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A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEES IN ORGANISATION

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Abstract

Stress is a universal phenomenon that essentially manifests itself in humans as a result of pressure emanating from several experiences or challenging situation. Delay in job completion, deterioration of the power of organization and planning, increase in error rate during manipulative and cognitive task, depression and feeling of helplessness and over sensitivity are the major impact of stress on the productivity of professionals. In order to minimize stress, delegating some work, share burden with colleagues, leave and time off work with family and loved ones, as well as reducing work overtime ranked highest as strategies for stress management. Based on the findings, it was concluded that stress has a great impact on the professionals and thereby affects the level of productivity. It was therefore recommended that professionals should exhibit self-control and good self-esteem; engage in continuous professional development on skills for better organization, integration of work within specified project constraints and delegation of assignments, authority and breaking work into manageable parts so as to be able to cope with stress. An attempt has been made through this research paper to know the reasons of stress among the employees and the ways used by employees to cope with the stress generated at workplace. In the second part of the article some stress coping strategies, such as gaining social support, taking advantage of the programs targeting on stress coping, reduction of stress in the workplace by improving work environment and work organization, are explained.

Keywords: *Stress, Stress Management, Industries, Workplace, Factors.*

1. INTRODUCTION

An ever-increasing number of employees are encountering stress at work. They might be adapting to an

excess of work load, long working hours or quick changes in innovation, deadlines to meet evolving needs. The Nature of business has now changed and the possibility of an occupation forever has

been supplanted by an accentuation on execution. Stress is currently perceived as a legitimate wellbeing and security issue at work. Stress can prompt a scope of terrible and incapacitating emotions and manifestations, for example, cerebral pain, spinal pain, stomach upsets, nervousness and lethargy. This thus prompts absence of profitability, wear out and long term ailment if not averted. In this way, to oversee the pressure got significant for each association. Stress Management is getting to an ever-increasing extent consideration nowadays, especially in the private sector. There is nothing of the sort like peaceful activity. Everybody in their work is presented to pressure and tension as they overcome the obligations delegated to them. The research shows that a large number of employees are confronting high pressure due to their work and the explanations for this pressure incorporate long working hours, improper reward framework, job struggle, absence of employment independence, authoritative Culture, etc.

2. Objectives:

A lot of research has been conducted into stress over the last hundred years. The main objective of the present research work is as follows

- The effect of stress on employees in organization.
- To study the different stress management techniques in managing the stress.

3. Review of Literature:

Charu M. (2013), he stated that higher stress is directly proportional to the quality of work life for IT professionals. He outlined a few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of work life. *Sinha V. and Subramanian K.S. (2012)*, the study highlights that various levels of

organization experience different kind of organizational role stress. It also states that stress is influenced by various factors like shortage of resources, inadequacy within a person, and overload with a role, stagnation of a role and isolation and expectation of a role. *Cobb (1975)*, has the opinion that, "The responsibility load creates severe stress among workers and managers." If the individual manager cannot cope with the increased responsibilities it may lead to several physical and psychological disorders among them. *Berhem et al (2004)* in their study on A New Model for Work Stress Patterns 'describes the role of ambiguity is the main source of work stress and self-knowledge as the main coping strategy to overcome work stress. Work stress is believed to be one of the most important factors affecting productivity. *Singh and Sehgal (1995)* in their study on Men and Women in Transition: Patterns of Stress, Strain and Social Relations 'highlight the patterns of stress and strain among men and women as well as single- and dual-career couples. They found that male and female managers did not differ significantly on various stress dimensions. Difference in gender was however found in strains.

4. Research Methodology:

The study is based on secondary sources in the form of research papers and websites. On the basis of this secondary data the problem which is Stress Management among employees in different industries has been discussed in this paper. A few of self-observations have also been mentioned in context to Stress Management.

Meaning of Stress

Stress is the "wear and tear" of our minds and bodies understanding as we endeavour to adapt to our persistently evolving condition. Stress is commonly characterized as: "A versatile reaction to a circumstance that is seen as trying or on the other hand threatening to the

individual's prosperity." Stress is likewise a physiological and mental condition that prepares a person to adjust to a domain that is unfriendly or compromising. Stress is natural factor, depicting the results of a handicap to respond properly to physical or emotional dangers to the creature, regardless of whether real or on the other hand, envisioned.

- According to Richard S. Lazarus, "Stress as a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize."

- According to Hans Selye, "Stress is the body's nonspecific response to a demand placed on it."

Causes of Stress

There are different reasons for pressure.

1. Organizational:

elements like differentiation in pay structure, severe rules and guidelines, peer pressure, objectives clashes/objectives uncertainty, ineffective communication, less career openings, absence of workers investment in basic leadership, excessive control over the workers by the directors, and so on.

2. Individual:

Elements like, different desires which the relatives, companion, prevalent and subordinates have from the worker, inability to see such desires, job struggle which thus causes representative pressure. Other personal components causing pressure are different character qualities for example, being anxious, feeling time pressure, forceful, inflexible, and so on. Also, the family issues, individual monetary issues, unexpected profession changes all lead to stress.

3. Job related:

Factors like, dull nature of occupation, hazardous and undesirable working conditions, absence of secrecy, work disappointment, absence of employment association, and so forth.

4. Extra-authoritative:

Elements like in present day modern technology savvy world, stress has expanded, inflated, mechanical change, social duties and quick social changes are other extra authoritative variables causing pressure.

Personal

- Illness or injury
- Pregnancy and becoming a parent
- Infertility and problems having children
- Bereavement
- Experiencing abuse
- Experiencing crime and the justice system, such as being arrested, going to court or being a witness
- Organising a complicated event, like a holiday
- Everyday tasks, such as household chores or taking transport

Friends and family

- Getting married or civil partnered
- Going through a break-up or getting divorced
- Difficult relationships with parents, siblings, friends or children

Employment and study

- Losing your job
- Long-term unemployment
- Retiring
- Exams and deadlines
- Difficult situations or colleagues at work
- Starting a new job

Money

- Worries about money or benefits
- Living in poverty
- Managing debt

a. Stress Management:

Stress Management is the need of the hour. Notwithstanding hard we attempt to go past a stress situation, life appears to discover better approaches for worrying us and tormenting us with uneasiness assaults. Stress Management is to distinguish the sources of stress in your life starts with and to maintain distance from them.

Effects on the organisation may include:

- High absenteeism
- High labour turnover
- Poor time keeping
- Poor performance and productivity
- Low morale
- Poor motivation
- Increased employee complaints
- Increased ill-health, accidents and incidents reports

Some of these stress-relieving activities may work for you:

- Play with your kids or pets – outdoors, if possible.
- Take a walk in nature.
- Meditate or practice yoga.
- Work in the garden or do a home improvement project.
- Go for a walk, run or bike ride to clear your head.
- Read a book, short story or magazine.
- Meet a friend for coffee or a meal.

5. Conclusion:

It is inferred that in the present situation everybody i.e., a school going child or a worker have stress at various places. An excessive amount of pressure isn't useful for wellbeing. The executives needs to make a sound environment at work place and furthermore give vital preparing at all levels so that the stress can be limited and it prompts thriving and profitability. The entire management team can conduct various fun yet motivational activities in the organization. Instead of going for an annual excursion, it could be shifted to quarterly getaways. More psychological games should be introduced to know the exact feelings of an employee so that necessary measures could be taken. Weekly meditation and yoga sessions could be another way in dealing with stress because reason could be unlimited but problem will be the same.

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