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A STUDY ON STRESS MANAGEMENT AT WORKPLACE

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Abstract

Stress management is a crucial aspect of maintaining physical, mental, and emotional well-being in today's fast-paced and demanding world. This abstract provides a concise overview of stress management and its significance in promoting a balanced and healthy lifestyle. Stress as a concept gained recognition in the mid-20th century, primarily through the work of endocrinologist Hans Selye. He defined stress as the body's response to any demand or challenge, and he identified both positive and negative forms of stress. stress management is a multifaceted approach that encompasses various techniques to address stress and its adverse effects. By implementing effective stress management strategies, individuals can enhance their physical health, mental well-being, and emotional resilience, leading to a more balanced and fulfilling life.

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1. Introduction

Stress has become a prevalent and often overwhelming aspect of daily life. The ability to effectively manage stress is crucial for maintaining overall well-being and achieving a balanced lifestyle. Stress management involves a range of techniques and strategies aimed at minimizing the negative impact of stress on physical, mental, and emotional health. By adopting proven stress management practices, individuals can enhance their resilience, improve their coping skills, and ultimately lead healthier and more fulfilling lives. This introduction sets the stage for understanding the importance of stress management in navigating the challenges of modern life and highlights its potential to promote personal growth and well-being.

Objectives of the Study

To Understanding the nature of stress.

To developing interventions and programs.

Need For the Study

The need for studying stress management arises from the significant impact that stress can have on individuals' lives. Here some key reasons importance of studying stress management, Prevention and resilience, quality of life, social impact, health and well-being. stress management is essential for safeguarding physical and mental health, optimizing performance and productivity, nurturing healthy relationships, building resilience, enhancing quality of life, and creating a more stress-aware and supportive society.

2. Research Methodology

Primary sources: Questionnaires

The required data collected from secondary sources. The data collection includes:

Various websites connected with stress management.

Book: stress management – Eva selhub, MD

Newspaper, journals, magazines,

Other related sources.

Stress Management – An Overview

Stress management is a practice of identifying and dealing with stress in a positive manner. It involves recognizing the sources of stress, managing or eliminating those sources, and coping effectively with the remaining stressors. Effective stress management can produce numerous benefits for individuals, including increased productivity, improved emotional well-being, and reduced risk of developing chronic health conditions. Techniques used in stress

management may include cognitive behavioral therapy, meditation, deep breathing exercises, and physical activity among others.

Causes of stress

Causes of stress can vary greatly from person to person, as different individuals may experience stress due to different factors. It's important to note that stress can result from a combination of internal and external factors. Here are some common internal and external causes of stress:

Internal factors

Personal expectations: Setting high standards for oneself, striving for perfection, or having unrealistic expectations can lead to self-imposed stress.

Negative self-talk: Engaging in negative self-talk, self-doubt, or having a pessimistic outlook can contribute to internal stress.

Perceived lack of control: Feeling helpless or lacking control over a situation can increase stress levels.

Personality traits: Certain personality traits, such as being highly self-critical, easily overwhelmed, or having a type-A personality (being excessively driven and competitive), can make individuals more prone to stress.

External factors

Work environment: Stressful work conditions, including a heavy workload, long hours, job insecurity, poor management, or lack of support, can be major external sources of stress.

Relationship conflicts: Difficulties in personal relationships, whether with a partner, family member, or friend, can create significant stress.

Financial pressures: Facing financial difficulties, such as debt, unemployment, or struggling to meet basic needs, can be a major external stressor.

Life events: Major life events like divorce, bereavement, moving, or starting a new job can introduce significant stress due to the changes and adjustments required.

Social factors: Social pressures, such as societal expectations, cultural norms, discrimination, or feeling the need to fit in, can contribute to stress.

Traumatic events: Experiencing or witnessing traumatic events, such as accidents, natural disasters, or violence, can result in high levels of stress.

Here are main points on how to manage stress:

Prioritize self-care: Take care of your physical, mental, and emotional needs. Engage in activities that promote self-care, such as taking baths, getting a massage, or engaging in hobbies that bring you joy.

Practice mindfulness: Cultivate present-moment awareness through mindfulness techniques. This involves focusing on the present, accepting your thoughts and feelings without judgment, and letting go of excessive worry about the past or future.

Seek professional help if needed: If stress becomes overwhelming and starts to significantly impact your daily life, don't hesitate to seek help from a mental health professional who can provide guidance and support.

Create a supportive environment: Surround yourself with positive influences and create an environment that supports your well-being. This can include decluttering your physical space, establishing a peaceful atmosphere, and nurturing healthy relationships.

Practice relaxation techniques: Engage in activities like deep breathing exercises, progressive muscle relaxation, meditation, or yoga

to promote relaxation and reduce stress.

Exercise regularly: Physical activity releases endorphins, which act as natural stress reducers. Incorporate regular exercise into your routine to help alleviate stress.

Practice time management: Develop effective time management skills to prioritize tasks, set realistic goals, and avoid becoming overwhelmed by deadlines and commitments.

Set boundaries: Learn to say no when necessary and establish healthy boundaries to avoid taking on too much responsibility or feeling overwhelmed.

Avoid alcohol, cigarettes, and drugs: Self-medicating with alcohol or drugs may provide an easy escape from stress, but the relief is only temporary. Don't avoid or mask the issue at hand; deal with problems head on and with a clear mind.

| Unhealthy ways of coping with stress | Healthy ways to recharge and relax |
|--|---|
| <ul style="list-style-type: none"> ● Too much sleeping ● Smoking ● Breaking things ● Drinking alcohol ● Zoning out for hours looking at your phone or laptop ● Overworking without break ● Neglecting self-care routine | <ul style="list-style-type: none"> ● Laughing ● Relaxation and meditation ● Spend time in nature ● Book reading ● Disconnect from technology for a designated period, allowing yourself a break from screens and notifications |

Review of Literature

P.S. Swaminathan and Rajkumar S (2013): Stress levels in Organizations and their Impact on Employees' Behaviour (2013). They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self-distance 3) Role stagnation.

Wubshet Estifanos Madebo et al (2016): In their study discussed that excessive stress causes physical and mental health problems, which may lead to either negative effect or reduction in the students' academic performance and their professional development. The period of shifting

from school life to as health science from high school to higher education is a period of bearing and shouldering more demands and expectation from others as well as from self.

Razia Sultana (2015): Conducted a study on the pressures of students. Fear of failure was the most significant cause of stress, while financial difficulties and high expectations from family members contributed to moderate stress, while academic burden, meeting deadlines for course assignments, and having little time to study contributed to low stress. The results also showed that academic stress was similar regardless of the students' educational and specialty background.

Behnoudi (2005): Stress is a situation in which individual is forced to act, and cannot bear the received mental tension. In other words, stress means readjustment of individual with new situations and conditions. Whenever a change occurs in life, individual is confronting with stress.

Silverman, et al (2010): Stress is a bodily

reaction to a change which needs response, regulation, and/or physical, psychological, and or emotional adaptation. Stress could derive from any situation, condition, thought, and/or state; just

need to cause frustration, anger, nervousness, and or anxiety.

DATA ANALYSIS AND INTERPRETATION

How often do you experience stress in your daily life?

Table No.1

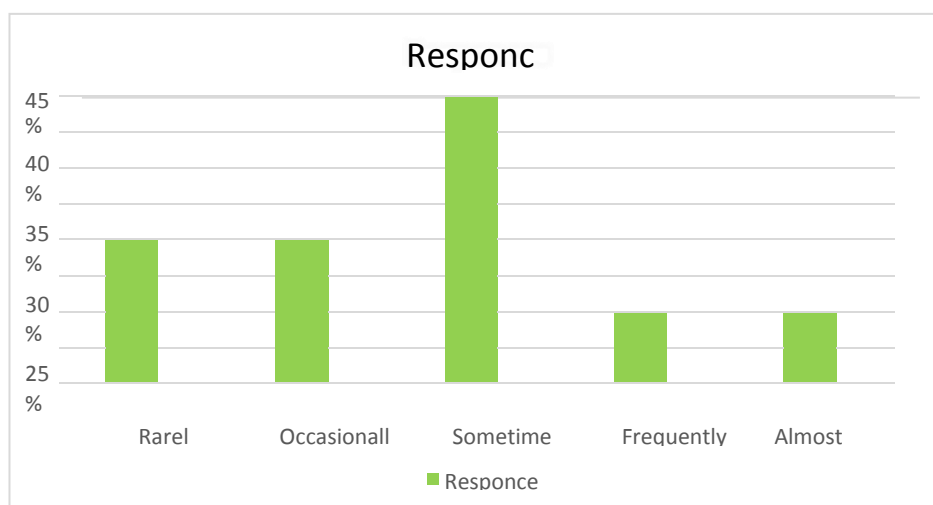
| Options | No. of respondents | Percentage (%) |
|-------------------|--------------------|----------------|
| Rarely | 2 | 20% |
| Occasionally | 2 | 20% |
| Sometimes | 4 | 40% |
| Frequently | 1 | 10% |
| Almost constantly | 1 | 10% |
| Total | 10 | 100% |

Analysis

Above the table show that 40% of respondents sometimes stress experienced in daily life and 20% respondents rarely and occasionally, 10% of

respondent frequently and almost constantly stress experienced in daily life.

Chart No



Interpretation

Above the chart, it seems that a majority of the respondents are responding only Sometimes stress occur in daily life. The reason may be respondent

maintain self-care activities and managing the time.

What are your primary sources of stress?

Table no 2

| Options | No. of respondents | Percentage (%) |
|------------------------|--------------------|----------------|
| Work related issues | 2 | 20% |
| Personal relationships | 1 | 10% |
| Financial concerns | 2 | 20% |

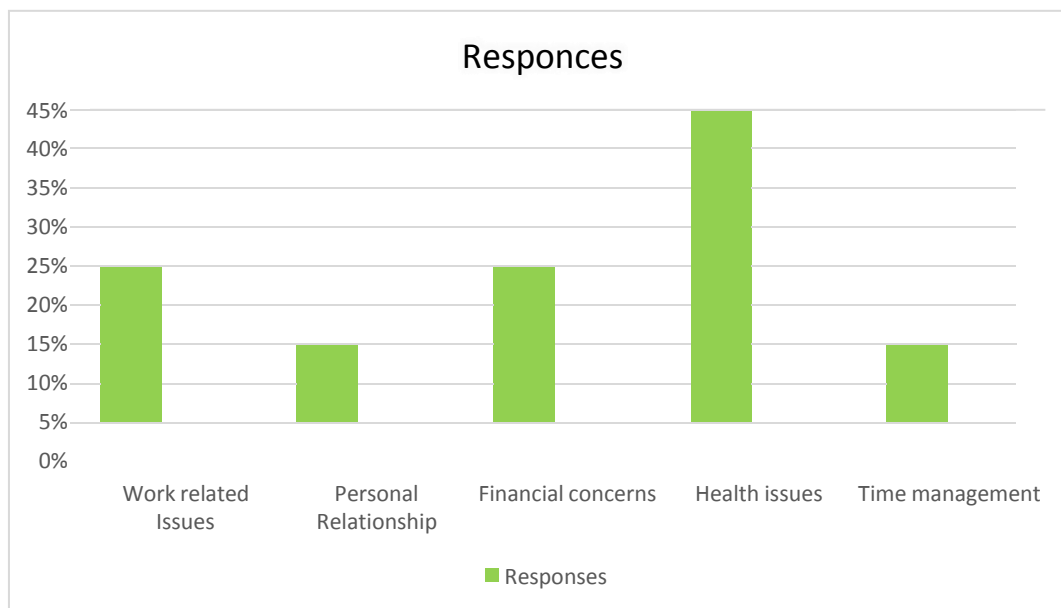
| | | |
|----------------------------|----|------|
| Health issues | 4 | 40% |
| Time management challenges | 1 | 10% |
| Total | 10 | 100% |

Analysis

Above the table show that 40% of respondent’s primary sources of stress experienced in daily life and 20% respondents work related issues and

financial concerns, 10% of respondent personal relationships and time management stress experienced in daily life.

Chart No 2



Interpretation

Above the chart majority of respondent answer health issues is the primary sources of stress can come in daily life. The reason may be chronic illness, mental health disorder, acute illness,

lack of exercise and so on.

What is the effective strategy for managing and reducing stress level in your life?

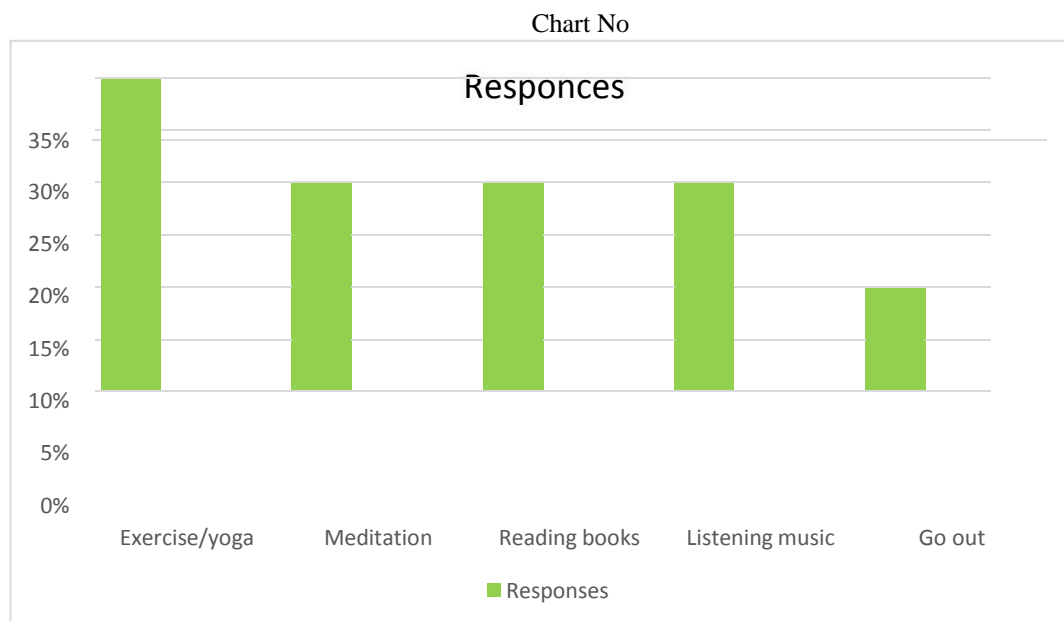
Table 3

| Options | No. of respondents | Percentage (%) |
|-----------------|--------------------|----------------|
| Exercise/yoga | 3 | 30% |
| Meditation | 2 | 20% |
| Reading books | 2 | 20% |
| Listening music | 2 | 20% |
| Go out | 1 | 10% |
| total | 10 | 100% |

Analysis

Above the table show that 30% of respondent’s Exercise/yoga strategy use managing and reducing stress level in daily life and 20%

respondents’ meditation, reading books, and listen music, 10% of respondent going out for managing and reducing stress level.



Interpretation

Based on this chart, Exercise/yoga strategy is the majority respondent use managing and reducing stress level in daily life. The main reason is exercise has been shown to release endorphins,

Findings

- 40% of respondents only sometimes experience stress in your daily life. It means respondent is low stress facing in daily life.
- Health issues are the primary sources of stress can come in daily life.
- The respondent use Exercise/yoga strategy because managing and reducing stress level in daily life.
- The respondents less experience facing the stress constantly in daily life.

Suggestion

- As per the survey sometimes stress experience in daily life, so the suggestion is maintaining time management and avoid negative people.
- Maintain good nutrition and physical exercise.
- Maintain normal routine in your life
- Eat healthy diet, A healthy diet can help relax muscles and reduce anxiety.
- You should make it a priority to spend at least 20 minutes outside every day.

3. Conclusion

Stress is the body's natural response to

4. Bibliography

1. P.S. Swaminathan and Rajkumar S (2013): Stress levels in Organizations and their Impact

which are natural mood boosters, and can help reduce stress and improve overall well-being. Yoga, with its focus on breath control and mindfulness, provides relaxation and stress relief benefits.

challenges. When a person experiences high level of stress or chronic stress, regardless of her age or grade, it can interfere with her ability to learn, memorize, and earn good grades as well as lead to poor physical, emotional and mental health. Effective stress management is crucial for maintaining physical and mental well-being. It involves adopting a holistic approach that combines various strategies. Prioritizing self-care through regular exercise, healthy eating, and sufficient sleep forms a strong foundation. Utilizing relaxation techniques like deep breathing, meditation, and mindfulness helps in reducing anxiety. Engaging in hobbies and social activities provides a healthy outlet for stress. Effective time management, setting realistic goals, and delegating tasks promote a balanced lifestyle. Seeking support from loved ones and professionals when needed fosters resilience. Ultimately, acknowledging that stress is a part of life and developing healthy coping mechanisms enables individuals to navigate challenges and maintain overall well-being.

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