



A STUDY ON EMPLOYEES JOB STRESS MANAGEMENT IN ORGANIZATION

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Introduction

'STRESS' in this twenty first century is not approximately new, not anything unidentified. Stress has been experienced since time immemorial, but its toll is higher than ever before. Claims for stress are twice as high as those paid for non- stress physical injury at the work place. In every business, man power is the prime causes for the success of the company. The factors that affect the performance of the employee in the work stress. Problems caused by the stress for the employee's leads to unhealthy life such as headache, backache, heart diseases etc.

In today's moving and competitive work situation, stress level is growing both in the employees as well as the Managers. As result of this work stress more and more Managers are showing signs of chronic fatigue and burnout. Research has concluded that concerned out Managers are not good for their businesses or shareholders. In most cases stress leads to reduced efficiency in even the best individuals, which in turn leads to reduced productivity.

Stress

Stress is defined as "a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs." Stress is a general term realistic to various psychologic (mental) and physiologic (bodily) pressures knowledgeable or felt by people through their lives. According to the words of Dr. Hans Selye the stress was "the rate of all wear and tear caused by life."

Stress Can Be Positive or Negative

1. Stress is good when the condition offers an chance to a person to gain somewhat. It acts as a motivator for peak presentation.
2. Stress is negative when a person faces social, physical, organizational and emotional problems.

"Stress is not necessarily something bad – it all depends on how you take it. The stress of exhilarating, creative successful work is beneficial, while that of failure, humiliation or infection is detrimental." Selye believed that the biochemical effects of stress would be experienced irrespective of whether the situation was positive or negative.

Objectives of the Study

1. To identify the factors causing stress among the employees.
2. To study about stress management strategies among the employees

Factors/Stressors Acting on Employees

Organizational Factors- With the growth in administrative stress and difficulty, there is upturn in organizational factors also which reason stress among employees. Some of such factors are-

1. Discrimination in pay/salary structure
2. Strict rules and regulations
3. Ineffective communication
4. Peer pressure



Managing Stress in Work Place

Every responds to stress in a different way, it is only by understanding the nature of individual responses that you can start fighting stress yourself and others. Elimination of stress is essential for psychological and bodily wellbeing of an separate. Efficiency in stress management enables the individual to deal or cope with the stressful situations instead of avoidance.

Strategies like relative management, body-mind and mind-body refreshment exercise, and looking for social care help individual improve their physical and mental properties to deal with stress positively. Apart from helping employees adopt certain coping strategies to deal with stress providing them with the service of counselor is also useful. Many strategies have been advanced to help achieve stress in the work place. Some are strategies for individuals, and other is geared toward organizations.

Here are some simple things you can do in your organization to minimize employee conflict and create a work environment that reduces employee stress:

1. Let your employees create their own personal atmosphere
2. Implement more team building activities
3. Always thank your employees for their hard work
4. Give employees the opportunity to make decisions that will directly affect their job perform
5. Get insight into how and why your employees experience stress and employee conflict.

Strategies for Stress Management

1. Do hard work. Strive to achieve your goals but do not do it to the harm of family, health, or peer.
2. Indulge in physical exercises. It helps in actual blood circulation, retains you fit, distracts mind from work pressures.
3. Encourage a healthy lifestyle. Take a regular sleep, have plenty of water, have healthy eating habits. Promote relaxation techniques such as yoga, listening music and meditation.
4. The employees should have optimistic approach about their work. They should avoid connections with negative approach employees.

Review of Literature

Friedman and Mann (1993) recommend that when under conditions of stress, persons may fail to consider the full range of replacements available, disregard long-term consequences, and make choices based on simplifying assumptions

Sparks, K. and Cooper, C. L., (1999) articulated that workplace violence has become prominent as a result of media attention highlighting workplace homicides. However, such events are rare, and less severe forms of strength such as verbal abuse, assertive, punching and thrusting occur more regularly and therefore need to be considered accordingly when revising workplace violence

Conclusion

Stress may impact in various activity by the way of reduce productivity, reducing profits, poor work environment, distribute the interpersonal relations, decreased job interest, increased sickness, workplace violence, poor quality in production, delay in every activity and poor image for the company. In other words, the cost of stress is very high in both human and financial terms. Thus, it is important to address various related to issues at the workplace. Finally the researcher found that the employees having stress in their workplace.



Reference

1. Friedman and Mann (1993) "Coping Patterns in Adolescent Decision- Making": An Israeli-Australian Comparison," *Journal of Adolescence*, Vol. 16, 1993, pp. 187-199.
2. Sparks, K. and Cooper, C. L. (1999) "Occupational differences in the work-strain relationship: Towards the use of situation-specific models", *Journal of Occupational and Organizational Psychology* 72: 219-229.