STRESS MANAGEMENT AT WORKPLACE

By

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Abstract:-

This article typically includes behaviours that improve physical health. Stress management contains Mindfulness-Based Stress Reduction (MBSR) programs which provide participants with the opportunity to learn. Randomized controlled trials of MBSR interventions have demonstrated improvements to psychological and physiological processes.

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress. Stress management consists of making changes to the life in any constant stressful situation, preventing stress by practicing self-care and relaxation. Stress is a mental tension which is caused by demanding or through burdensome circumstances. In stress management we mainly discuss about the importance of stress management, types, techniques, skills and causes of stress management.

Key words: -

Stress management, Workplace, Depression, Mindfulness-Based Stress Reduction (MBSR), Psychological and Physiological processes.

Objectives:-

- It develops a plan to work at each conflict by focussing on behaviour and events, not on personalities.
- It identifies which situations create the most stress.

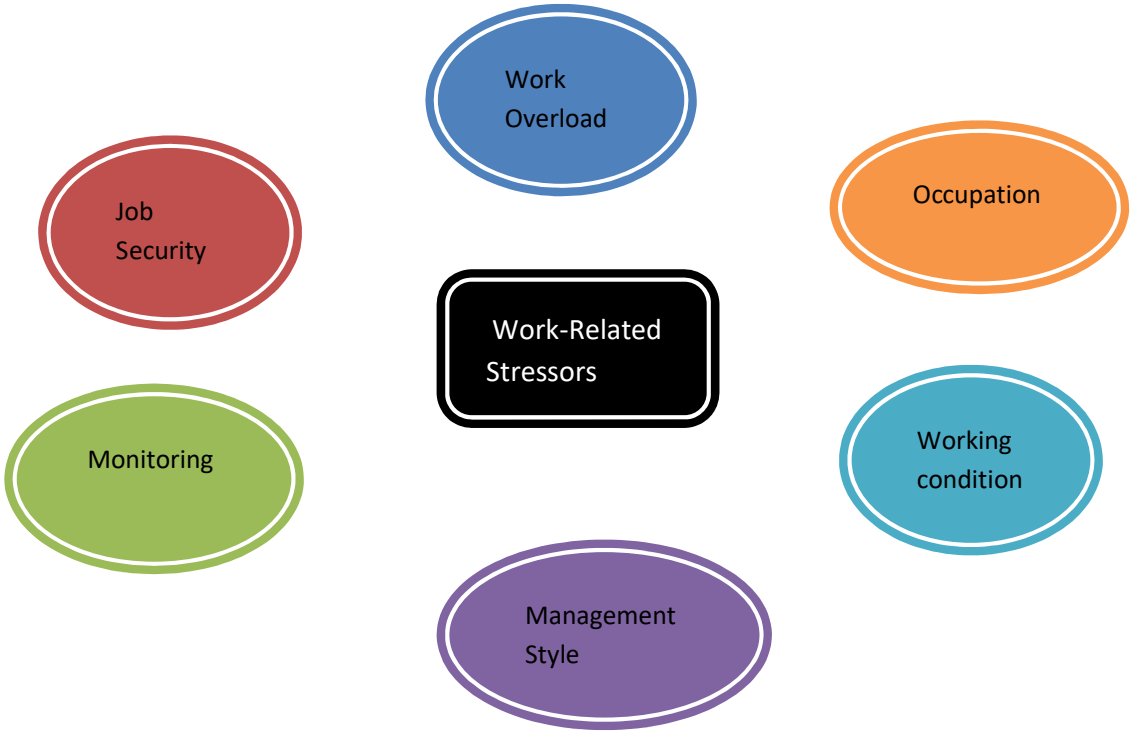
Introduction:-

Stress management at workplace i.e., Workplace Stress, also known as **Occupational Stress** is the stress that one gets from working at his/her job. People from all walks of life suffer from stress one way or another. Workplace Stress is also related to pressure from seniors and peers and in the absence of support from colleagues. When workplace stress is not controlled and properly channelized, it can create a lot of coping issues and unreliability.

Stress management consists of MBSR programs which is an eight-week evidence based program that offers secular, intensive mindfulness training to assist people with stress, anxiety, depression and pain.

Definition

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress usually for the purpose of improving everyday functioning. Stress is not necessarily something bad-it all depends on how we take or manage it. Stress occurs due to many reasons at workplace. They are as follows:



Types

There are mainly two types of stress at workplace. They are

Acute stress: It is the most common form of stress, which deals with the pressures of the near future or dealing with the very recent past. Having some acute stress in life is good.

Chronic stress: It is unlike acute stress, which is wearing an effect on people that can become a very serious health risk if it continues over a long period of time. Chronic stress damages spatial recognition and produce a decreased drive of eating which leads to memory loss.

Other than these two, there are few different types of stress. They are as follows:

- Burnout
- Acute stress
- Fear based stress
- Over work
- Job search stress
- New job stress
- Workplace conflict stress
- Time stress
- Anticipatory stress
- Encounter stress

Techniques

- Learn and practice relaxation techniques
- Accept that there are events that you cannot control
- Being assertive instead of aggressive

Skills

- Establish boundaries
- Talk to the supervisor
- Get some support

Causes of stress

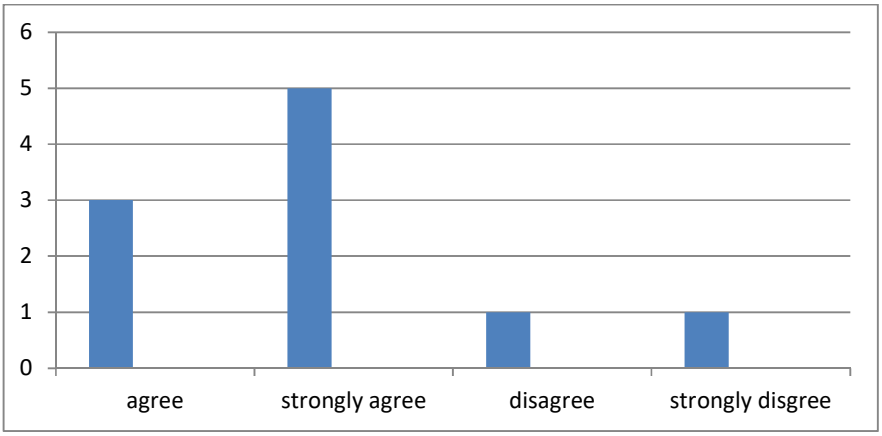
The chief causes of workplace stress are

- Unrealistic short-term goals
- Unexpected responsibility-sharing
- High expectations
- Career concerns
- Work environment

Questionnaire:

1. Does preventing stress improve productivity?

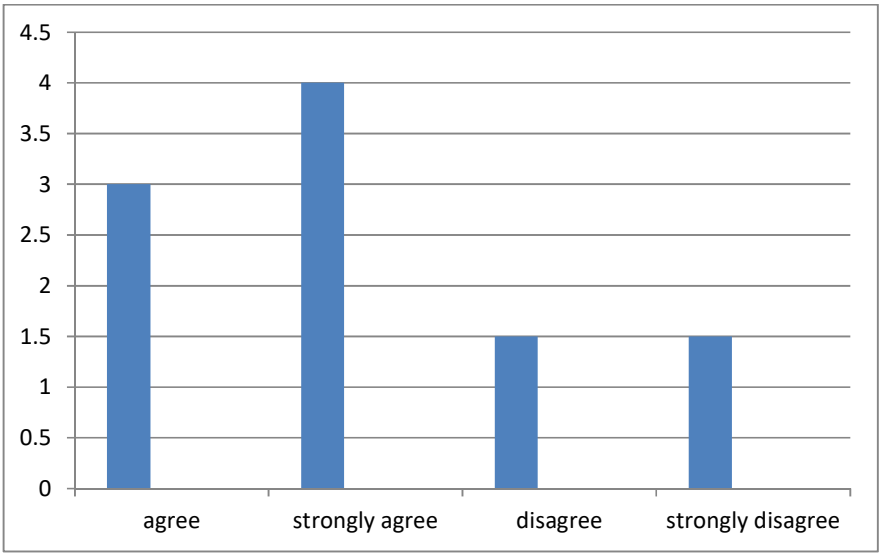
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 80% of the people agree that preventing stress improve productivity and only 20% of the people disagree this.

2. Can stress management at the workplace prevent depression?

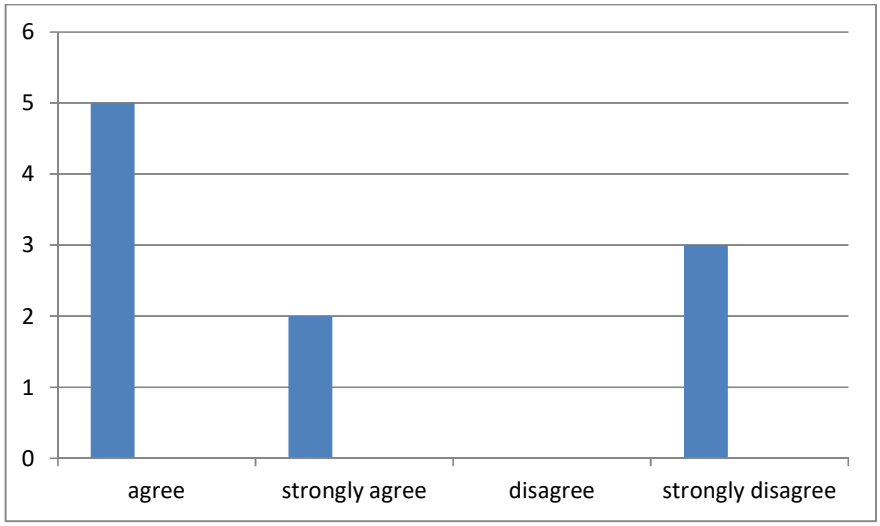
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 70% of the people agree that stress management at the workplace prevent depression and 30% of the people disagree this.

3. Occupational stress in organisations effects on organisational performance.

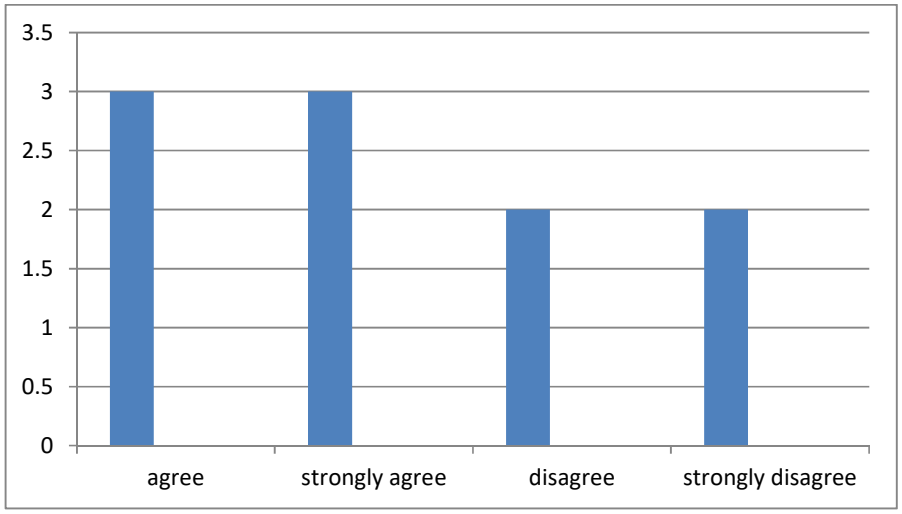
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 70% of the people agree that Occupational stress in organisations effects on organisational performance and 30% of the strongly disagree this.

4. Mindfulness-based stress reduction used as a method for personnel development

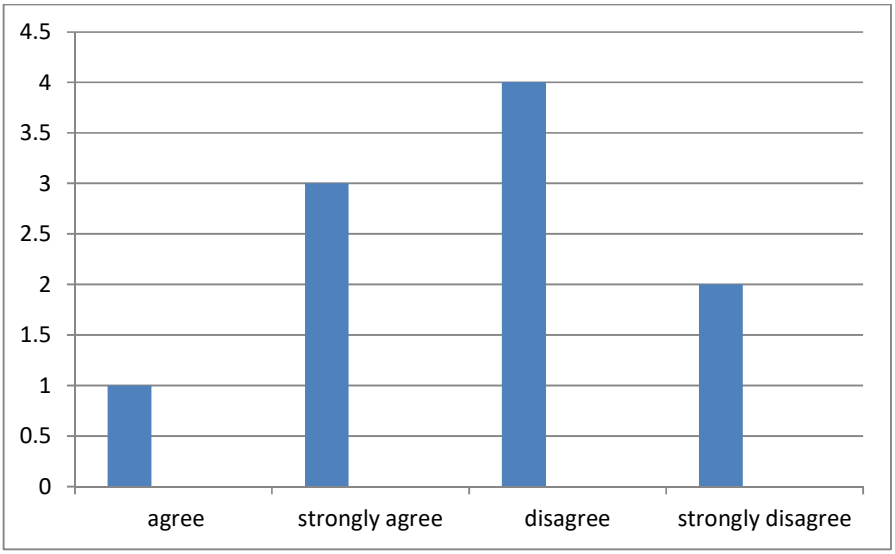
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 40% of the people disagree that mindfulness-based stress reduction used as a method for personnel development and 60% of the people agree this.

5. Can coaching reduce workplace stress?

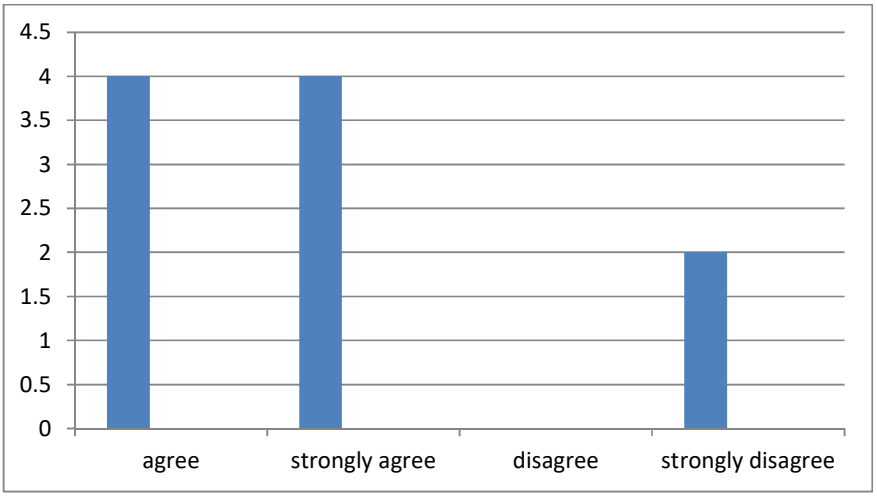
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 60% of the people disagree that coaching reduce workplace stress and only 40% of the people agree this.

6. Occupational stress includes measuring job pressure and organisational support in the workplace.

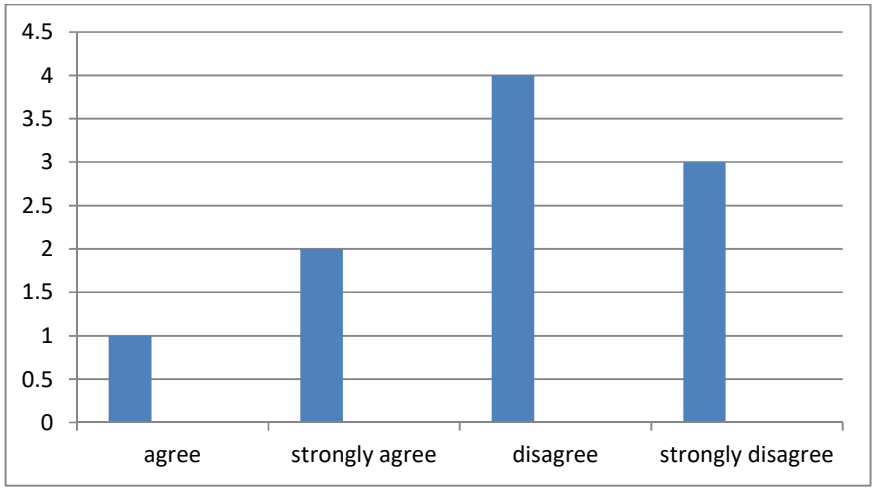
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 80% of the people strongly agree that occupational stress includes measuring job pressure and organisational support in the workplace and only 20% of the people disagree this.

7. Stress management interventions in the workplace improve stress reactivity.

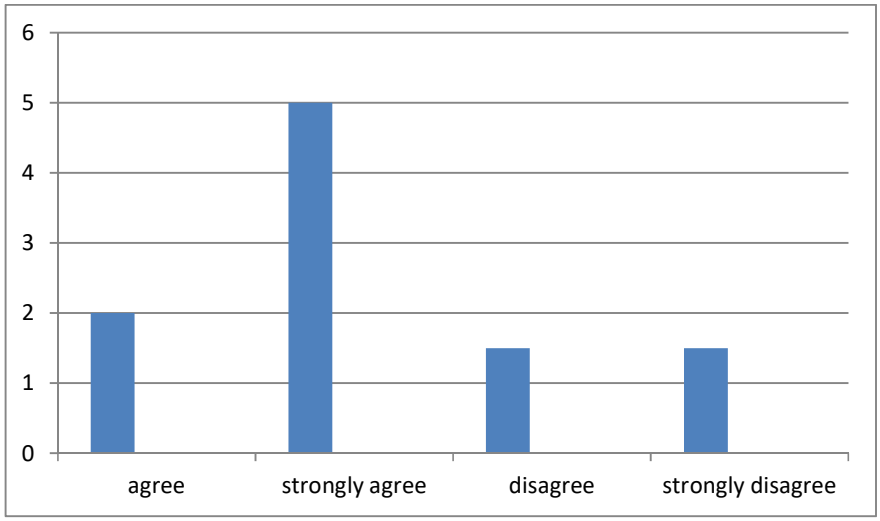
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: Only 30% of the people agree that stress management interventions in the workplace improve stress reactivity and 70% of the people disagree this.

8. Stress management helps in identifying which situation create stress.

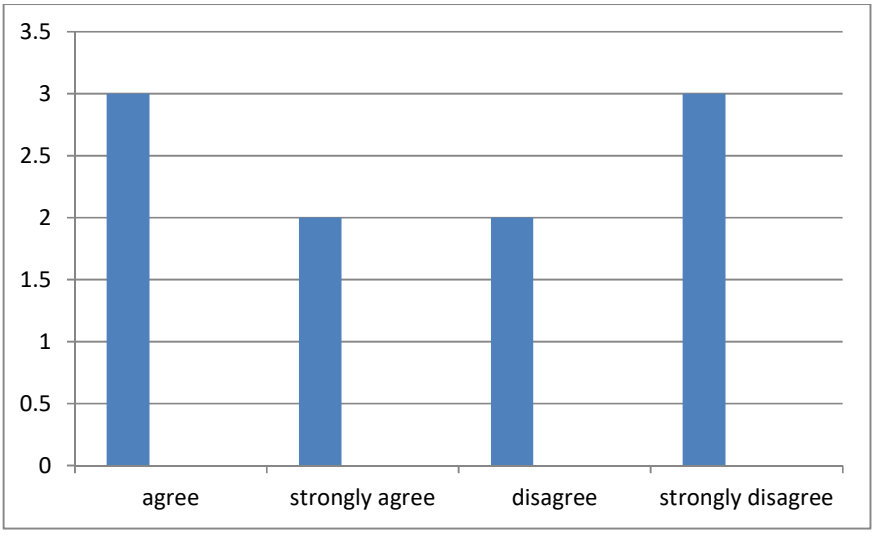
a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 70% of the people strongly agree that stress management helps in identifying which situation create stress and only 30% of the people disagree this.

9. Does stress management helps in developing a plan to work at each conflict by focussing on behaviour and events?

a. agree[ ] b. strongly agree[ ] c. disagree[ ] d. strongly disagree[ ]



Interpretation: 50% of the people agree that stress management helps in developing a plan to work at each conflict by focussing on behaviour and events and 50% of the people disagree this.

Findings:

- Most of the people believe that stress affects the performance of the people at the workplace.
- Due to this people face such conflicts such as not focussing on behaviour and events.
- Also stress at workplace helps in measuring job pressure and organisational support.

Suggestions:

- There are many measures that can be taken in order to improve the performance and stress reactivity.
- So that people get relieve from stress and focus on personal behaviour and improve productivity.

Conclusion:

Stress has become the most common cause of employees in all the industries. Stress can make an individual productive and constructive when it is identified and well manage d. Thinking in a broader perspective of life will definitely change stress. Hence, we will be successful if we make distress into stress, our healthy lifestyle as well as organizational well-being will change.

Literature Review:

1) Schmidt, Denise Rodriguez Costa; and et al, in their work on ―Occupational stress among nursing staff in surgical settings‖. They aimed at evaluating the presence of occupational stress among nursing professionals working in surgical settings and investigating the relations between occupational stress and work characteristics.

2) Li-fang Zhang have conducted a study on titled ―Occupational stress and teaching approaches among Chinese academics‖ (2009). Researcher suggested that, controlling the self-rating abilities of the participants, the Favourable conceptual changes in teaching approach and their role insufficiency predicated that the conceptual change in teaching strategy is negative.

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