A Study of Stress Management: Causes and Coping Strategy

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Abstract: Stress has grown to be a serious problem as a result of the rising demands of modern lifestyles and the dynamic social environment. Stress is a person's adaptive reaction to their environment, which can change their physical, psychological, and behavioral traits. Although stress can lead to the death of brain cells, not all pressures are bad. In fact, a good amount of stress can ignite one's creativity, awaken latent talents, and ignite a passion for their profession. The study sheds light on the ubiquitous silent problem known as stress, which caused acute dysfunctions that are now known as numerous diseases, raises the divorce rate, and results in various types of harassment. There is work-related stress in all professions. IT professionals experience a lot of stress as a result of their intense results-focused temperament and target-driven mentality. Athletes experience the power of eu-stress in the minutes before a big game or competition. They suddenly have the energy necessary to perform to the best of their ability when they experience eu-stress. Stress may promote creativity and positive change when it is acknowledged and successfully managed. The paper's objectives are to assess workplace stress levels and provide coping strategies. This study identified a variety of stress management strategies, physical exercise embedded into job design, lifestyle change strategies, programs for recognizing triggers and stressors, supportive organizational cultures, stress counseling strategies, and spiritual strategies.

1 INTRODUCTION

In the 1990s, India emerged as a dominant force in the fields of software engineering, information technology services, and web-based services. Over half a million people are employed directly and another over a quarter of a million are supported indirectly by the Indian information technology sector, according to NASSCOM. Due to intense rivalry brought on by urbanization and globalization, stress levels have increased in the modern world. The "Age of Anxiety" was coined to describe the inevitable stress that is a part of contemporary life, and for most individuals, the workplace is evolving into a chaotic stress factory.

Stress has significantly increased as a result of changing societal needs and social dynamics. Stress is a normal human reaction to an outside factor that can change a person's physical, mental, and behavioral traits. Brain cells, which produce ideas, can also perish under stress. Truth be told, not all pressures are bad. The appropriate amount of stress can truly help you rediscover your passion for your work, discover hidden abilities, and even inspire you.

Changes in our lives, such as entering college, getting married, changing jobs, or being sick, sometimes lead to stress. Keep in mind that occasionally difficult transitions might be helpful for you. For instance, moving away from home to go to college creates opportunities for personal development through new encounters, friendships, and living situations. This is why it's so important to understand yourself and all of your stressors. The good news is that you may decrease stress's bad effects, including sadness or high blood pressure, even though it is impossible to completely prevent it. It takes time to develop this skill. The key is to become aware of how you interpret and react to things. You can develop techniques to reduce your stress using this understanding. As an Army platoon leader, for example, managing stress will require strategies that consider both you and your Soldiers.

1.1 Objectives of the Research

The goals encompass understanding stress in its authentic context, comprehending its root causes, examining relevant literature associated with stress, and delving into the various coping mechanisms

employed to manage and navigate through stressful situations.

2 RESEARCH METHODOLOGY

This is a descriptive research and is based on secondary data that has been collected from various data sources such as: Books, Research Journals and websites.

2.1 What Is Stress?

An individual experiences stress when their body overreacts to any pressures; stress can be brought on by both favorable and unfavorable circumstances. Stress causes the body to release chemicals into the blood, giving it an increase in energy and stamina. This may be advantageous if physical activity is what's creating the stress. Similar to this, when stress is a response to an emotional event and there is no means to let go of this excess of power and energy, it can be harmful. This blog will address the various forms of stress, your reactions to them, the differences between "good" or "positive" stress and "bad" or "negative" stress, as well as some general information on how stress affects people in modern society.

2.2 Positive Stress

Positive stress can enhance performance compared to situations without pressure. This form of stress serves as a coping strategy, channeling energy, sparking excitement, and notably improving both mental and physical capabilities, ultimately leading to better performance levels.

2.3 Negative Stress

Negative stress stands as the antithesis to positive stress, manifesting in various detrimental ways such as causing issues in both physical and mental health, heightening anxiety levels, inducing discomfort, and diminishing endurance and overall performance..

2.4 What Leads to Stress?

Stress can be brought on by a variety of circumstances, including personal, social, and even professional ones. Traumatic experiences, sadness, guilt, the body, interpersonal difficulties, mortality, or big life events can all lead to stress.

2.5 Effects of Persistent Stress

Long-term stress has a detrimental effect on a person's ability to function physically and mentally. Please review the list of detrimental effects of long-term stress below.

- Personal disorders including anxiety and depression. Panic attacks are the most severe responses to stress.
- A multitude of cardiovascular issues, such as atherosclerosis, hypertension, heart failure, and heart attacks, can be brought on by stress.
- Obesity, anorexia, and bulimia are a few psychiatric disorders that have a detrimental effect on one's physical health.
- Sexual dysfunction and decreased fertility are some effects of ongoing stress.
- Long-term stress may be a factor in immune system conditions like eczema, permanent hair loss, stomach and intestinal issues, and lung diseases.

2.6 Signs of Stress

Physical, mental, and emotional symptoms of stress are the three main yet related categories. Examine this list in detail. If you see that you have these symptoms repeatedly, you may be upset:
• Migraines;
• Fatigue;
• Digestive issues;
• Hypertension (high blood pressure);
• Heart issues, including palpitations.
• Lack of attention; inability to concentrate;
• Sleep problems, including excessive or inability to fall asleep;
• Shaky hands and sweaty fingers;
• Anxiety;
• And sexual issues.
Even when you're not aware of it, stress has a significant role in or is a direct cause of serious physical ailments. Your immune system, metabolism, and other reactions to stress are all impacted by the increase in hormones like cortisol and adrenaline. This may cause an increase in your blood pressure, heart rate, breathing, and the physical strain on your internal organs. Another indication of stress is alterations in behavior. They could include:
• Rude behavior towards others;
• Irritability;
• Disruptive eating habits (eating too much or too little);
• Increased smoking or alcohol consumption.

3   LITERATURE REVIEW

According to specialists Vasudha Venugopal and colleagues (2010), a growing number of professionals are struggling to control their emotional stress. They emphasize that as it is an occupational hazard, work-related stress should be immediately addressed. Nithya Chandrasekaran, a consulting physician for various companies in the area, asserts that stress management and promoting mental health should be issues that affect everyone, not just those with active lifestyles. Following the recession, employees are under pressure to perform well. According to doctors, handling stress that arises from job loss anxiety or from dealing with the growing competition affects the employee's performance and eventually has a significant negative impact on his health. Regular workplace issues like wrist pain from repetitive mouse use, slip discs, and eye fatigue are now common. As if to acknowledge the prevalence of high levels of stress among employees, several businesses establish support hotlines that provide counseling to their staff members who experience stress or mental exhaustion. Businesses are also working to help employees better manage their stress. Businesses like Infosys, Tata Consultancy Services, Cognizant, and Wipro regularly offer stress breaks to help employees strike a decent balance between work and pleasure. "Stress and Life Satisfaction among Working and Nonworking Women from Similar Levels of Socio Economic Status of the Society," a 2009 study by Deshmukh N.H., found no appreciable difference between working and nonworking women in terms of their levels of physical and familial stress. Role stress was significantly higher for working women than for unemployed women. Compared to non-working women, employed women reported higher levels of life satisfaction. Toby D. Wall, Gillian E. Hardy, and David Woods (2003) Along with a greater number of days missed and a higher frequency of missed work, it was discovered that psychological discomfort, especially sadness, was a strong predictor of absence. Psychological distress and job satisfaction each independently influenced absenteeism rates. The link between psychological distress and absence was unaffected by demographic characteristics. In the morning, during the workday, and after work, employees' use of alcohol and illegal drugs is related to workplace stresses such work overload and job instability, according to Michael R. Frone's (2008) study.

Table 1: Impact of stress in various dimensions.

Impact on Body	Impact on Mind	Impact on Behavior	Impact on Emotions
Head aches, taut muscles, breathlessness	Worrying, muddled thinking, night mares	Accident prone, loss of appetite	Loss of confidence, more fussy
Frequent infections, skin irritations	Impaired judgment, indecisions	drinking and smoking more	irritability, depression, apathy
Fatigue, muscular twitches	Negativity, hasty decisions	Loss of sex drive, insomnia	Alienation, apprehension

4   ORGANIZATIONAL STRATEGIES IDENTIFIED FOR MANAGEMENT OF STRESS

The study also identified coping strategies for managing stress at the organizational level. The research's findings are as follows:

Increasing staff knowledge of stress and educating them how to manage it by implementing stress management programs at the organizational level.

The body can release tension more effectively through physical activity, as doctors have indicated; therefore indulging in any physical activity while working is advised.

To inform individuals about what causes stress and how it affects them, Stress-Audit is undertaking an organizational-level stress audit. The best stress management strategies are influenced by this.

After consultation with experts, it is recommended that stress management programs be implemented at the individual and organizational levels. These programs should ultimately be maintained by individuals. A coping strategy for stress management will be the recognition of stressors and triggers through continual employee health monitoring and proactive organizational style.

One of the numerous organizational outcomes that organizational culture affects is stress management. A helpful organizational structure will include a personal approach to understand stress and develop efficient coping methods.

Modern technology makes it imperative to improve physical working conditions, and doing so will undoubtedly rank among the most effective ways to reduce stress at the organizational level.

By assisting in understanding and resolving issues related to stress, the introduction of stress counseling programs will help control the behavioral and emotional outcomes for employees.

By implementing spiritual programs at the corporate level, workers will be inspired to examine

their own actions and experience less stress, creating a livelier and more enriching workplace that can boost productivity.

5 FINDINGS

Organizationally, businesses are giving well-designed coping mechanisms more consideration. Holding spiritual events at the organizational level will promote reflection and reduce stress among staff members. Stress influences people's bodies, minds, behaviors, and emotions. Positive stress motivates and enhances employee performance, in contrast to negative stress, which makes people feel uneasy and anxious.

A person can become productive and helpful when stress is recognized and appropriately managed. It's critical to stay active and direct your wrath and energy towards worthwhile projects. A person's personal system for understanding stress and devising appropriate coping techniques may be incorporated into a supportive organizational framework. A coping strategy will be to identify stresses and triggers through regular staff health monitoring.

6 CONCLUSIONS

In today's fast-paced environment, stress has become a problem that needs to be treated immediately because it poses a risk to one's health at work. Therefore, it is becoming more and more crucial to do study on various employee stress levels. Companies like Tata Consultancy Services, Infosys, Wipro, Microsoft, and others are beginning to pay attention to well-designed coping mechanisms at the organizational level. Stress can be useful and advantageous if it is acknowledged and appropriately managed. In times of extreme stress or adversity, it is always crucial to stay active and direct your emotions and energy into something positive. Stress can be reduced by meditation and a positive perspective. Having a more expansive view of life will surely change how stress is experienced. For the benefit of our overall well-being, both personally and professionally, we can only hope that we are successful in converting stress into eu-stress.

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