
A Theoretical Study on Stress, Its causes, Model and Management of Stress

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ABSTRACT

Stress has been characterized in a number of forms over the years. It was first considered as environmental pressure, then as a strain within the individual. Today's most generally accepted meaning refers to the relationship between the circumstance and the individual. When the resources of a person are inadequate to cope with the demands and pressures of a situation, it is psychologically and physically affected by burnout. As a consequence, conflict is more probable in some situations than in others. Individuals and organizations alike will suffer from stress, which can make it difficult to achieve their objectives. People's behaviour, especially changes in behaviour, may reveal signs of stress.

Keywords: *Terminology, causes, how people manage individually, At Organizational Level.*

INTRODUCTION:

Acute stress reactions can manifest as emotions (e.g., anxiety, depression, irritability, fatigue), behavior (e.g., withdrawing, violent, tearful, unmotivated), thought (e.g., attention and problem-solving difficulties), or physical symptoms (e.g., palpitations, nausea, headaches). If stress is not managed properly, it can lead to changes in neuroendocrine, cardiovascular, autonomic, and immunological function, as well as mental and physical illness (such as anxiety, depression, and heart disease).

Unpredictable or uncontrollable situations, as well as those that are unknown, unclear, or uncommon, as well as those that include confrontation, failure, or performance expectations, are all likely to trigger stress. Time-limited activities, such as the stresses of exams or work deadlines, can trigger stress, as can ongoing circumstances, such as family expectations, job instability, or long commutes.

Personal qualities like coping skills (for example, solving problems, assertiveness and managing time) and working situations like a safe working environment and social support are examples of tools which can help to address the pressures and demands of the workplace. Investing in work equipment, in planning, in good management and hiring practices and in the organization of work helps to strengthen these resources.

Employers' traditional approach to workplace stress has been to blame the stress victim rather than the source of stress. Employers are increasingly being recognized as having a legal obligation to ensure that their workers do not become sick. Preventing stress is also in their long-term financial interests, as stress is linked to high employee turnover, a rise in sick leave and early retirement, increased stress for those still working, decreased job performance, an increase in the number of injuries, and lower client satisfaction.

Assessing the risk of stress among workers is an important part of good employment practice. This entails identifying workplace stresses that could lead to high and long-term stress levels c determining who could be affected by these determining whether you are doing enough to avoid that harm for both people and businesses

RESEARCH METHOD:

The research methodology used is Qualitative and secondary data is being used for this research. Various information has been collected and analyzed and studied thoroughly to understand the concept of occupational stress.

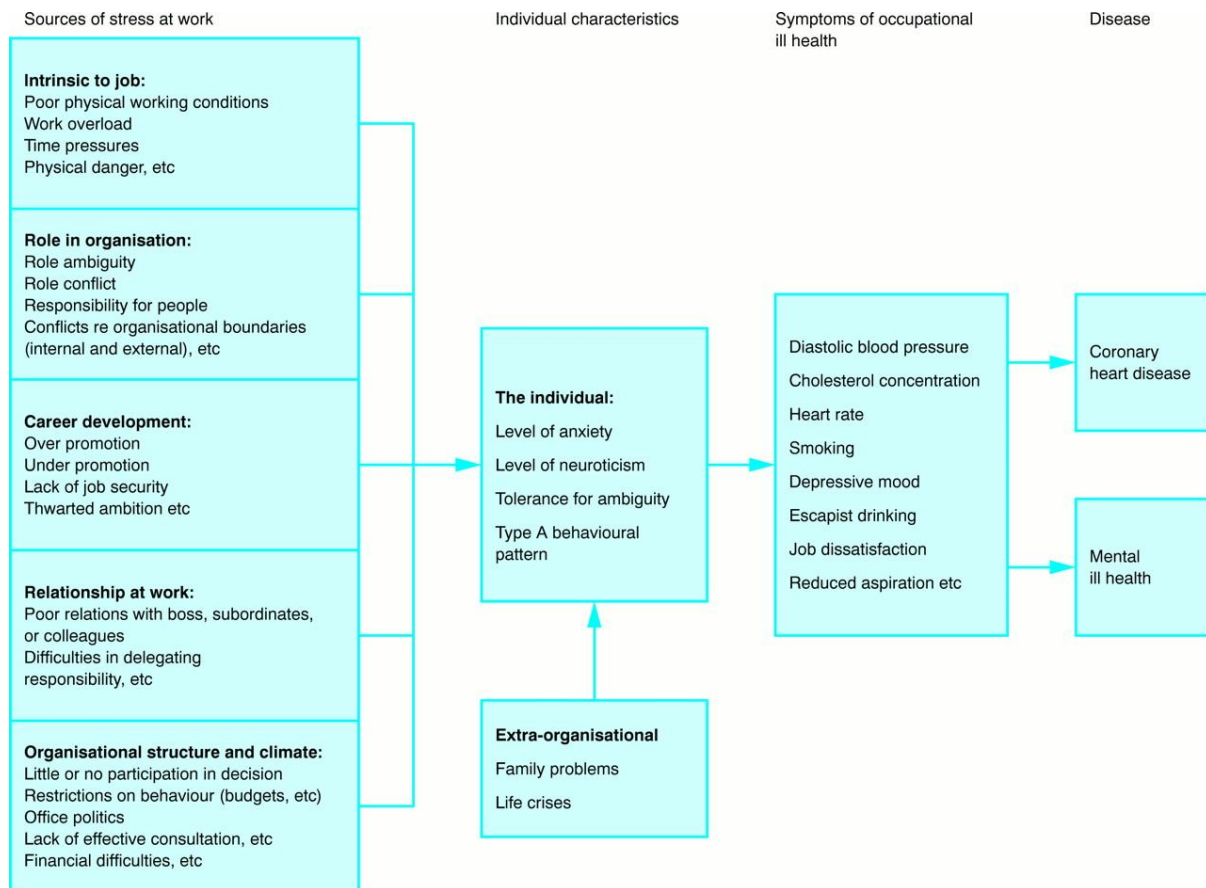
DISCUSSION:

Stress Causes:

The effectiveness of two protective physiological mechanisms determines the level of stress experienced. "Alarm reaction" is a term used to describe a response that is triggered when faced with a threat to our safety; we experience physiological arousal, which causes our muscles to relax and our breathing and heart rate to increase. This is an example of creativity.

Either battle or flee is the only choice. Today's threats are more psychological in nature, such as an unjustified verbal assault by a superior at work. It is normally not socially appropriate to behave in a combative manner. Or flight", as well as a different way of describing the emotional and physical consequences of this decision. It is necessary to expend resources. This is where assertive communication comes into play. "Adjustment" is a term used to describe the process of changing the second adaptive mechanism helps us to stop responding when we are no longer in danger.

We must learn that the environmental stimuli no longer pose a threat to our well-being. Consider the following illustration: Our reaction to trains hurtling past when we first moved into a house near a railway line was different.



When one or both of these mechanisms aren't working properly, or when switching from one to the other is difficult, we feel stress. This is where everything starts.

Individualized approaches to stress reduction (fig 2). 2nd diagram demonstrates that it is the situation's interpretation or assessment. That is crucial in determining whether or not it induces stress. This is the starting point of the transactional model of stress, in which a person's ability to cope with stress is measured by the amount of money they have in their bank account. That determines the ability of an individual to prevent or reduce stress.

Person's assessment of

- The risk in a given circumstance (primary)
- An assessment of his or her capacity to cope and
- An assessment of his or her ability to cope with the situation.

Past practice with stress management has inspired me and, in exchange, my encounters with stress have shaped me. This influences future actions and assessments. Evaluation, behavior and stress mechanisms are thus both ongoing, and change in the way a problem is evaluated (cognitive techniques) or dealt with (response techniques) can help to manage stress. (Behavior or cognition-based methods)

Factors in the workplace that cause stress

The workplace is a major source of stress-inducing demands and stresses, as well as institutional and social tools to help people cope, reduce or eliminate tension. The workplace variables that have been discovered to be linked. Stress and health threats can be divided into two categories: those to avoid and those to deal with job material and those that have to do with social and political issues

Those that are naturally occurring are:

- Long hours, work overload, and time pressure are all factors that contribute to the task.
- Tasks that are complicated or complex, a lack of breaks, a lack of variety, and
- Bad physical working conditions (e.g., room, temperature, and lighting)

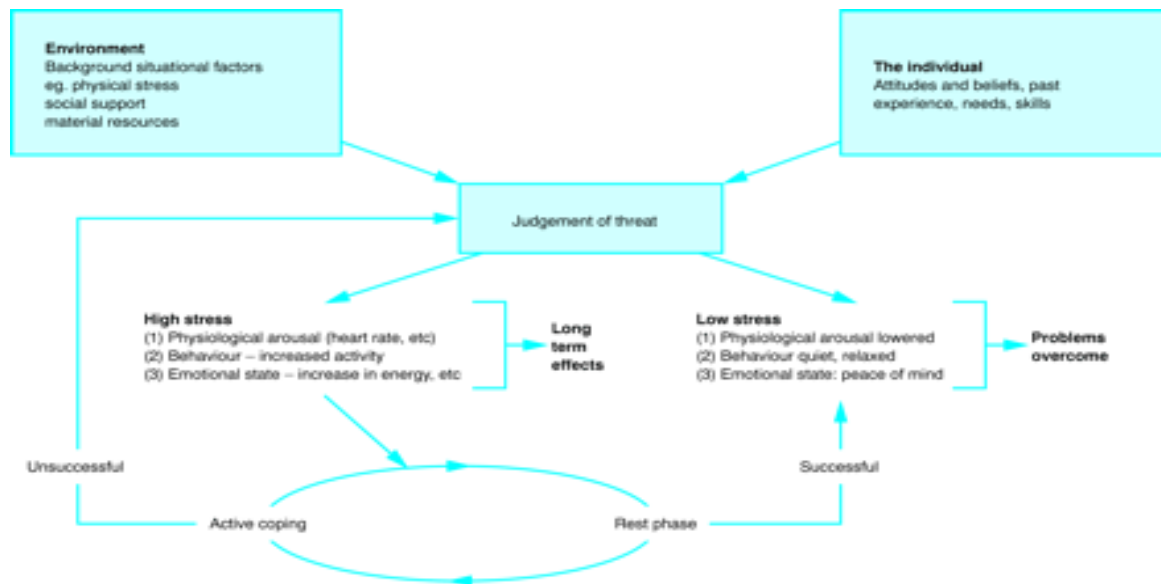


Figure 2: Model of stress and its management

Workplace partnerships and organizational culture are also stress-reducing factors. Stress is created by managers who are negative, demanding, unsupportive, or bullying, while a positive social environment reduces stress. It is a dimension of work that can be reduced with effective teamwork [1].

Stress is caused by an organizational culture of unpaid overtime, also known as "presenteeism." In the other hand, a community of participation is beneficial involving people in decision-making and keeping them updated of what is going on taking place inside the organization, as well as having excellent facilities.

Stress can be reduced by using relaxation and leisure facilities or shift in the workplace.

The following were discovered to be the most important elements of Stress:

- a. Long hours employed, job overload, and strain: the impact of these on personal lives, loss of control over work and involvement in work, lack of control over work and participation in work.
- b. Lack of social support, bad decision-making, management and job position that is ambiguous, as well as a management style that is ineffective.

STRESS MODEL:

Model diathesis-stress

One of the first theories for understanding insomnia was the diathesis-stress paradigm [2]. According to this model, insomnia is caused by interactions between predisposing, precipitating, and perpetuating influences. Individuals with predisposing factors (e.g., genetic, physiological, psychological, environmental) are more likely to experience acute sleep disturbance when confronted with precipitating factors (e.g., physiological or psychological stressors). The sleep disorder and the emergence of persistent insomnia are then sustained by perpetuating factors such as behavioral (increased time in bed, napping), cognitive (worry about not sleeping), and environmental (watch TV in bed) factors. Targeting precipitating or perpetuating causes, such as anxiety and cognitive and physiological arousal, according to this model, will minimize insomnia symptoms.



Model diathesis-stress

Differences in individuals

Individuals' risk levels vary, as seen in Figures 1 and 2, of being stressed and vulnerable to the negative effects of stress, the negative consequences of stress. Individuals are more likely to have negative experiences. If they don't have enough material resources (for example, money), they will be stressed. If they have a tendency to respond emotionally to circumstances and are unable to control their emotions, they can experience stress.

Emotional effects of stress are common. It can make us feel stressed, tired, anxious, and depressed. Changes in eating and sleeping habits, as well as headaches and weight gain, are all common side effects of stress. Stress can raise the risk of depression, anxiety, heart disease, and type 2 diabetes over time.

Although everyone experiences stress at some point in their lives, women and men have different reactions to it. Women are more likely than men to think about and discuss what is causing them tension. Women are much more likely to seek help from others and try to figure out what is causing their stress.

Stress is usually dealt with by men by distracting them. Men, on the other hand, often engage in physical activities that can provide an escape from worrying about a stressful situation.

Dr. Carolyn M. Mazure, the Norma Weinberg Spungen and Joan Lebson Bildner Professor in Women's Health Research and Professor of Psychiatry and Psychology, believes that men and women will benefit from each other's experiences.

Stress at work and at home interactions

Employees' homes and social lives are increasingly being impacted by the pressures placed on them in the workplace. Working long, insecure, or unsocial hours, working away from home, bringing work home, high levels of responsibility, job instability, and job relocation can all have a negative impact on family commitments and recreational activities. This is likely to jeopardize a healthy and relaxing quality of life outside of work, which serves as a valuable buffer against work-related stress. Domestic stressors, such as parenting obligations, financial concerns, bereavement, and housing issues, may also have an effect on a person's job resilience. As a result, a vicious cycle is created in which tension from one area of one's life, such as work or home, spills over and makes dealing with the other more difficult.

Women are more likely than men to be stressed by these causes of stress because they are also responsible for more childcare and household duties. Furthermore, women are more likely to work in lower-paying, lower-status occupations, work shifts to meet household duties, and face sexism and abuse.

Stress management on an individual basis

In the majority of methods, people and organizational approaches are utilized to minimize the wellbeing hazards correlated with work stress. Individual approaches include training for individual psychological programs, such as psychiatry, jobs, health or psychology counselling. They should try to develop the skills and resources of the client when helping the person to change his situation.

The active coping (fight/flight) and rest phases (habituation) of the stress model are mirrored in the strategies described in fig 3. Training will allow you to escape stress by showing you how to understand the symptoms of stress and how to use it to interrupt unhealthy habits when the stress response is only starting. Stress symptoms are usually chronic. The more stress, the harder it is to cope with. Analysis of the condition and an aggressive approach to mitigate stressors through active relaxation and relaxing mechanisms and cultivate a lifestyle that offers a stress buffer. Practicing this in low tension is better to increase prospects of early performance and boost self-esteem and inspiration [3].

A wide variety of training courses may contribute to the growth of active coping strategies such as performance, leadership skills, time management, problematic resolution and effective management. However, certain reasons for stress, such as the organisational system, management style or culture, are also viewed as beyond the reach of the employee. It is crucial to note that stress control strategies focusing on strengthening the individual instead of stress are inefficient and may also be detrimental through masking stress sources [4]. A deep breath and a good thought regarding difficult situations, for instance, may provide a transient feeling of well-being, but would bring damage and discomfort to others to proceed. Personal interventions can concentrate more than help individuals adapt and accept a tough condition, on improving their expertise and trust to change their circumstances.

Stress management at the organizational level

Although the organisation is the cause of stress, management tactics are essential to prevent and reduce stress in the workplace. A technique that concentrates only on helping patients who are still depressed is similar to using a wound bandage instead of fixing the root of the pain. Trying to operate a descending escalator is an alternative analogy. Organizational interventions vary from systemic to psychological (e.g. personnel numbers, job arrangements and physical environments) (such as social support, control over work, and participation) [5].

The principles used in Scandinavia, where safe and stable working practices are well documented, show an emphasis on the organisation, not the individual. Include the following considerations in assessing the likelihood of occupational stress: probability and seriousness of disease that could be caused by exposure to a particular danger; the level of exposure to the threat by an employee, and the amount of staff exposed to the hazard. In analyzing stress risks at function, all facets of the design and management, as well as its social and organizational sense, should be taken into account. Although prevention is the objective, proactive steps may be taken to monitor the threat and minimize the impact of a particular hazard. In box 4, you can find a rundown of how to assess and minimize the likelihood of stress [6].

[7] (2002) Employers are constantly mandated by legislation to evaluate and alleviate all threats to health and welfare of their workers, including their mental health (cf. for example the Framework Guideline from the European Commission on implementing policies to facilitate improvements in safety and occupational health at work). To provide a safe work atmosphere, tools, materials, the environment and people must be focused (for example, ensuring sufficient skills for the tasks). It often requires assessment and measurement procedures to assess the efficacy of preventive and management strategies [8].

Despite the well-documented correlations between workplace causes and mental ill health and associated sick leave, there are very few evidentiary methods for resolving these problems [9].

The results of these research also shown that many who have been trained in mobilizing workplace assistance and engagement in problem solving and decision-making gained more constructive feedback and were more coping-capable and had a better working team and atmosphere. Those trained demonstrated less distress for those at greatest risk of quitting [10].

Stress hormone level was lower among organizationally changing workers who were taught stress coping skills, including how to participate in and track their work. Workers who have been practiced verbal and nonverbal contact as well as sensitivity have reported less resignations and ill days. Physically inactive staff with instructions for tension control enhanced their perceived potential for treatment while aerobics strengthened feelings of well-being and reduced body pain symptoms, but demonstrated less job satisfaction. In one research, 11 employees in one of the seven preparation programs, focusing on one or more aspects of stress control — neurological pathways, coping with others and behavioral awareness systems — have seen immediate declines in depression, anxiety, psychological stress and mental tiredness. At 9–16 months, psychological pressure and emotional exhaustion decreased more. Many long-term sick leave referred to the workplace health department early (in two or three months) had shortened their sick leave to a substantial financial saving between 40 and 25 weeks before returning to work and between 72 to 53 weeks before retiring for medical purposes.

The company's culture determines how well tension can be managed and avoided. Stress can not be seen as a symptom of personal vulnerability but as a knowledge which can allow people to make smarter choices. It is necessary not to criticize and critique but to foster a culture of openness and comprehension [11]. In order to build this kind of culture, active leadership and role models from organizational leadership, the establishment and application of a stress strategy within organizations and mechanisms for recognizing problems early and evaluating and strengthening strategies developed for resolving them. The Plan and its execution should be discussed with the relevant labor unions and health and safety boards (for a trade union illustration of a model agreement to alleviate tension at work see the Manufacturing, Science and Finance Union guide17).

CONCLUSION:

Finally, but not least, measures should be tested to test their efficacy. The method for this should have a strong reaction rates, valid and reliable approaches and a control group. The Workplace Content Questionnaire, which offers a calculation of the previously described job pressure predictors and a Job Tension Indicator, are two indicators that offer a quantitative description of and widely used work stress.

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