

STRESS MANAGEMENT FOR MAINTENANCE OF HEALTH IN EDUCATIONAL INSTITUTIONS AND WORKPLACES

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ABSTRACT

Selye (1977), holds that "stress is a reaction to an event - the reaction being the generalized response of the body to the individual's perception of the event, whether it is pleasant or unpleasant"

KEYWORDS: *Stress Management*

INTRODUCTION

Definitions

Selye (1977), holds that "stress is a reaction to an event - the reaction being the generalized response of the body to the individual's perception of the event, whether it is pleasant or unpleasant".

Stress arises when individuals perceive that they cannot adequately cope with the demands being made on them or with threats to their well-being". R.S. Lazarus (1966).

SIGNS AND SYMPTOMS OF STRESS

Emotional Symptoms

It includes anger, anxiety, fear, despair, feeling of hopelessness, emotional imbalance.

Cognitive Symptoms

It includes lack of concentration and focus,

Physical Symptoms

It includes chronic body pain, disturbances in eating pattern, indigestion, lack of energy, sleep disturbances.

TYPES OF STRESS

Stress is grouped into four main types of stress.

Eustress

This is considered as positive stress. This stress arises out of accomplishing a task in workplace. It leads to successful completion of task. Eustress is also often called the curative stress because it gives a person the ability to generate the best performance or maximum output.

Distress

Distress is a “negative stress”. It is a stress disorder that is caused by adverse events and it often influences a person’s ability to cope. Some stressful events like death of a loved one, financial problems, strained relationship, chronic illness etc.

STRESS MANAGEMENT

Stress management is a learned technique to handle stress, to overcome the effects of stress, and to manage the adverse effects of stress in a scientific way. Stress management is essential in the present modern day for any individuals as there is increase in the number of stressors day by day. It is estimated that the present day human beings experience more stress compared to ancient age people.

THEORIES ON STRESS**Systemic Stress: Selye's Theory**

General Adaptation Syndrome' (GAS), proceeds in three stages. The alarm reaction comprises an initial shock phase and a subsequent counter shock phase.

Psychological Stress: The Lazarus Theory

Two concepts are central to psychological stress theory: appraisal, i.e., individuals' evaluation of the significance of what is happening for their well-being, and coping, i.e., individuals' efforts in thought and action to manage specific demands.

WORK PLACE STRESS

Work place stress is an individual experiencing stress in their job environment. Several stressors operate in the work place of the individuals like:

High Demanding Job

Any job has a demand on the part of the employee. The accountability of the employee is often checked and hence individuals are prone to stress often to accomplish the work in the proper way and to do continuous tasks until the organizational goal is reached. Present day employees are engaged in several works and hence they are often prone to multi tasking leading to face the impending effects of the job stress.

Time

Time is a very important aspect of one’s job. Any work or tasks has to done in a time bound period. Extension of timely is fairly acceptable. This leads to overworking hours leading to stress on the part of the employee.

Organizational Climate

The type of psychological space an employee has in the organization and the type of the managerial and monitorial style adopted by the top levels executives of the organization has direct effect of the stress of the employee.

Peer Pressure

As often the compatibility of oneself with their colleagues play direct role on the stress of the individuals in the organizations. Peer pressure is one of the primary forms of stress.

Daily Commute

Many Individuals have to travel a long distance to their work place and hence they are physically stressed out due to city traffics, long travel hours.

Interpersonal Conflicts

Sometimes interpersonal conflicts occur between employees while accomplishing common tasks due to miscommunication, mismanagement of human resources.

STEPS TO COPE UP WITH WORKPLACE STRESS**A. Physical stress****Understand the Stressor**

Individuals have to understand the nature of stressor and the duration of stressor in order to avoid stressors to the maximum to get impacted from it.

Yoga and Concentration

Practicing yoga and concentration exercises will help the individuals to relax and improve blood circulation in the body leading to refreshment.

Relaxation Exercises

When the body muscles are stressed out, relaxation exercises like stretching exercises will help to reduce the pain and relax the muscles.

Adopt: Work-Rest-Recreation Cycle

If an individual adopts work followed by rest and followed by recreation cycle, it will lead to balance their body and mind accordingly.

B. Psychological Stress**Conflict Resolution**

Whenever an individual faces conflicts with colleagues they can adopt to conflict resolution strategies. Thus, by doing so they can solve their problems and become peaceful in their work sphere.

Adjustment and Emotional Maturity

It is very important to follow adjustment and adaptability according to the changes in the job roles. Handling people and situations demands lots of emotional maturity and hence it is important to develop such traits to avoid psychological stress.

Work Plan

It is very important to understand the way to do the tasks in an organized way. People who are organized have a definite work plan. Thus by scheduling tasks and prioritizing the works, task oriented mental stress could be avoided to the maximum.

Cooperative Attitude

Having a cooperative attitude helps to be a moderator in the team which is very essential in a team work.

CONCLUSION

Stress is part and parcel of professional life. Hence while facing stress the individual's productivity is decreased and leads to reduction of the work quality. Thus it is essential to manage stress in a well planned and prepared way.

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