Stress Management

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Abstract

In today's world, stress has become a worldwide phenomenon, which occurs in various forms of every workplace. In today's work life, employees are generally working for longer hours, as the rising levels of responsibilities require them to exert themselves even more strenuously to meet rising expectations about work performance. Omolara (2008) described occupational stress as the adverse psychological and physical reactions that occur in an individual as a result of their being unable to cope with the demands being made on them. It is noted that, stress is not necessarily bad; it is an opportunity when it offers potential gain. But whatever its nature, it usually begins when individuals are placed in a work environment that is in incompatible with their work style and temperament. It becomes aggravated when individuals find that they have or can little control over it. The purpose or objectives of the study are to study the employees of colleges are happy with the environment, to know about the employees of colleges have control over the job and to study the employees have adequate information on their role at work. The findings are mostly respondents are happy with their working environment, most of the respondents have a control over their job, most of the respondent feel happy with their environment even then they work under pressure and most of the respondent have the adequate information on their role at work.

Introduction

Stress Management an Overview

In today's world, stress has become a worldwide phenomenon, which occurs in various forms in every workplace. In today's work life, employees are generally working for longer hours, as the rising levels of responsibilities require them to exert themselves even more strenuously to meet rising expectations about work performance. Omolara (2008) described occupational stress as the adverse psychological and physical reactions that occur in an individual as a result of their being unable to cope with the demands being made on them.

According to Swanepoel etal. (1998) work related stress has been a topic of their study that has received increasing attention, in the area of occupational health, over the last three decades. These authors were of the opinion that the world, especially the world of work and

business, has become increasingly subject to fast changing forces like increased competition, the pressure of quality, innovation and an increase in the pace of doing business. The demands on employees grew equally dramatically and this created stress within employees. Apart from stress that arose from the work situation, other sources of stress could relate to personal factors such as relationships with others and use of free time.

It is noted that, stress is not necessarily bad; it is an opportunity when it offers potential gain. But whatever its nature, it usually begins when individuals are placed in a work environment that is in incompatible with their work style and temperament. It becomes aggravated when individuals find that they have or can little control over it.

The physical body denies co-operation to fulfill the inner ambitions of achieving maximum. Time stress has far-reaching consequences and has per collated in to all aspects outlines. Anything that causes a change in life is stress. Be it a good or bad change, both is stress. Early in the century, medical students were taught that "if you know. Syphilitis you know medicine that is because of all pervading effects of the disease the same can be said about stress. Since it can contribute to or mimic just about any symptom one can think or stress as an unavoidable consequence of life. Stress is due to the conflicts of not being able to share his time between work and family demands. The lack of clarity about expectation of others from the role or lack of feedback on how ones performance is regarded by other can be a causing factor for stress. Lack of knowledge skills or inadequate preparation to be effective in work can cause a stress.

Definition of Stress

"Stress is an adaptive response, mediated by individual characteristics and/ or psychological process, that is consequence of any external action situation, or event that place special physical and or psychological demands upon a person" - Ivanecih and Atteson.

Concept of Features of Stress

In 1936, Hensley introduced the concept of stress in social science at the general adaptation syndrome. He view stress as the non-specifically induced change within biological system. It is no specific because any adaptation to a problem faced by the body, irrespective of the nature of the problem is included.

Stress is defined as any influences, which disturb the natural equilibrium of the body, and includes within its reference physical injury exposure deprivation all kinds of disease and emotional disturbance. It is also important to point out what stress is not.

Stress is not Simply Anxiety

Anxiety operates solely in the emotional and psychological sphere, whereas stress operates there and also in the physiologically sphere. Thus, stress may be accompanied by anxiety, but two should be equated

Stress is not Simply Nervous Tension

Like anxiety, nervous tension may results from stress, but the two are not the same. Unconscious people have exhibited stress, and some people may keep it "bottled up" and not reveal it through nervous tension. Stress is not necessarily something damaging, bad or to be avoided: Eusterss is not damaging or bad and is something people should break out rather than avoid. The key of course, is how the person handles the stress. Stress is inevitable; distress may be prevented or can be effectively controlled.

Sources of Stress

We can experience stress from four basic sources:

The Environment: The environment can bombard you with intense and competing demands to adjust. Examples of environmental stressors include weather, noise, crowding, pollution, traffic, unsafe and substandard housing, and crime.

Social Stressors: We can experience multiple stressors arising from the demands of the different social roles we occupy, such as parent, spouse, caregiver, and employee. Some examples of social stressors include deadlines, financial problems, job interviews, presentations, disagreements, demands for your time and attention, loss of a loved one, divorce, and co-parenting.

Physiological: Situations and circumstances affecting our body can be experienced as physiological stressors. Examples of physiological stressors include rapid growth of adolescence, menopause, illness, aging, giving birth, accidents, lack of exercise, poor nutrition, and sleep disturbances

Thoughts: Your brain interprets and perceives situations as stressful, difficult, painful, or pleasant. Some situations in life are stress provoking, but it is our thoughts that determine whether they are a problem for us.

Types of Stressors

Situations that are considered stress provoking are known as stressors. Stress is not always a bad thing. Stress is simply the body's response to changes that create taxing demands. Many

professionals suggest that there is a difference between what we perceive as positive stress, and distress, which refers to negative stress. In daily life, we often use the term "stress" to describe negative situations. This leads many people to believe that all stress is bad for you, which is not true.

Positive Stress

Positive stress has the following characteristics

- Motivates, focuses energy
- Is short-term
- Is perceived as within our coping abilities
- Feels exciting
- Improves performance

Negative Stress

In contrast, negative stress has the following characteristics:

- Causes anxiety or concern
- Can be short or long-term
- Is perceived as outside of our coping abilities
- Feels unpleasant
- Decreases performance
- Can lead to mental and physical problems

It is somewhat hard to categorize stressors into objective lists of those that cause positive stress and those that cause negative stress, because different people will have different perceptions and reactions to particular situations. However, by generalizing, we can compile a list of stressors that are typically experienced as negative or positive to most people, most of the time

Examples of Negative Personal Stressors

- The death of a partner
- Filing for divorce
- Losing contact with loved ones
- The death of a family member
- Hospitalization (oneself or a family member)
- Injury or illness (oneself or a family member)

- Being abused or neglected
- Separation from a spouse or committed relationship partner
- Conflict in interpersonal relationships
- Bankruptcy/money problems
- Unemployment
- Sleep problems
- Children's problems at school
- Legal problems
- Inadequate or substandard housing
- Excessive job demands
- Job insecurity
- Conflicts with team mates and supervisors
- Lack of training necessary to do a job
- Making presentations in front of colleagues or clients
- Unproductive and time-consuming meetings
- Commuting and travel schedules

Examples of Positive Personal Stressors

- Receiving a promotion at work
- Starting a new job
- Marriage or commitment ceremony
- Buying a home
- Having a child
- Moving
- Taking or planning a vacation
- Holiday seasons
- Retiring
- Taking educational classes or learning a new hobby

Three Common Ways that people respond when they are overwhelmed by stress are:

1. An angry or agitated stress response. You may feel heated, keyed-up, overly emotional, and unable to sit still.

2. A withdrawn or depressed stress response. You shut down, space out, and show very little energy or emotion.

3. Both a tense and frozen stress response. You "freeze" under pressure and feel like you can't do anything. You look paralyzed, but under the surface you may feel extremely agitated.

Review of Literature

Regarding stress management the various researcher found out in various stress in Bank, colleges Employees are as follows:-

Savery, Lawson K. In his article titled, **"The Influence of Social Support on the Reaction of an Employee." (1988)** discussed the influenSce of social support groups on relieving occupational stress among employeesresulting in an increase of job satisfaction and productivity. The study was conducted on the role of various social support agents on occupational performance and stress**.**

Garnitz, Rick In his article titled, **"Managing the interrelationship of work, family and finances", (1988)** discussed the need for employers to address the interrelationship of work, family and finances. They emphasise on employee self-reliance and empowering employees through education and suggest evolving work-life benefit programs to relieve employee stress.

Zohar, Dov In his review titled, **"When things go wrong: The effect of daily work hassles on effort, exertion and negative mood", (1999)** discussed the effect of occupational hassles on negative mood and effort exertion. Using pooled-time series analysis on daily records of a sample of military jump masters (parachute trainers), it was shown that hassles severity predicted end-of-day mood, fatigue and subjective workload. Author indicated that, despite their transient nature, daily hassles at work constitute a significant factor whose effect has been overlooked by available methods of occupational stress.

Rees, Christopher J.; Redfern, David In their article titled, **"Recognising the perceived causes of stress--a training and development perspective", (2000)** aimed to provide examples of how different perspectives of occupational stress can be identified and highlighted. Training and development specialists can play an important role in ensuring that a balanced and eclectic approach to occupational stress is adopted in the workplace.

Objectives of Study

1. To study the employees of colleges are happy with the environment.
2. To know about the employees of colleges have control over the job.
3. To study the employees have adequate information on their role at work.
4. To explore the suggestions for overcoming the problems.

Sampling Plan

Universe: The area of study is Ambala , Shahabad, Kurukshetra.

Sampling Procedure: In this study, the respondents were chosen through convenience sampling i.e. S.D. College (Lahore), Ambala Cantt; Markanda National College, Shahabad; Arya Kanya Mahavidalaya, Shahabad, University College, Kurukshetra, where all the accessible employees were contacted by tracing them from the records.

Contact Method: The respondents were contacted personally and information was derived and questionnaires were filled.
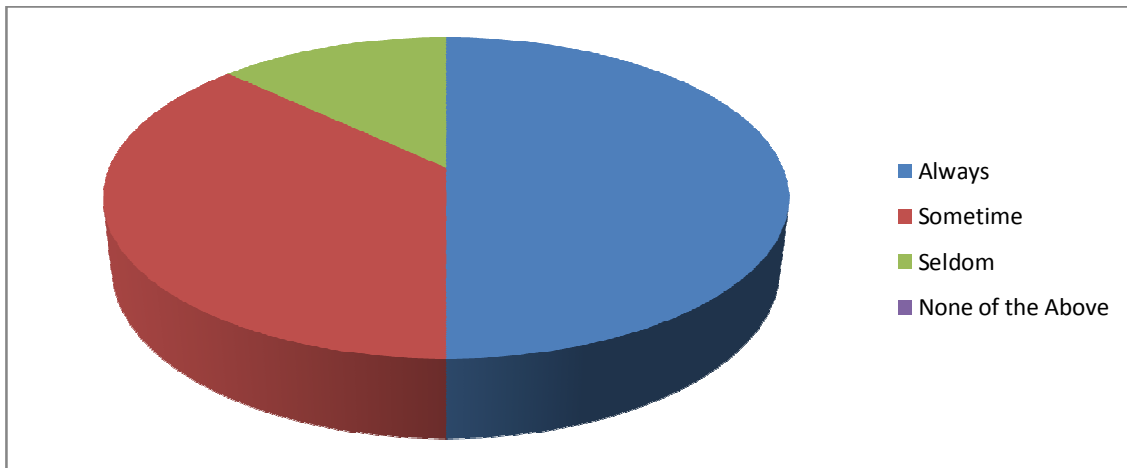
Sample Size: 100

Sampling Technique: A non-probability sampling technique i.e. convenience sampling is used.

Analysis and Their Interpretation

1)   Are you happy with your environment?

Responses	No. of Respondents	Percentage (%)
Always	50	50
Sometime	37	37
Seldom	13	13
None of the Above	0	0
Total	**100**	**100**

Interpretation: Above pie-diagram depicts that 50% of the respondents are happy with their working environment, 37% of the respondents are not always happy but sometimes they feel happy with their environment and only 13% are seldom happy with their environment. It shows that mostly respondents are happy with their working environment but do you some factors they might be under stress.

Colleges	Always	Sometime	Seldom	None of above
S.D	10	12	3	0
M.N	20	4	1	0
A.K.M	5	15	5	0
K.U	15	6	4	0
Total	**50**	**37**	**13**	**0**

Chi-Square Statistic   21.206

P-Value   0.000

*Min(npi)>=5,   i=1,2,…,k

Interpretation: Above table depicts that value of chi-square is **21.206**, which is more than the table value, it shows that there is no significant difference between the attribute towards the feeling of happiness with their working environment.

2) Do you think you have control over your job?

Responses	No. of Respondents	Percentage (%)
Always	47	47
Sometime	38	48
Seldom	7	7
None of the Above	8	8
Total	**100**	**100**
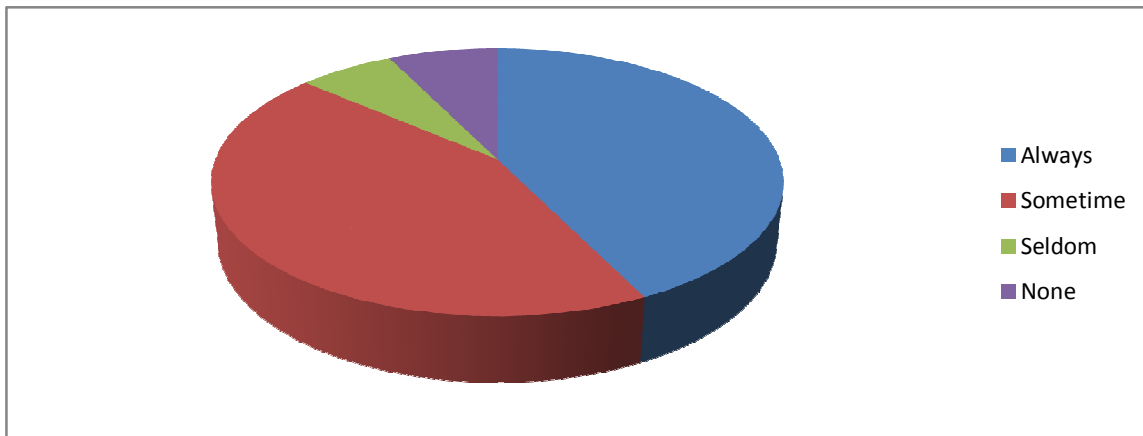
Interpretation: Above pie-diagram reveals that most of the respondents feel that they have a control over their job and only few respondents are not have their control over their job.

Colleges	Always	Sometime	Seldom	None of above
S.D	10	9	2	4
M.N	17	6	2	0
K.U	3	8	1	3
A.K.M	7	15	2	1
Total	**47**	**38**	**7**	**8**

**Chi-Square Statistic   15.787**

P-Value   0.000

*Min(npi)>=5,   i=1,2,…,k

Interpretation: Above table depicts that value of chi-square is **15.787**, which is more than the table value, it shows that there is no significant difference between the attribute towards the employees have control over job.

3) Do you have adequate information on your role at work?

Responses	No. of Respondents	Percentage (%)
Always	48	48
Sometime	33	33
Seldom	13	13
None of the Above	6	6
Total	**100**	**100**
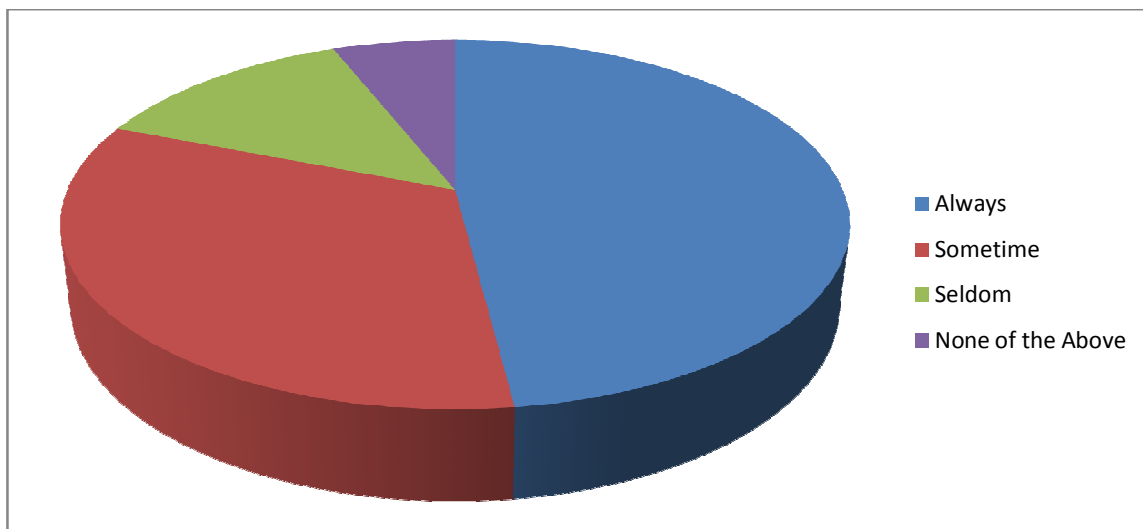
Interpretation: Above pie-diagram exhibits that 48% of the respondents feel that they have got always adequate information on their role at work and 33% respondents feel that they have got some time information, 13% respondents feel that they have seldom got information and 6% respondents feel that they have not got any information on their role at work. It shows most of the respondents got the adequate information on their role at work. Most of the respondents have the adequate information on their role at work.

Findings

1) The study has been shown that mostly respondents are happy with their working environment.

2) The study has been revealed that the most of the respondents have a control over their job.

3) The study has been depicted that even most of the respondent feel happy with their environment even then they work under pressure.

4) The study has been exhibited that most of the respondent have the adequate information on their role at work.

Suggestions to the teachers to reduce their stress:

1) Teacher should equip themselves academically to face the present competitive environment.

2) Since the stress lead to physical and mental illness, the employee are suggested to take care of their healthy by regular medical checkups.

3) The teacher is advised to maintain a balance between family and work life. So that they could seek cooperation from the family members whenever they face problem in their work life.

4) Teacher should try to avoid moving from one institution to another institution within short span of time.

References

1. Garnitz, Rick. "Managing the interrelationship of work, family and finances", Employee Benefits Journal, Mar1998, Vol. 23 Issue 1, pp 18.

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