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Salient factors leads to stress management

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ABSTRACT

Stress is a hot-button issue for a daily life. It is a key challenge for the organizations because organizations with stressed employees are more likely to be unsuccessful in the market. Stress is a complex fact in an individual's life with no easy answer, generally, it is a condition of pressure or tension on an individual that affect's individual's health and performance at the workplace. Job strain factors and stress management for workers in the manufacturing industries were reviewed in this article. Major job stress factors included high job demands, low job control, low social support, role ambiguity and conflict the physical, chemical and ergonomics of the work environment, work patterns with work schedule and shift work and job insecurity regarding future employment. In considering counteract the Job stress factors mentioned above. It is essential to use an organizational approach in the work environment.

Keywords: Stress, Organizations, Employees, Job demands, Environment

1. INTRODUCTION

Stress is an intangible part of a human being. This cannot be seen or touched however it can be felt. An individual with stress cannot give his best to the organization and at the same time to the Family life also will be disturbed. Nobody wants to undergo stress, however, the present corporate scenario work pressure and personal life obligation contribute a lot in this regard. Stress is a hot-button issue for a daily life. It is a key challenge for the organizations because organizations with stressed employees are more likely to be unsuccessful in the market. Stress is a complex fact in an individual's life with no easy answer. Generally, it is a condition of pressure or tension on an individual that affects individual's health and performance at the workplace. Job strain factors and stress management for workers in the manufacturing Industries were reviewed in this article. For workers in the manufacturing Industry, through this approach, it is important to promote more autonomy and activities with increasing Job control to give more clarified roles and responsibilities to provide a more mutually supportive system with better ways to communicate and to introduce a system giving additional rewards, such as paid holidays for refreshment.

Stress Management:

Stress can be managed if we understand the reasons that cause stress and the level of stress.

- ❖ Become aware of your stressors and your emotional and physical reactions.
- ❖ Recognize what you can change.
- ❖ Reduce the Intensity of your emotional reactions to stress.
- ❖ Build your physical reserves.

Anger Management and Stress:

The term "anger management" is widely used now as if the subjects stand alone. However, anger management is simply an aspect of managing stress since anger in the workplace is a symptom of stress. Anger is often stressed in denial, and as such is best approached via one-to-one counseling. Anger management is only possible when the angry person accepts and commits to the need to change.

Using positive psychology for Stress Management:

- ❖ Gratitude
- ❖ Optimism
- ❖ Flow
- ❖ Mindfulness

Ideas for stress – relief – Especially for workers at particular risk

Many workers in the healthcare professions are at particular risk from stress and stress-related performance issues (absenteeism, attrition, high staff turnover etc). Other sectors also have staffs that are at a higher risk than normal from the effects of work-related stress.

Mood Influencing stress factors:

Watching or violent or miserable TV, Films or playing violent computer games are experiences now proven to have a directly negative effect on a person's physical health as well as mental state.

2. CONCLUSION

Generally, it is a condition of pressure or tension on an individual that affects individual's health and performance at workplace stress can be managed if we understand the reasons that cause stress and the level of stress. We should also try to estimate if we could bring about any change in the environment that can subsequently reduce stress.

3. REFERENCES

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