

# ORGANIZATIONAL BEHAVIOUR, MB 201, MBA –II Semester, Topic: Stress Management Techniques

Dr. Faryas Kausar Ansari

Visiting Faculty

Dept. of Management

MMHA&P University, Patna

## **Stress Management Techniques**

As we have seen stress is not bad all the time. An optimum level of stress is always motivational for the employees. Stress is an aspect of our life which cannot be eliminated completely. So, it is very important for us to know the techniques and strategies to manage stress at the work place and in our personal life. To manage the negative impact of stress, there is a three step process:

- i) Be aware of the symptoms of stress.
- ii) Identify the sources of stress.
- iii) Develop strategies to cope with stress.

A question arises here "How do you identify stress in the organization?"

The following signs will help you to identify any Job stress.

1. The employee will resist going to work.
2. He will feel tired for the whole day.
3. He will keep watching the clock.
4. There will be no concentration.
5. The employee will not be open to changes.
6. There will be excessive absenteeism.
- 7 He will be complaining all the time.
8. There will be job dissatisfaction.

If the stress is due to environmental or job related factors, the individual can adopt the following coping strategies:

**a) Time Management:** If a person is unable to manage time, it creates frustration and anxiety at the work. So, it is important to understand that by proper management of time a person can avoid critical comments from boss and colleagues. To eliminate stress one must prioritize the task and plan, organize and control time in such a manner that the goals can be achieved without any delay.

**b) Change the Job:** If a person is dissatisfied with his current job, he must try to look for an alternative employment. Through this process, he can avoid stress by avoiding physical and mental torture.

**c) Exercise:** Most of the studies indicate that by being active we can avoid anxiety and depression. Thus, we can avoid stress. Many companies like Philips, Tata group of companies. Infosys etc. have developed in-house physical fitness facilities for their employees.

**d) Meditation and Relaxation:** Meditation is the method of concentrating on something in a very relaxed frame of mind. From ancient times in India, meditation has been followed as a tool of mental relaxation. In a hectic and busy work schedule, by devoting some time to meditation individuals can cope effectively with stress.

**e) Increase your Comfort Zone:** Every individual has his or her comfort zone. As a social being we must try to adjust to varied situations. This can help us in alleviating stress in our work place.

In modern organizations, the top management is realizing that to make people more productive, it is important to be involved in managing employee's stress. To minimize the work pressure, organizations are adopting the following strategies:

a) **Role Clarity:** The employees must have a clear understanding of the expectations of the company. So, the role should be clearly defined. If the employee is under excessive stress, the management can redefine his role, redistribution of the work can be done or his job can be made more challenging and rewarding.

**b) Supportive Work Environment:** A friendly supportive atmosphere with clear communication and participative decision making can make an employee happy at the work place. All these efforts can reduce the level of stress in the organization.

**c) Career Planning:** Clear career path can reduce the uncertainty among the employees. When employees are fairly rewarded, then we can expect them to be committed to their job, and it helps in managing stress at the work place.

**d) Institutional Programs:** Various types of programs can be used for managing stress at the work place. These programs can be counseling of the employees, job enrichment, work rescheduling, proper training and development program or service benefits such as marriage gifts, service bonus, health club membership or even stock options can be provided. Many organizations now -a-days are organizing yoga sessions for their employees with the help of Art of Living Foundation, Patanjali Yogpeeth etc. Exercise can act as a great stress buster.

Thus we can say that there are various strategies, which can be adopted by individuals and organizations to cope with work stress. Other than these, there are certain activities, which can be very useful in coping with our day to-day stress. These include spending time with the children, keeping a pet, right sleep, being religious, making friends, etc.