

A Study on Stress Management Strategies in Modern Business

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Abstract

Everyone experiences stress at some stage in their life. It is a way for us to know that something in our life is causing us concern and is affecting how we are thinking and feeling. Stress is not always bad. In small doses, it can help you perform under pressure and motivate you to do your best, but when you are constantly running in emergency mode, your mind and body pay the price. Stress management is defined as the tools, strategies, or techniques that reduce stress and reduce the negative impacts stress has on your mental or physical well-being. A variety of techniques can be used to manage stress. These include mental, emotional, and behavioral strategies. When stress management is used regularly and in response to stressful life events, we can optimize our well-being. Stress in the workplace is considered to be caused by various things. For example, people are often expected to work extra hard to get positive results. At the same time, their superiors also expect them to be available 24/7 because communication is always available through the internet nowadays. In this study highlight about causes of stress, stress management strategies and importance.

Keywords: Stress, Causes, Management, Strategies, Importance, Motivation, Health

What is stress?

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Stress Management Defined

Stress management is defined as the tools, strategies, or techniques that reduce stress and reduce the negative impacts stress has on your mental or physical well-being. A variety of techniques can be used to manage stress. These include mental, emotional, and behavioral strategies. When stress management is used regularly and in response to stressful life events, we can optimize our well-being.

What is Employee Stress ?

Employees stress is a growing concern for organizations today. Stress can be defined as a lively circumstance in which people face constraints, opportunities, or loss of something they desire and for which the consequence is both unpredictable as well as crucial. Stress is the response of people to the unreasonable/excessive pressure or demands placed on them.

Stress is not always negative. It may also bring out the best in individuals at times. It may induce an individual to discover innovative and smarter way of doing things. This positive dimension of stress is called as eustress. But usually, the term stress has a negative implication and this negative aspect of stress is termed as distress. For instance - When a subordinate is harassed or warned by his superior, unhappiness of unsuitable job, etc. We can say that “Stress causes some people to break, and other to break records.”

Symptoms of Stress

Some of the symptoms of stress at workplace are as follows-

- Absenteeism, escaping from work responsibilities, arriving late, leaving early, etc.
- Deterioration in work performance, more of error prone work, memory loss, etc.
- Cribbing, over-reacting, arguing, getting irritated, anxiety, etc.
- Deteriorating health, more of accidents, etc.
- Improper eating habits (over-eating or under-eating), excessive smoking and drinking, sleeplessness, etc.

It is thus very essential to have effective stress management strategies in an organization so that the detrimental repercussions of stress on the employees as well as their performance can be reduced and controlled.

Causes of Stress in Business

The factors leading to stress among individual are called as stressors. Some of the factors/stressors acting on employees are-

1. **Organizational factors-** With the growth in organizational stress and complexity, there is increase in organizational factors also which cause stress among employees. Some of such factors are-
 - a. Discrimination in pay/salary structure
 - b. Strict rules and regulations
 - c. Ineffective communication
 - d. Peer pressure
 - e. Goals conflicts/goals ambiguity
 - f. More of centralized and formal organization structure
 - g. Less promotional opportunities
 - h. Lack of employees participation in decision-making
 - i. Excessive control over the employees by the managers
2. **Individual factors-** There are various expectations which the family members, peer, superior and subordinates have from the employee. Failure to understand such expectations or to convey such expectations lead to role

ambiguity/role conflict which in turn causes employee stress. Other individual factors causing stress among employees are inherent personality traits such as being impatient, aggressive, rigid, feeling time pressure always, etc. Similarly, the family issues, personal financial problems, sudden career changes all lead to stress.

3. **Job concerning factors-** Certain factors related to job which cause stress among employees are as follows-
 - a. Monotonous nature of job
 - b. Unsafe and unhealthy working conditions
 - c. Lack of confidentiality
 - d. Crowding
4. **Extra-organizational factors-** There are certain issues outside the organization which lead to stress among employees. In today's modern and technology savvy world, stress has increased. Inflation, technological change, social responsibilities and rapid social changes are other extra-organizational factors causing stress.

Stress Management Strategies in Business

Here are 10 stress management strategies for entrepreneurs recommended by experts.

1. Pay attention to your body's stress signals:

Typical signals of stress include sweating and an increased heart rate. It's important to recognize these signals and get them under control. This could involve simple, deep-breathing exercises.

2. Deal with the stress head on

Rather than procrastinate, think about what is causing the emotional reaction and get a handle on it. Deal with the cause of stress right away, whether it's a phone call from an angry client or making a difficult business decision.

3. Take systematic breaks

When you feel stress coming on, get up and do something else such as taking a brief walk or going outside. This short break can give you a different perspective on a stressful situation and at least provide short-term relief from the physical effects of stress.

4. Adopt a healthy lifestyle

Getting 30 minutes of rigorous exercise at least three times a week can help you reduce stress. Good eating habits such as including more fruits and vegetables in your diet can give you more energy and help you handle stress better.

5. Try to achieve work/life balance

Although today's business environment can be demanding, it's crucial to take time for other activities outside of the office such as family events, hobbies and sports. This is when you recharge your batteries.

6. Keep perfectionism in check

Offering a quality product and service doesn't mean obsessing about it. Know when to get a task off your desk and focus on doing your best in a competitive environment.

7. Delegate to reduce your workload

Accept that you can't do it all. Rather than micro-managing, pay special attention to delegating responsibility to employees and leaving them alone to do the job. Sharing the load can relieve stress.

8. Find people you trust and confide in them

Talking to others about business issues can help you find solutions to deal with challenges. and expenses. Also, find ways to improve productivity and ultimately your company's financial health. Entrepreneurs can also network with other people in their industries to see how they are handling similar issues.

9. Get your business's financial situation under control

Cash flow is a major source of anxiety for entrepreneurs. Find ways to better monitor your revenues

10. Commit to vacation time

Give yourself time off to relax, particularly during challenging periods. For example, turn your phone off when you're on a holiday. Postponing a vacation may have short-term benefits for your business but in the long run, your health could suffer and cause greater problems down the road.

Importance of Stress Management

Here is why stress management is important at the workplace.

1. Increased Productivity

Stress management in the workplace is crucial because it can lead to more productivity. First of all, when employees feel stressed out for whatever reason, they will probably be less productive because their mind is not focused on the task at hand. They may get distracted easily or make simple mistakes such as forgetting bad things involving something like an important document. Furthermore, researchers have found out that those who feel stressed can't focus on their tasks. They've also discovered that those under pressure tend to forget things easily and take more time to complete a task. If you want your employees to be productive, it is best for them to learn stress management in the workplace and to be able to avoid unnecessary stress whenever possible.

2. Increased Work Engagement

When your employees are stressed out, they won't be as engaged with their work. Stress management helps increase employee engagement by allowing them to be more productive and focused. They will also not carry around the burden of stress, leading to other problems like burnout or depression. Employee engagement is

critical because employees may feel unmotivated to work hard, especially if they are stressed out about something that can make them less productive. Unmotivated employees may not do a good job, leading to erroneous results, and others will think you have a poor company culture.

3. Better Decision-making Skills

Stress management also teaches your employees to make better decisions without being pressured by stress. Although not everyone who undergoes stress management training will have better decision-making skills, it is still best to prioritize their tasks correctly. They also need to understand whether they are actually adding value or just simply wasting time when feeling stressed out about the problems in your workplace. On top of that, stress can impair your judgment, so you may not decide on which solutions are best for a particular problem. You can't just settle for the first solution that comes into your mind because usually, you will end up making bad decisions if you don't know how to handle stress properly.

4. Lower Employee Turnover Rates

Turnover rates can be lowered when employees learn how to manage their stress. Employee turnover rates are very high nowadays because employees tend to switch jobs if they feel dissatisfied with various aspects of working in a particular company. They may not even care about the consequences of their actions, including any legal implications that can arise from this move. If you want to retain your employees, they should learn stress management because it will help relieve them of their stress at work. Employees will be happier and more productive with less stress, leading to lower turnover rates.

5. Leads to Greater Job Satisfaction

Job satisfaction can also be achieved when employees learn stress management. If you make your employees happy and free from the burden of stress, they will probably feel more satisfied with their jobs and stay longer in your

company. You should always make sure that there are no sources of stress in the workplace, so people will not suffer from mental health issues due to stress.

6. Improved Employee Health

Stress management programs in the workplace also help improve employees' overall health. Employees who are stressed out usually suffer from illnesses like heart problems and even depression because stress can lead to unhealthy habits such as smoking and drinking alcohol. This is why your company should implement stress management in the workplace to solve many employee problems at once. Stress also increases the risk of your employees acquiring diseases related to stress.

7. Strong Company Culture

A company culture based on stress management can have many benefits for your business. Your employees will be healthier, more productive, and happier, making the workplace a very positive place. This way, you won't need to worry about employee morale dropping because everyone will feel like they are part of something great compared to other companies with poor cultures because there is no stress management.

8. Better Team Communications and Moral

Stress management helps you and your employees communicate better by assisting employees in understanding each other more. The workplace can be a stressful place to be in because you get stressed out from work or may even get overwhelmed with the problems that need to be solved. This is why every team member needs to get along with each other. Having less stress will make it easier for you and your employees to communicate.

9. Helps in Planning for the Future

Stress management also helps managers plan better for the future. It makes sense that when people are stressed out, it is more difficult to focus on their tasks

which makes planning a hassle because they have to do everything at once instead of focusing on one study at a time. Implementing stress management in the workplace will solve this dilemma because employees can focus better and plan for greater results, thus staying productive even if they are stressed out.

10. Improved Customer Satisfaction:

The most crucial reason why stress management is beneficial for businesses is that it helps improve customer satisfaction. When your customers are pleased with their experience in your company, they will come back because you've provided excellent service to them. When customers are happy, they usually tell their friends that the superb experience will attract more people to your business. This also results in more business and profits for your company, so it's worth going through the effort of learning stress management.

Conclusion

Stress does not only affect us on an individual level, but it also impacts on our relations with family, friends, and our colleges at the work place. It also affects different facets of society like socialization, and even the economy, with regards to how stress impacts productivity. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. And also stress management was shown to be capable of reducing the risk of heart attack by up to 75% in people with heart disease; stress management techniques, along with methods for coping with anger, contributed to a reduction of high blood pressure, and; for chronic tension headache sufferers.

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