

A Study on Employees Stress Management in Corporate Sector

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Abstract

The study of HRM is one of the most important criteria in the corporate sector. This paper study on stress management practices in corporate sector, and also identify what factors, cause, types, stress and the possible techniques used to control stress and so into view of the employees working in the corporate sectors. Stress is a self developed pain by thoughts. It refers to the physically tension that a human being feels as an effect of coping with some surroundings factors. Stress affects individuals differently. Some people have greater degree of toleration and they face stress very bravely and on the contrary, some people get nervous by stress. "In the 15th century, the word stress was used to explain difficulty or pain. A century shortly, the word was used to explain burden, force or pressure, mainly on a person's body or spirit. In the 17th century stress denoted hardships, strains, difficulty or suffering. During the 18th and 19th centuries it intended, force, pressure, strain or strong effort". The 20th century was called the "The Age of Anxiety".

Key words: Stress management, causes, symptoms, and techniques and remove stress.

Introduction

"Neither total lack of stress nor stress to excess is good". Stress is very universal in day to day life. Now a day's it's become our piece of life. We can overcome stress but we cannot avoid stress.

What is Stress? Stress is said to be a bodily, mental, or emotional reaction to events that causes physical or mental tension. In straightforward words, stress is an outer force that has a control over inner feelings. Stress is not shocking all the time. But it occurs through the work time it will affect our performance in work. The outcome of the study reveals that both the male and female employees are experiencing stress in their work place. Stress is the outcome of environment factors. Environment means the sum total of all the factors that surround us on all sides and thus affect us e.g. job; economic condition, technical changes, social help, and organizational policies etc. Stress can have both positive and negative effects. Its positive effect is that stress helps us in doing something which in turn increases our efficiency and we make some progress, on the other hand, its negative effect results in sadness, anger, disbelief, etc.

Stress Management: Stress management is a need of the hour. It refers to the mechanism which brings stress under control and relieves the damage it can cause. Stress management can be defined as interventions planned to shrink the impact of stressors in the workplace. Stress Management is significant for both individual and organization. In short, it can be said that in case stress crosses a certain limit, it has to be controlled or managed to avoid its negative effects.

Research Methodology

The appropriate data and information for the purpose of study of stress management has been collected through secondary data which are collected from diverse sources like books, journals, news papers, government reports, libraries, internet, web-sites and other sources were utilized.

Review of Literature

M.Kotteeswari et al (2014): This paper intends to study the job stress factors affecting the performance of the employees. K. S. Sathyanarayanan et al (2011) this paper found the How to put in place systems and procedure that are in harmony with the IT revolution, how to manage and compete in the IT era? Nirmala. R. (2015) the aim of this paper is to present insight that will help the reader additionally get better his/her management competencies in managing stress in the workplace. M. RAVI BABU (2014) this paper considers some of the key issues and challenges in human resource management in the Indian Context. Rahul Sharma (2015) "Stress Techniques and Management: A Review paper" The paper is descriptive in nature and based on secondary data gathered from various published and online sources. The study will be able to give a glimpse of the various factors responsible for the stress creation and the techniques used to minimize it.

Objective of study

1. To study the types and causes of stress.
2. To study the symptoms of stress.
3. To study the techniques of removing stress.

Types of Stress:

➤ Eustress:

This is a positive stress which is necessary for life. This prepares a person to obtain the selected work, to close the work on time without any delay e.g., examination day's stress. If this stress is not there on the student, they will not study well. It provides encouragement and power that is needed to complete the work. "Eustress" is the satisfying stress that accompanies promising events.

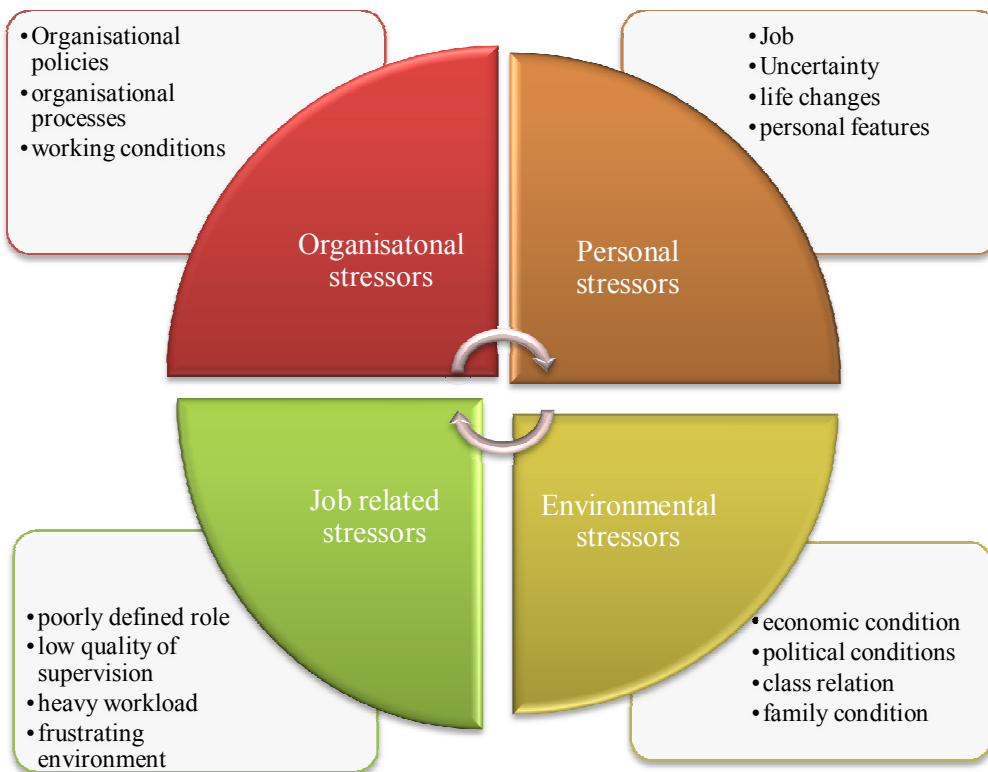
➤ **Distress:**

It is a negative form of stress. This is a stress which is completely not wanted. This occurs when the brain and body is not capable to deal with changes. This type of stress can be acute or chronic, which can be strong or lifelong respectively. Distress is the unlikable stress that accompanies depressing events. It can cause emotional and physical distress.

Causes of Stress

A vital issue is as to why a human being comes under stress. The causes resulting in stress are called stressors.

Stressors: It represent to an environment demand that cause people to feel stressed. They can be divided into the following categories:



Symptoms of Stress

Since of these nervous tension or pressures, workforce develop various symptoms of stress that can break their job performance. The symptoms of stress can be divided into the following kind:

- A. **Physiological Symptoms:** when an individual feels stressed his mind reacts and his senses are excited. Physical balance is distressed. Its outcome can be short-term and long-term.

- Heart Disease
 - Kidney Disease
 - High Blood Pressure
 - Headache
 - Ulcer
 - Sleep Disruption
- B. Psychological Symptoms: Mentally weak people get nervous at irrelevant problems. They get promptly depressed and drop their self-confidence.
- Depression
 - Feeling Scared
 - Tension
 - Job Dissatisfaction
 - Nervousness
 - Feeling Moody
- C. Behavioral Symptoms: When an individual is feeling stressed, to one side from showing physical and psychological symptoms, he displays various behavioral symptoms also. More changes in behavioral like: discussion gets fast, style of eating, drinks wine, etc.
- Absenteeism
 - Aggression
 - Smoking
 - Using Alcohol
 - Defensive

Techniques of removing stress

Now, stress can be overcome but we cannot avoid stress. Management of stress is possible with the help of the following techniques:

- Meditation
- Yoga and Exercise
- Balanced Diet
- Time Management and Sleeping
- Social Support
- Massage
- Job Enrichment and Imparting Training
- Participation in Management

- Proper Selection and Reward System
- Career Advancement Opportunity and Open Communication
- Suitable Policies and Easy Controlling Processes

Conclusion

In the competitive and fast moving modern world every individual is under stress. Stress can make you unhappy, growing your risk for nervousness and hopelessness. That is why; no corporation can see its workforce under anxiety. Stress is not bad all the time. Hence, the company would like to get their employees out of stress at any charge. This is possible with the help of well-organized and effective stress management only.

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