

# Stress Management

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# What is Stress?

- ▶ Is an internal state which can be caused by physical demands, environmental or social situations which are evaluated as harmful and uncontrollable.
- ▶ It is an individual's adaptive response to a situation that is perceived as challenging or threatening to the person's well being.

- ▶ Stress, Anxiety and Tension

(Anxiety– Psychological; Stress– Physical, Psychological and behavioral, Tension– One of the results of stress)

# Common misconception.

- ▶ Stress can be negative (distress) as well as positive (Eu-stress).

The positive side of stress often known as Eustress refers to the challenges that come from increased job responsibility, time pressure, and high quality assignments.

# Causes of Stress

## Work Related stressors

- A. Interpersonal
- B. Role Related
- C. Task control
- D. Organizational/  
physical  
environment  
stressors

## Individual difference.

- Personal Health.
- Knowledge and skill.
- Resilience.
- Workaholism.

## Consequences

### Physiological

- Heart disease.
- Ulcers.
- High Blood pressure.
- Headache.
- Sleep disturbances.

### Psychological

- Job dissatisfaction.
- Low commitment.
- Exhaustion.
- Depression.
- Burnout.

### Behavioral

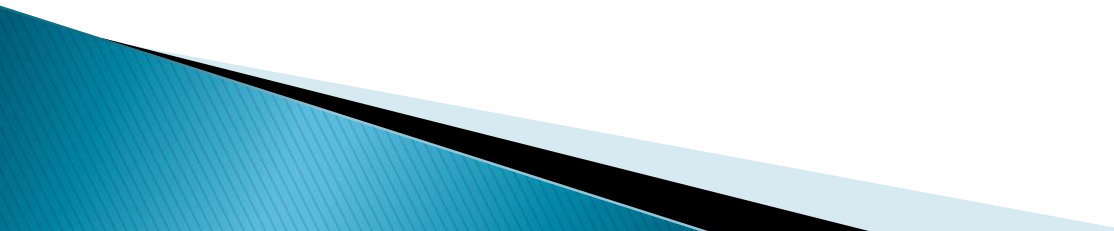
- Lower job performance.
- More accidents.
- Higher absenteeism.
- Workplace aggression.



**Non Work  
Stressors**

# Stress Management

- ▶ Individual Techniques
  - Time management
  - Work–life Balance (work home transition)
  - Physical Exercise
  - Yoga & Meditation
  - Humour
  - Change in food and drinks
  - Hobbies
  - Emotional balance skills

- ▶ **Organizational Strategies**
    - Establishment of Health Club
    - Counselling facilities
    - Supportive organizational climate
    - Appropriate physical environment
    - Stress Management Trainings
    - Employee assistance programmes
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# References

- ▶ Organizational Behaviour by Stephen P. Robbins, Timothy A. Judge and Neharika Vohra, 15th ed, Pearson
- ▶ Organizational Behaviour by Fred Luthans, 8<sup>th</sup> edition, Irwin McGraw-Hill
- ▶ <http://www.affirmativeactionhoax.com/pdfs/Goleman.pdf>
- ▶ <http://www.selfinjury.bctr.cornell.edu/perch/resources/coping-stress-management-english-1.pdf>