

**STRESS**

# Introduction

*“Manage your stress, if not stress will manage you”.*

*“Stress is not a reaction. Rather it is the price we pay for the ‘civilized’ life we live which by the way us not civilized at all”.*

*By-Yovko Bonev*

# Concept of Stress

- Stress may be understood as a state of tension experienced by individuals facing extraordinary demands, constraints or opportunities.
- The pressures of modern life, coupled with the demands of a job, can lead to emotional imbalances that are collectively labeled 'Stress'.
- However, stress is not always unpleasant. Stress is the spice of life and the absence of stress makes life dull, monotonous and spiritless.



# Definition

- The word 'stress' is derived from the Latin word 'stringer' which means 'to draw tight'.
- It is such an overused and elusive term that many have agreed that it should be completely abandoned.
- Many definitions exist- some believe stress can and should be subjectively defined and others feel that one needs an objective definition.

# Definition

“pressure or tension exerted on a material object”.

“a state of mental or emotional strain or tension resulting from adverse or demanding circumstances.”

# Definition

- Ivancevich and Matteson have defined stress as, “An adaptive response, mediated by individual characteristics and/or psychological processes, that is a consequence of any external action, situation, or event that place special physical and or psychological demands upon a person.” .
- “Stress is a consequence of or a general response to an action or situation that places special or psychological demands or both on a person”.
- an interactive one between environmental events (stressors) and bodily reactions such that stressors affect systems of the body and the resulting behaviour feeds back to affect the environmental stressors.

# Cox (1978) Three Distinctive Model

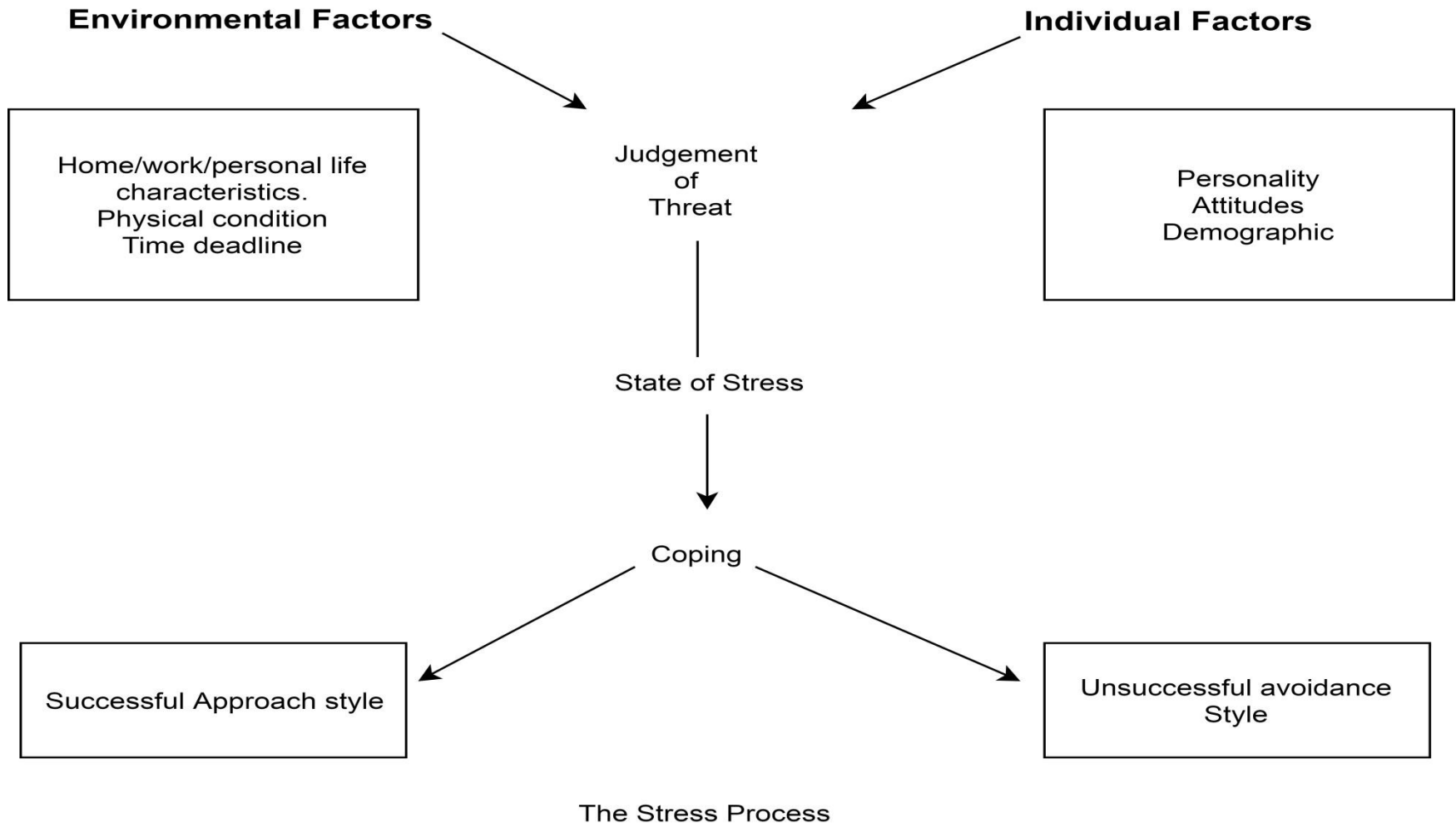
Response-Based Model- This models conceived stress as a dependent variable, that is a response or reaction to a stressor (such as danger or overworked).

Stimulus-Based Models- This model considered stress as an environmental variable (such as excessive noise, cold or tasks to be completed in a short period of time)

Interactive Models- These models attempted to incorporate both response and stimulus elements, as well as possible intervening factors (Such as personality difference)



# The stress Process



# The stress Process

- A potential for stress exists when an environmental situation is perceived as presenting demand, which threatens to exceed the person's capabilities and resources for meeting it, under condition where he/she expects a substantial differential in the rewards and costs for meeting the demand versus not meeting it.

# Type of Stress

- **Eustress:** This types of stress make us feel good and is known as ‘good stress’ or ‘positive stress’.

It exerts a healthy effect on an individual. It gives an individual a feeling of fulfilment or contentment and also makes one excited about life.

But, it is a type of stress that occurs only for a short time of period.

Eustress is also known as the curative stress because it gives a person the ability to generate the best performance or maximum output.

# Type of Stress

**Distress:** This is negative stress. It is a stress disorder that is caused by adverse events and often influences a person's ability to cope. Some events leading to distress are as follows:

- Death of loved one.
- Financial problem
- Heavy work responsibility and work load.
- Strained relationship
- Chronic illnesses.

Distress can be classified further as follows:

Acute stress: It is short-lived

Chronic Stress: It is usually prolonged in nature

# Causes of Stress

- The stresses are not usually rank ordered, because the importance of each stressor differs from job to job and time to time. However, for most individuals, these stressors are not always equal; in fact, it may be that they do not exist at all for some managers.
- Many of these stressors are related, so that although they are listed independently of one another, it is likely that they are fairly closely interrelated.
- It is likely that stresses are not fully comprehensive in that there are probably factors unique to certain jobs. Lack of self-awareness is one of the most important causes of stress at personal and professional level.

# Work-Related Causes of Stress

1. Occupational demands intrinsic to the job.
2. Role Conflict (stress resulting from conflicting demands)
3. Role ambiguity (stress resulting from uncertainty)
4. Over- and underload stress from having too little or too much to do.
5. Responsibility for other (stress resulting from a heavy burden)
6. Lack of social support ( stress from being socially isolated or ignored)
7. Lack of participation in decisions (Stress from helplessness and alienation)
8. Poor performance appraisal
9. Working condition
10. Organizational change
11. Career development (stress from being stuck at the same level or beneath the glass ceiling)
12. Home/ work interface

# Common Symptoms of Stress

## 1. Physiological Symptoms

Noticeable decline in physical appearance

Chronic fatigue and tiredness

Frequent infections, especially respiratory infections

Health complaint, such as headaches, backaches etc.

Signs of depression

Change in weight or eating habits

# Common Symptoms of Stress

## 2. Emotional Symptoms:

Boredome or apathy: lack of affect and hopelessness

Cynicism and resentmentfulness

Depressed appearance, sad expression, slumped posture

Expression of anxiety, frustration, tearfulness



# Common Symptoms of Stress

## 3. Behavioural symptoms

Absenteeism, accidents

Increase in alcohol or caffeine consumption

Increase in smoking

Obsessive exercising

Irrational Behaviour

Reduce productivity

# Preventive Strategies

- Know your self and your personality and find the purpose of your life
- Keep your anger under checked and control
- Develop good habits and healthy life style
- Develop a hobby or try to play one outdoor game
- Practice yoga and meditation
- Solves and resolve your problems and issue
- Relationship with God gives meaning to life

# Consequences of Stress

- *Physiological Consequences*

- Sleep disturbances
- Psychosomatic illnesses (e.g., headaches, ulcers)

- *Psychological Consequences*

- Negative moods or emotions
- Negative attitudes (e.g., dissatisfaction)
- Burnout: psychological, emotional, or physical exhaustion

- *Behavioral Consequences*

- Performance
- Absenteeism and turnover