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Stress Management

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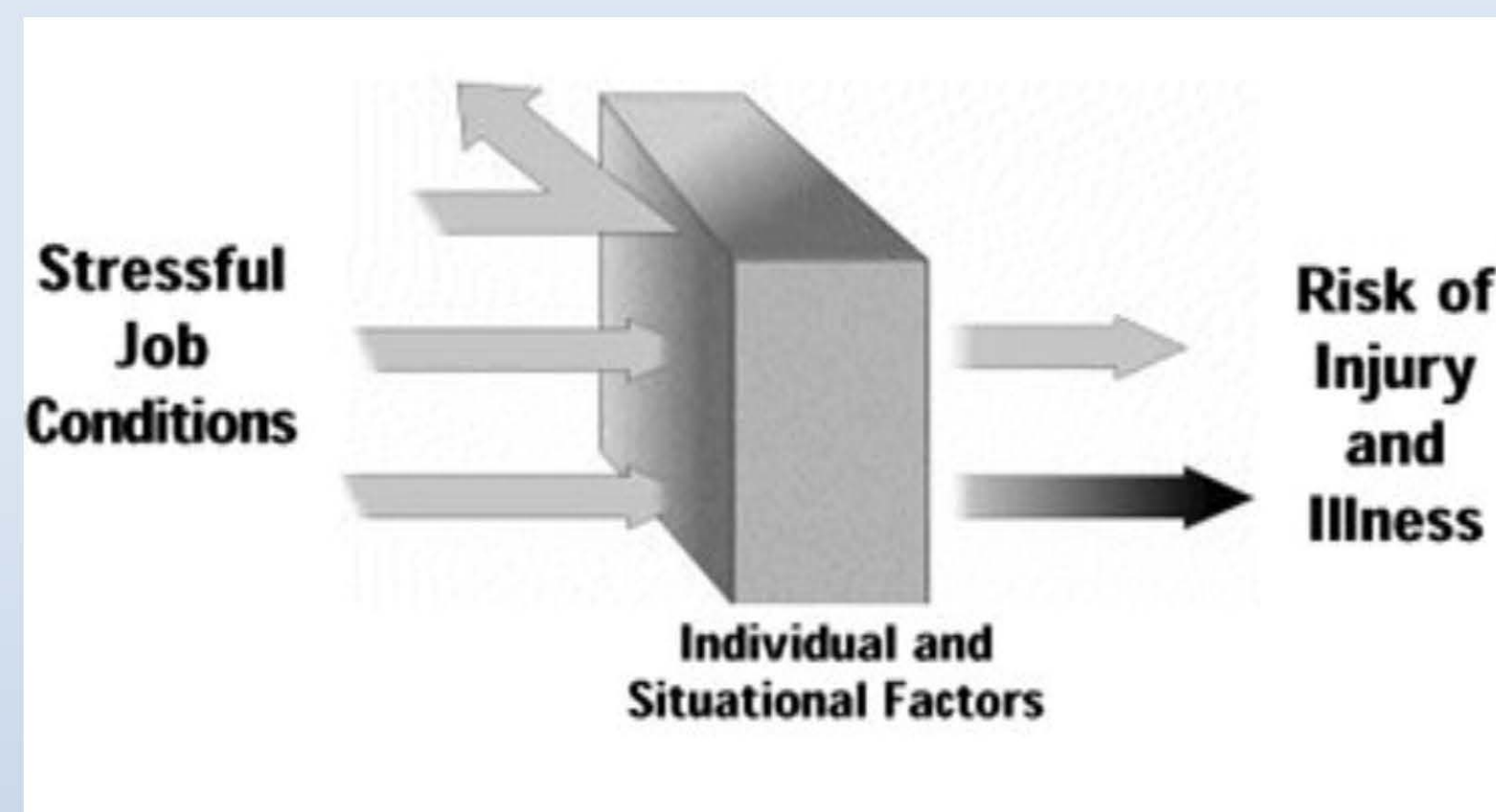
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Stress Management

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Introduction

There is a great deal of research supporting the effects of stress on an employee. The combination of stress types, acute, episodic, chronic, and traumatic stress, without stress management practices can greatly affect the employee and organization. While some occupational stress is normal, when stress becomes overwhelming it takes a toll on productivity, job satisfaction, and leads to feelings of anxiety, irritableness and depression (Knauss & Ravi, 2009).

Terms

Acute Stress: A psychological condition arising in response to a terrifying or traumatic event.

Episodic Stress: Individuals that suffer from this always seem to be in a rush, take too much on and tend not to be able to organize themselves to deal with demands and pressures.

Chronic Stress: The response to emotional pressure suffered for a prolonged period over which individuals perceive they have no control.

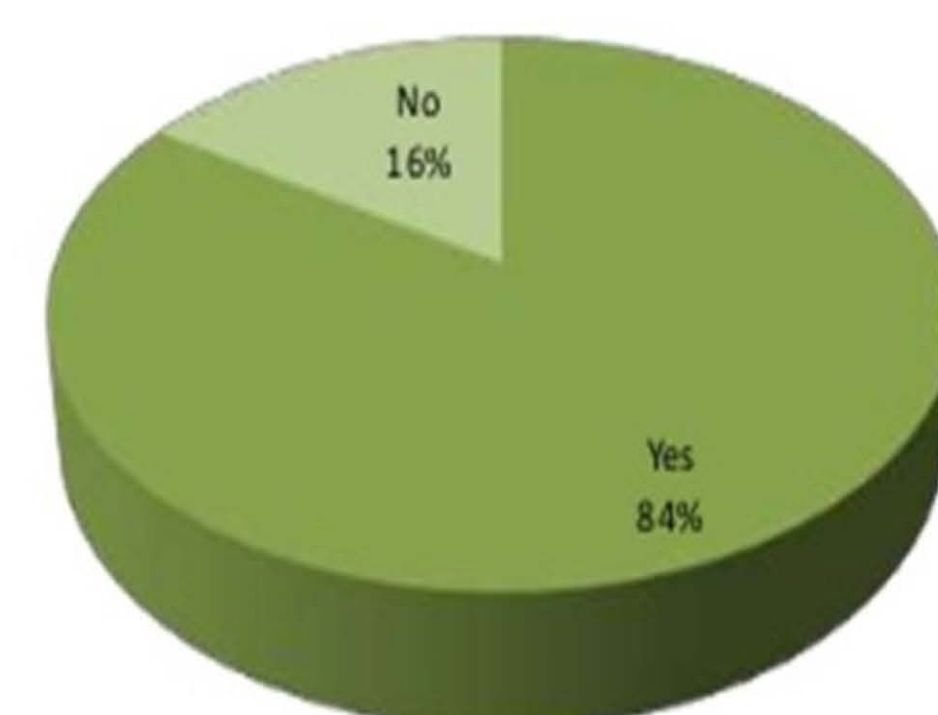
Occupational stress: Increased workloads, downsizing, overtime, hostile work environments, and shiftwork are just a few of the many causes of stressful working conditions.

Traumatic stress: A mental health condition that is triggered by a terrifying event.
 (Knauss & Ravi, 2009)

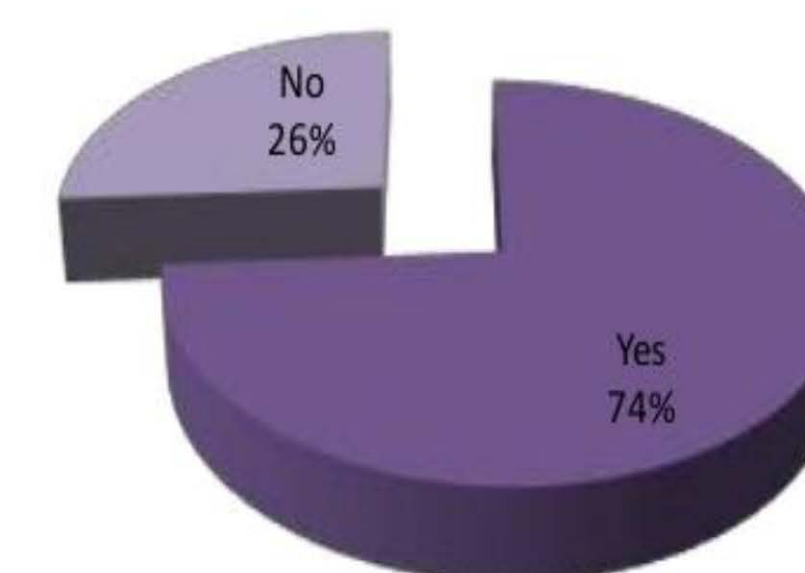
Hypothesis and Results

It is possible for institutions to identify problems, design and implement interventions, and then evaluate those solutions to provide for increased health, productivity and job satisfaction among their employees. In the end, these efforts will return benefits to the institution as well.

Frustrated due to excessive stress

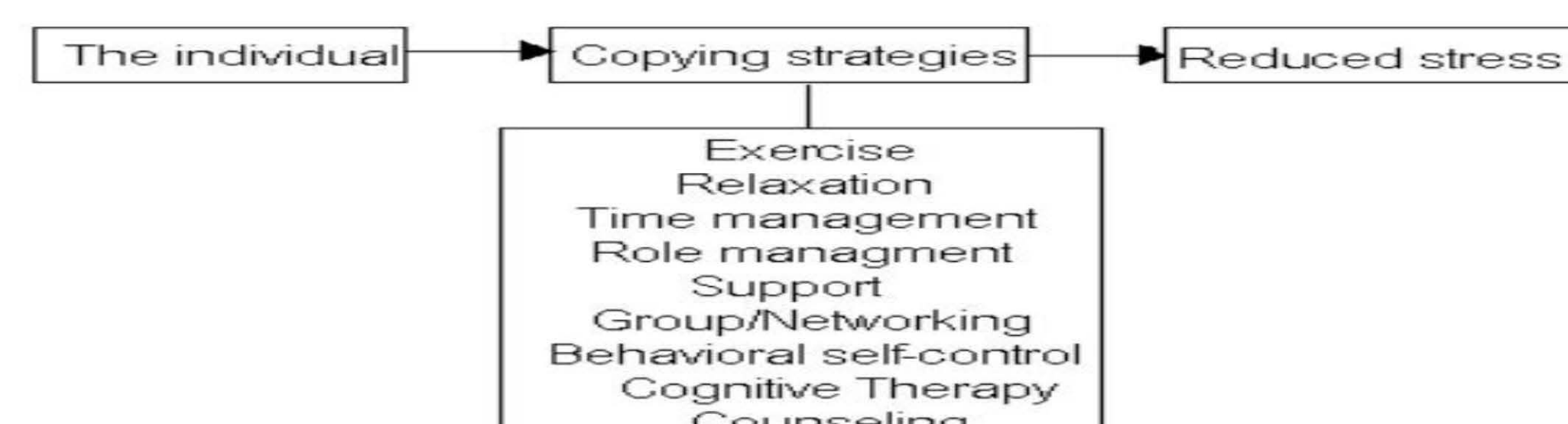


Techniques boost up confidence of the employees



Discussion

There is a pertinent need to address the issue of occupational stress within the workplace. Reports clearly suggest that occupational stress is having a debilitating impact on employee personal and professional welfare. The organized approach to identifying problems, designing and implementing interventions, and then evaluating those solutions will provide for increased health, productivity, and job satisfaction among employees. In the end, these efforts will return benefits to the institutions in employee retention and satisfaction (Robbins & Judge, 2011).



Methods

- A total of 1,250 employees were surveyed from various companies belonging to different departments globally.
- The research instrument used for the survey was a structured undisguised questionnaire.
- The questionnaire had been framed in structures and undisguised form, with a total of 19 questions.
- It had both open ended and closed ended questions.
- The information collected through personal interview was also used.
- Pre-testing was conducted to find if there were any discrepancies in the questionnaire.
- Data was collected and represented through Pie Charts. (Knauss & Ravi, 2009)

Credits

Knauss, G., & Ravi, K. (2009). Some basic problems in stress wave dominated fracture. *International Journal of Fracture*, 27(3), 127-143.

Robbins, S. P. & Judge, T A. (2011). *Organizational behavior: 14th Edition*. Englewood Cliffs, NJ: Prentice Hall.