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A STUDY ON THE PHENOMENON OF STRESS AND PROMOTION OF WELL BEING AMONG WORKFORCE

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Abstract

Stress in human being, has become one of the powerful aspects in the contemporary life. This negative pressure creates a sudden thought-attack and brings forth complications to human beings. In the past, life seemed to be simpler. At the same time, it does not mean that stress has arisen in the modern period. This problem has been existing from the beginning. This modern world burdens the people with complex confusions and pains. On the other hand, the realms of religion, medicine and psychology make their attempts to explain and ease this complication. Having this in my mind, Author is interested to explore the reality of stress and spell out the feasible methods to cope with this problem. Humans are the architect of their own destiny. But in this millennium generation, the complex demands add the weight on their shoulders. Stress, which is one of the modern ailments, is found in each member of every society. Most of the diseases are linked to stress, in which most of the humans live. Here the main task is to focus on the widespread confusion and misunderstanding about the nature of stress and to create an understanding about stress in order to achieve self-awareness.

Keywords: Ailments, Awareness, Stress, Feasible, Society.

Introduction

Stress in human being, has become one of the powerful aspects in the contemporary life. This negative pressure creates a sudden thought-attack and brings forth complications to human beings. In the past, life seemed to be simpler. At the same time, it does not mean that stress has arisen in the modern period. In fact, this problem has been existing from the beginning. This modern world burdens the people with complex confusions and pains. On the other hand, the realms of religion, medicine and psychology make their attempts to explain and ease this complication. Having this in my mind, Author is interested to explore the reality

of stress and spell out the feasible methods to cope with this problem.

Etymological Meaning of Stress

In our lives emotional factors play an important role in the maintenance of mental and physical health. Thus it has become a part of our life. Today stress has raised its head actively, compared with the past. The term stress was first coined by Hans Selye in the year 1936, in the field of psychology and social sciences. It is not mainly a pressure from outside situation, built causes through our response to the situation. In physics, stress is something defined as a force which acts on a body to produce strain. In psychology stress is

expressed with the following notion that a state of the organism resulting from some interaction with the environment.” The definition for the word stress in the oxford dictionary is a state of affair involving demand on physical or mental energy.

Stress is the ‘disease’ which is an uncomfortable state due to a commotion in both external and internal factors. It is not like germs, virus or contaminated water. And it could not be put on a slide as that of micro particles. But it is a way we individuals think, feel and act. By doing so we focus on the external appearance of stress, and we fail to pay attention to the source of stress. Stress is a sudden thought attack it brings forth complications to the humans. It creates a break from normal duties. These are all something pertaining to mind. Because of mind which is in pain would be worse than pain of the body which is under pain. Mind and body are closely related to each other. Mental conditions may lead to physical disorder, so too the physical and mental disorders.

Levels of Stress

Stress is looked at in different methods of levels by the physicians and the psychologists. But all are interlinked together and explains the various consequences of stress in their own way. It could be experienced or known in four levels or conditions. It may occur even in normal circumstances. The first level of stress is sudden and abrupt changes. If a person is dismissed from the job, or due to the loss of loved ones or some unexpected happenings may create a stressful situation, individually or in a family circle. The individual is not prepared for this situation.

The next second level of the stress is a feeling of being over-committed. Most of our activities will become boring or not pleasing to us. Because we feel that we are being forced to do the things that are supposed to be done by others. Here arises the ‘blame game.’ One may tend to escape from the times of failures. When one is questioned for his irresponsibility, he puts the blame on others.

Following the second level, third phase of stress is a feeling of inadequacy. If a person feels himself inferior or not qualified, or not trained in any skill, surely he will have an inadequacy all the time. Today we see the well-equipped are not qualified rather the unjust gets the job. When the really qualified are

discouraged and disappointed, they will be over loaded with stress. And so they experience anxiety, inability and so on.

The fourth step of stress is a joyless striving. When we do things without understanding the real value behind it, we become slave to the situation. So one will not be really committed in his endeavors. This in turn will create stress in us. Some of the religious practices and some of the norms of the society may make us to do, what one really do not want to do. But the reason behind these customs and norms are for relationship. So one tend to remain as he wants, on the other hand society expects from him to do these norms. Thus these levels of stress create stress in the individuals and also in the community.

Freedom from Stress

Optimistic Approach

Problems are inevitable and they are part of human life. In this current scenario, the happier and successful people are those who are able to look at every problem with an optimistic approach. It is quite normal that when one’s mind and body are immersed with negative feelings and stressful situation, confidence in him fades away slowly. By understanding the instant problems of bad thinking would help one to be aware of every consequences of bad thinking in life. The man must face all the circumstances, since he wants to be active and the master of the environment. Thus he can achieve his goals by looking at stressful situations as opportunities.

Taking Life as it Comes

Negative emotions are a poison to our life. Because negative thoughts result in negative attitudes. Only the awareness about the situation and our life can change our attitudes and thoughts. It is like when one has got a toothache, even the tasty food will not have a taste, when it is eaten with pain. It is not because of the food, but because of the toothache. So too our mind should perceive the life circumstances with awareness and openness.

Life consists of both pleasant and unpleasant situations. If one perceives only the pleasantness, he will be put down in times of difficulties. This may result in distress and disturbances. Today the modern gurus insist on taking life as it comes, that is living in the present. Present is more important than

brooding over the past and thinking of the future. Thus each step we take in order to attain this realization will make us to live our lives with all its richness and fullness.

Rejuvenation through Yoga

There are three main veracities in the realm of yoga, they are; external reality internal reality and transcendental reality. The external reality is the world of things. The external reality may look luxurious, but internally people feel depressed, when stressful situation arises. The internal reality is the world of thoughts. There is a close bylink between these veracities. Because the external reality cannot create stress, it is the internal reality, that which creates stress. Thirdly the transcendental goes beyond mind. Yoga says that we are the space, in which thoughts are the clouds. When we transcend our thoughts, then it is called "Samadhi" in yoga system. Yogis say that we make ourselves as empty space when we can see ourselves beyond the thoughts. And this attainment is known as ecstasy.

Importance of Meditation

Meditation and relaxation are the effective means of stress management. Relaxation is only a part of meditation. It could be achieved through the breath control and it is the first step for inner concentration. After calming the body through relaxation, one focuses the mind on the events, which have been suppressed in the subconscious level. When all the deviated ideas are brought into one track, then our internal reality will become calm and clear. And thus by identifying our true self, we slowly misidentify the stressful events, which are hidden and burden to our self.

Relooking Our Belief

Some of our false beliefs like, individuals exist for the group, I must always take others seriously, failures and the past are very important, I am capable of doing this, etc. These are some of the pessimistic views or false beliefs, which we inherit from our childhood. These are to be relooked and replaced with proper beliefs. It is because more than the thoughts, our beliefs shape our life. We often face a stressful situation, due to our own beliefs, rather than our situations.

Positive Role of stress

It is not the problem that makes one sad, but the negative attitudes towards it. Actually every difficulty becomes an

opportunity, when viewed positively. When we see the lives of great personalities, we can understand that these people have reached that success not because life was without any problems. But they viewed those problems with a positive approach. A positive approach to one's actions, thought and mind brings fullness in life. Every thought creates some reaction. Negative thought creates stress and hurt to the body, whereas positive thought could create bliss to our bodies. Thus keeping our emotions in a positive mood, will make us powerful.

Statement of the Problem

The study is focused on reducing the stress level of employees in Suryabala Autos Private Limited. Every individual in the organization would face stress in their own way wherein they are placed for job. This will affect the production level of an organization. Therefore, the contribution of the individual would give the result in positive or negative outcome in their life outside organization as well as inside organization and it finally reflects in production process. Generally employee satisfaction would be focused for their happiness in work, but this study would be focused on the delight of the employee which is one step ahead of satisfaction, aiming on the not just happiness, but a heartfelt joyfulness.

Review of Literature

Hobfoll, Stevan E et al, scrutinizes both home and work stress. It is known that one of the main principal values of work related stress is burnout. It focus especially on burnout phenomena. Emotional overtiredness, depersonalization, lower personal accomplishment, reduction of enthusiasm about work, hopelessness, feelings of entrapped etc., were discussed. A contemporary theory of stress that helps explain the general occurrences of stress in the workplace and more specifically the process of burnout is expressed. The theory of conservation of resources help one to predict workplace stress, which would result in better outcomes of workplace stress.

Cary L. Cooper, explores the article as a range of causes of workplace stress and a three conceptual intervention strategies for managing pressure at work. We could find three aspects such as primary, secondary and tertiary hindrance. The Primary aspect is concerned about stressor reduction. The secondary aspect of strategy focuses with stress management and finally the tertiary aspect explains on the

remedial support. There are varied policy issues are recommended such as economic incentives, risk assessment, and specific measures to help small and medium sized workplaces in manag

Weighted Average Analysis

	Total Weight	Weighted Average	Rank
Relaxation	113	37.67	1
Meditation and prayer	101	33.67	2
exercise and yoga	73	24.33	3
Spending time with your family	44	14.67	4

Interpretation

From the above table, we interpret that there is an average response to reduce stress from the respondents. As per the table, Relaxation is being observed as top rank and rest of the responses ranked in ordering workplace stress.

Chi-Square Test Cross Tabulation

	Value	df	Sig.
Pearson Chi-Square	1.069E2 ^a	16	.000
Likelihood Ratio	135.629	16	.000
Linear-by-Linear Association	9.303	1	.002
No of Valid Cases	130		

Interpretation

From the above chi-square table, chi-square value is 1.06 and value is 0.00 which is lesser than 0.05. Therefore H1 is accepted and H0 is rejected. Hence there is significant association between areas in which facing problem and the ways to reduce stress. Thus it is inferred that people have a different areas in which facing problem may have a different ways to reduce stress.

Suggestions

- Relaxation by conducting group dynamics.
- Positive outlook towards work and responsibilities.
- Self-analysis through personality type test.
- Inter personal skill development through psychometric test.
- Yoga cum meditation and physical exercise in the morning.
- Time management for enriching discipline.

- At the individual level the employees could practice a relaxing holiday (where in quality time is spent with the family) every fortnight or month.
- Realize excessive use of tea / coffee / cigarette is not answer to stress.
- Try to get 6-7 hours of continuous sleep per day so that the individual will be fresh.

Conclusion

One will never be able to eliminate one's weakness, unless one becomes aware of it. For example, if we want to learn to drive a car, first we need to know the parts of it and its accessories. So too to steer the stress from the core of one's being, one should become aware of it. By developing the awareness and an abundance of mental focus, we would feel much calmer in life. If one is distracted heavily then the power of one's mind also becomes deviated. It is just because that the human mind is like the unchained monkeys, rushing from one place to another without any pause for peace. If we could develop awareness about the behavior and stress, we can try for a change. Stress is a prison, which is built by emotional habits and attitudes of humans. Freedom is really the knowledge and ability to choose one's responses. We usually focus on one aspect of stress, especially relaxation, which will only give one some kind relief alone. In fact, this will never give anyone a self-awareness and self-control over stress. If one seeks to discover his or her own inner reality through directing and examining his or her own experiences. It may gain self-confidence and may distinguish the thought and actions, which would come on his or her way. Thus to become fully human is to discover the peace within and to live one's life, using one's full capacity.

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