

A Case Study on Stress Management in Modern Scenario

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Abstract

Stress is a psychological and corporeal response of the body that occurs whenever we must acclimatize to altering circumstances, whether those conditions are real or perceived, positive or negative, although everyone has stress in their lives, people respond to stress in different ways. Some people seem to be sternly exaggerated while others seem calm, cool, and collected all the time. Stress is an unbearable state of emotional and physiological stimulation that people experience in situations that they recognize as dangerous or threatening to their wellbeing. Stress is a common experience. We may feel stress when we are very busy, have important deadlines to meet, or have too little to finish all our tasks. Often people are facing experience stress because lot of problems Occurred work place and social relationships. Hence this paper will examine the different symptoms and behavior due to cause of Stress at workplace.

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INTRODUCTION

Stress can have both positive and negative effects. Stress is a threat. It signals danger and prepares us to take defensive action. Fear of things that pose realistic threats motivates us to deal with them or avoid them. Stress is an inevitable concomitant of organizational life. Its source is an

organization task or role related. Stress affects the employee's performance that indirectly affects the organization survival because if employees reduce their work efficiency and can't work best for their organization performance and if also affects the psychological health of the working women employees.

Stress is a term heard too often. But its meaning is frequently distorted and its implications are taken for granted. In today's world everybody seems to be talking about stress not only in daily conversation, but also through television, radio and newspapers. Stress is a universal feature of life and no one can live without experiencing some degree of stress. One may assume that only serious or intensive physical or mental injury can cause stress. This is not true, in fact travelling in crowded bus/train or even sheer joy is enough to activate the body's stress mechanism to some extent. Right from the beginning of the civilization, human organism is subjected to stressful event; and it is self-evident that birth itself is stressful like other biological milestone such as travelling and walking. Lack of external support either personal or material makes a stress more severe and weakens an individual's capacity to cope with it. Organizational life is quite stressful. Work pressure, tight schedules, make one's life miserable. As we all know, stress is the body's reaction to any demand made on it. Perceptions of events, whether positive or negative, activate stress. It is, therefore, a highly individual affair. What is stressful to 'X' may not be so to another. But it is fairly easy to conclude that everyone lives under a certain amount of stress. In fact, the only people without stress are dead. At the same time, it is certainly wrong to conclude that stress is always bad. Mild stress may improve productivity. It may force people to focus more sharply on the problem and produce solutions. But if stress is severe and persists for long period of time, it can be harmful. Stress can be disruptive to an individual as any accident. It can lead to poor performance on the job, excessive use of alcohol or other drugs, poor attendance or even overall poor health. In fact, there is growing evidence that undue stress is related to the diseases that the major.

Causes of death -coronary heart disease, stroke, hypertension, diabetes, cancer, cirrhosis and also suicide. This study is throwing light upon the stress experienced by working women taking Mangalore as the sample area

The term "stress management" refers to a broad range of treatments and psychotherapies that are aimed at regulating the degree of stress experienced by a person, particularly the level of chronic stress, often with the intention and the goal of enhancing day-to-day functioning. There are a variety of mental and physical symptoms that may be brought on by stress, and these symptoms can change

depending on the person and the circumstances. These may include a decrease in one's physical health, shown by symptoms such as headaches, chest discomfort, exhaustion, and trouble sleeping, in addition to mental health conditions such as depression. In today's contemporary world, effective stress management is considered to be one of the most important factors in leading a happy and successful life. The demands of life are sometimes many and may be tough to manage; however, there are a variety of techniques to deal with anxiety and preserve general well-being that can be learned via stress management.

The levels of stress may be easily measured by utilizing a variety of physiological tests that are quite similar to those that are used in polygraph examinations, despite the common misconception that stress is a personal experience.

There are many different models of stress management, and each of these models offers a unique explanation of the processes that may be used to reduce stress. A substantial amount of further study is required to offer a better understanding of which mechanisms truly work and are efficient in practical application. The Indian woman is often an object of admiration by people both in and outside the country for the role she plays in the public life and as well as for certain qualities that she seems to possess in greater measure than women of other parts of the world. There are a number of socioreligious customs and rituals, which affect very much the social, economic and cultural status of women in India. The change in the socio-economic position of women in India is a welcoming feature, even though it causes some disturbances in the traditional society. In Indian society, women's place has been primarily confined to the home and her role is limited to procreation, rearing of children and catering for the needs of men folk by way of creature comforts. Women perform multiple duties by combining all types of household work including child care and such other jobs as farming, animal husbandry, participation in household or cottage industry, etc. depending upon the opportunities offered by the traditionally determined economic and institutional structure¹. While the role of men in human capital formation has been emphasized and studied systematically by many scholars, women's role has been ignored, though they contribute substantially to the progress of a country. Women-folk is the driving force not only in reshaping the socio – economic fabric of a community but also built up strong economic structure. Women can make equal contribution with that of men, if they are provided opportunities in various spheres of activity. But, the society deliberately kept away this segment of human resource from the process of development. A retrospective view of women in Indian society gives a precise idea of the status they were assigned in the past. Though men and women are regarded as equals, in practice, there is

a tendency of giving preference to males in various socio-economic spheres. Nowhere do women enjoy equal status with men². In both the industrially advanced and less developed countries, women are burdened with cumulative inequalities due to socio-cultural and economic discriminatory practices³. The male dominated society considers them just as an object of veneration as a mother and enjoys affection as a daughter too. The women as equal partners of men sometimes wield tremendous power but women as women hardly exist in the household management. Some generous souls, here and there, speak of the miserable plight of women and raise their voice of protest against the many disabilities under which the women are suffering⁴. In India, it is still worse because of the existence of sex-segregated character of the society, the conditions of absolute poverty and the traditional value system.

Stress in the modern state is considered to be widespread and people in almost all walks of life experience stress to a very great extent. Due to the impact of globalization the influence of Stress in this era of high technology speed, universal competition and consumerism is found to be increasing at a quicker rate. Taking its toll on the physical and psychological health of the employees, especially the managers, it is also found to be touching the efficiency and functioning of an organization. The direct and indirect costs associated with stress are found to be even greater. Due to its cost, the critical importance of a stress-free work life has been recognized.¹³ Work stress is thought to influence individuals' psychological and physical health, as well as organizations' effectiveness, in an unfavorable manner. Workers who are anxious are also more likely to be unhealthy, poorly motivated, less productive and less safe at work.

The world of business today is very different from the world of business fifty years ago. Advancements in technology plus the evolving work and family roles of women in this country have contributed to the business environment of the 21st century. The changing roles of women in the world have led to their greater participation in the employment sector and changes in many aspects of fashionable life. Women are now employed in previously male-dominated fields such as law, professional sports, the military, law enforcement, firefighting and top-level corporate positions. Working women today spend less time maintaining the household than they did 30 years ago. It had been anticipated that increased labor force participation for women and subsequent participation in multiple roles would result in increased stress. Research studies have actually determined that it is true. Women who participate in multiple roles experience higher levels of stress related mental and physical problems.

causes of stress in the rapidly changing world, people are affected by stress due to their current lifestyle. In the current scenario, people are more active in various fields and hence they suffer from stress which in the biological term is referred to the consequence of the failure of the human body to respond inappropriately to mental or physical threats. Hence, it is necessary to cope with work environment in order to avoid a higher level of stress. There are various causes which creates a stressful situation which is known as stressors.

CAUSES OF STRESS

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Environmental Causes Environmental factors not only affect the functional growth and development of the organizations but also are ahead responsible for causing stress among the employee. The various factors that increase stress among the employee are economic uncertainty social-cultural changes and technological changes.

Organizational Causes Employees work in organizations and play a various role in order to achieve the organizational goal in order to fulfill the organization's goal employees are faced with various job challenges which creates work overload and at the same time, their role conflict also creates stress.

Relationship at Work Employees develops a personal relationship at the workplace. Good relationship motivates while poor or unsupportive relationship can be potential sources of stress.

Organizational Structure

Organizational structure defines the level of differentiation, task allocation, supervision and coordination in the organizations, excessive rule, and regulation and lack of participation in management decision could be sources of stress

Career Development and Job Security

Due to lack of career opportunities and lack of job security in the organizations, the employee may be faced with stress, lack of job stability, job insecurity and fair of skill reduction may be the sources of stress.

Personal Causes

Even outside the organizations, an individual may become a source of stress for employees in the organizations. Stress exists at all workplace and can affect an individual performance as well as his health. Hence, the organizations should make efforts in designing strategies which can reduce stress among the employee so that their performance and efficiency can be increased without affecting their physical and psychological health.

CONCLUSION OF THE STUDY

This case study has been focused on only causes of stress. There are many more factors that influence employees besides these causes. Hence, there is need to do further study in this area by considering the other factors which are causing the hindrance to the working employees.

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