

## **A STUDY ON STRESS MANAGEMENT & ITS IMPACT AMONG EMPLOYEES**

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### **Abstract**

Stress is considered as the frustrating condition which contains the excess of workload, which ultimately impact on reduce in concentration of mind, the mentality as well as the normal working condition of an employee. Failure in education, delay in job completion, long working hours, frustrated working environment, depression, feeling of helplessness are some of the measure causes of stress, which impact on productivity of the professional ones. Stress management is defined as the tool, technique as well as the strategies that will help to reduce the level of stress & also to reduce the negative impact of stress on individuals mental as well as physical well-being. The objective of this research paper, to study the effect of stress among employees, to identify the different methods & techniques of reducing the stress. In order to minimise the level of stress, one can share the burden of employees with their collagenuous, with their family members & the loved ones, distribute the burden of workload among the same level of employees, some paid holidays must be given to the employees, reduce the overtime workload, proper diet, proper sleep, well exercise, yoga are some of the strategies to overcome stress. For this present paper the data has been collected from various published & unpublished sources. Based upon the finding of the research, it was concluded here that, the stress has the very great impact on the professionals as well as on the employees, which ultimately effect on the level of productivity. Through this research paper an attempt has been made to know the causes of stress among the employees to deal with stress at their workplace.

Keyword (Stress, Stress Management, causes, impact, techniques of reducing stress)

### **Introduction**

Stress is the normal human reaction that will happens to everyone. In fact, the human being is designed to experience the stress and will to react it. Stress will be defined as any type of the change that will causes mental, emotional, physical, or psychological strain. Stress is anything that your body's response to that the requires attention or action. Stress is not always be negative Stress will be positive, or negative, the positive stress keeping us alert, feel motivated and ready to avoid the danger. Negative stress will ultimately respond negatively on human beings. The Stress management is defined as the tools, techniques, the strategies, which help to reduce stress and also to reduce the negative impacts of stress on your mental as well as the physical well-being. In this present competitive era, there must be the need of stress management for employees. The lots of techniques can be used to manage the stress. These will include mental, physical, emotional, as well as behavioral strategies.

### **Objective of the study**

- 1) To study the effect of stress among employees.
- 2) To identify the different methods & techniques of reducing the stress.

### **Research methodology**

For this present research paper data has been utilized from the various published & unpublished sources like as, newspaper, research articles, books, as well as from internet sites.

### **Common causes of stress at work**

It's very important to find out the common causes of stress of employees at their workplace, so that you can take the necessary steps which help to reduce stress levels where it must be possible. Workplace stress can be caused to the employees by the number of factors, some of the common causes of stress in the workplace will include:

#### **1) Poor communication:**

Unfortunately, in majority of the organization, a lot of workplace stress will occur due to poor communication between manager & its employees, the main cause of this poor communication is in this organization the communication will flow from the top to bottom level which mainly includes orders, instructions, rules as well as the regulation. Hence the employees don't feel very comfortable while communicating with the upper-level management, & hence large number of employees can't discuss their problem with their supervisors.

#### **2) High Demand for Performance:**

Especially in the time of corporate reorganizations there must be the unrealistic expectations, which often sometimes, puts the unhealthy and unreasonable pressures on the large number of employees, will be the tremendous source of stress and also suffering. Long work hours, increased workload, taking work home, no vacation, unrealistic deadlines and intense the pressure to perform at all peak levels the time for the same pay, will actually leave an employee the physically and emotionally drained.

#### **3) Relationships at the Workplace:**

The Interpersonal relationships with the colleagues, with the superiors as well as with the subordinates will cause the major source of the stress. Poor interactions between them will cause the poor human relations which will result in which the people will experience the low trust, low supportiveness, low co-operation, and low interest in listening to others. Lack of adequate social support and lack of group cohesion generate job stress too often.

#### **4) Environmental Conditions:**

The Unpleasant or very poor physical working environment such as physical noise, crowding, air pollution, water pollution, malfunctioning equipment, excessive heat or excessive cold and other problems like inadequate lighting, inadequate ventilation, uncomfortable seating will cause stress while doing work at workplace for large employees. The dangerous or the hazardous physical conditions will also cause the great deal of stress like employees at the mining sites.

#### **5) Job insecurity:**

Job insecurity is the most significant factor which cause stress to majority of the young employees, many of them are working under employment, they does not get any security regarding their jobs, apart from these, lack of career opportunities, lack of proper training, unequal PayScale or level of pay are some of the causes for employees.

#### **6) Job Stress and Women:**

At the workplace the women will suffer from mental as well as the physical harassment, apart from the other common job stress. Since long Sexual harassment at the workplace has been the major source of worry for large women. This can consist of the unwelcome verbal or the physical conduct. These can be the constant source of the tension for the working women in majority job sectors. Apart from this inequality between men and women at workplaces, pressure of family and other societal demands will add to these stress factors

#### **Measures to overcome stress:**

Following are some of the measures to overcome stress of an employees;

##### **1) To Encourage the Open Communication:**

Communication is the best to reduce stress in everyone's life. As the employer, you should have the power to shape the employee, who they feel, experience and will try to reduce their stress which is caused by leadership issues. For that purpose the employer will arrange some training classes and also some workshops that will help managers to develop more effective means of communication methods. Better as well as the good communication between the bosses, managers and employees will help to Menten the good interpersonal relation which help to reduce stress.

##### **2) To Provide Employees with Strong Benefits:**

One of the most significant ways to reduce the employee's stress at workplace is being to take care of themselves. Care for the employees will include providing them a strong mental and the physical health benefits alongside with other, non-traditional, options. Providing the coverage that will helps to overcome the negative consequences of the stress which reassures the employees that, if anything will happened, they would be get covered.

##### **3) To Utilize some Flexible Work Schedules:**

Some Flexible work schedules will give the employees the opportunity to change their start and stop times for their busy workday. This will help the employees to arrange their workload according to their schedule, they have some flexibility of doing their work. In this way the employees will feels relax while doing their same level of work & also they feel energetic at their workplace.

**4) To Offer Paid Vacation:** In order to reduce the stress of an employee, the employer will offer some paid vacation to its employees. While the productivity is important, then providing the paid vacation will helps to eliminate the workplace stress and will actually help to improve the output throughout the whole year.

##### **5) To arrange some yoga & meditation session:**

In this busy as well as hectic competitive era, in the organization the managers as well as the employers will try to arrange some yoga as well as meditation session in a week, this

will ultimately help to reduce stress in a better manner. While attending some session of yoga & mediation the employees will feel more relax & stressless.

### **Findings:**

The majority of the employees will dread with the way that the lack of the quality of work will puts the weight on them. The Expectations form everyday comforts that are related with the increasing expectations of new aptitudes, burden of higher profitability and the nature of work, the time constraint and the hectic employments will increasing the stress pressure among the employees. Further the Interpersonal connections, the way of communication, the authority over condition, the emotional factors, the work task, broadened work. The feelings of anxiety among the workers will contrast in their jobs and what's more, the obligations, the hectic schedule and furthermore the individual pressure bearing the limit is unique in the relation to their respective groups. Hence it was shown from the research study that the Stress and the Performance of employees will conversely corresponds to each other.

### **Conclusion & suggestions:**

From this present research study it was observed that, in this present modern era, everybody i.e., a school going kid or whether an employee have the stress at various places. An excessive burden of pressure will not useful for wellbeing of an human being. Hence an executive need to make the sound environment at work place and furthermore give the vital preparing at all the levels so that the level of stress can be minimized and it will helps to improve in increasing profitability of the firm. This will be done by various ways like as, the entire management team will conduct the various fun as well as some motivational activities, arrangements of some yoga & meditation session in the organization.

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