management and also the economic and social general work context which can lead to psychological, social or physical injuries.

What is stress?

Stress is a conscious or unconscious psychological feeling or physical situation which comes as a result of physical or/and mental 'positive or negative pressure' to overwhelm adaptive capacities. Stress is a psychological process initiated by events that threaten, harm or challenge an organism or that exceed available coping resources and it is characterized by psychological responses that are directed towards adaptation. However, not all stress is bad. Sometimes a mild degree of stress may prove to be beneficial. It would be helpful getting things done effectively. For instance: Taking up a new important project. It may help you in doing the job better and may make you attentive or cautious.

Causes of stress

- Fear of failure associated with change
- Low pay and work overload
- Less opportunities for growth
- Ambiguity in role clarity
- Poor relations with boss and peers
- Lack of autonomy related to work
- Situations like merger or take-over which may lead to lay-off

Effects of Stress

- Anxiety and irritation
- Depression
- Sleep disorders
- Concentration problems
- Loss of interest in work
- Low morale
- Fatigue
- Headaches and stomach irritations
- Social withdrawal
- Suicidal tendencies
- Significant weight gain or weight loss
- Heartburn or nausea

Employee stress management techniques

Prioritise tasks: Divide the tasks based on their importance and time taken for completion. This will help in understanding the approach to be followed in attending them. It will reduce unnecessary wastage of time and can give clarity of thought.

Maintain cordial relations at work place: Believe in the concept of co-existence which can lead to cordial relations at work place. Warm relations can have a huge positive impact on the employees. Help peers or subordinates in need and also feel comfortable in taking help if the situation demands so.

Be Pro-active and plan your schedule: By being pro-active in approach towards work and by planning the schedule in advance, every task can be addressed with ease instead of rushing through and committing mistakes.

That cushion can help in successful task accomplishment. If possible prepare a to-do list at the start of each working day.

Commit yourself to realistic and achievable targets: Unrealistic and unachievable targets can create stress on the individuals. To avoid that aim at reachable and achievable targets or goals through which your energy and confidence levels can be boosted. Its ok if you cant do or achieve every thing.

Be willing to learn and change: Realise the fact that change is the only constant and embrace change as and when needed with ease. In that process be willing to learn new things and unlearn or discard certain procedures or methods that should be changed. Equip yourself with new skills and abilities.

Delegate tasks: Doing all the tasks all the time is not possible. Delegate tasks and prepare subordinates to accept responsibilities. At the same time communicate your expectations so that task can be accomplished accordingly. This will help you to focus on those tasks which you only should do and some time can be bought for focusing on them.

Take breaks in between: Short rest breaks in between hectic tasks can help you in relaxing so that you can rejuvenate and bounce back after rest period. It can help in staying attentive and focused throughout.

Don't over promise: Promise only those tasks or assignments that are achievable. Over promising can lead to stress.

Document files and folders properly: Document files and folders properly for future reference and for ease of doing the task with less efforts in future. Name the folders and files whether computerized or stationery ones suitably so that retrieving can be done effortlessly.

Decide when to do multi tasking: Multi tasking may not be suitable all the time and may create stress. Plan things in advance and then do multi tasking in a comfortable manner.

Believe in the power of positive thinking: Believe in yourself and embrace change as and when necessary. With positive approach, slowly and gradually things will happen in your favour. You will start proving yourself.

Organisational stress management techniques

- Communicate to the employees that they are valuable for the organisation.
- Communicate role clarity to the employees
- Delegate tasks and also expectations clearly.
- Involve employees in change administration so that their concerns can be addressed.
- Pay fair compensation which commensurates with the changing market trends
- Follow a positive approach in dealing with the problems and issues at workplace.

Conclusion

The organisations have to deal effectively with change and the challenges posed by it. They are expected to be agile enough to explore various opportunities that change brings in. The

stress that is experienced by the employees in this process should be addressed by them by understanding various self – help stress management techniques. The organisations also have to play a key role in this. They can follow certain stress management techniques at workplace and can help employees cope up with stress.

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