

STRESS MANAGEMENT



TWS – Soft Skills
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- “Stress is not the same as worries, but they are inter related. Worries produces stress and stress may lead to worries.
- In Japan, stress is called **Karoshi**.
- Stress is commonly known as tension.
- Stress denotes inadequate response to emotional, psychological threats.
- The word stress has different meanings in different contexts
- In Physics : it is force or pressure that put strain on particular structure.
- In Psychology: stress denotes to result of interaction between a person and the environment around that person in any organizational milieu.
- In Physiology: Stress denotes to change that come about as a result to action of an evocative agent.

❖ **Characteristics of Stress**

- It is a state of psychological or physiological disequilibrium.
- It is a cognitive disequilibrium.
- It is a reactive manifestation.
- It may be an emotional disturbance.
- It is a disturbance or shock that the body and mind cannot adjust or absorb quickly.
- It is an individual's response to a particular situation either at the work place or in the family.
- It is basically a mental situation or condition that brings about an abrupt change, helplessness and/or conflict.
- Two elements are necessary for stress to occur: stressor and stressed.
- Individual response to stress is unequal.

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- That is, all people are not equally stressed by the same situation or stressor.
- Stress may be good or bad for a person.
- Stress may be from within (endogenous) or from outside (exogenous).
- Stress can be adjusted in many cases; of course, differently by different persons.
- Stress is measureable.
- If stress is not properly managed, it can do enormous harm to the human psyche (body and mind)

❖ **TYPES AND CAUSES OF STRESS**

There are mainly two types of stress:

- 1. Positive stress (Eustress)
- 2. Negative stress (Distress)

❖ **Characteristics of Positive Stress :**

- Good indication for future success
- Challenge for betterment
- Motivation to work
- No harm to body and mind
- Adrenaline secretion, excitement and joy

❖ **Impacts Negative Stress:**

- Physical exhaustion
- Sickness
- Reduction in efficiency and productivity
- Disappointment and frustration
- Imbalance, irritability and disease-prone

❖ **Causes of Stress:**

The causes of stress are numerous and varied. These causes are both external and internal.

Some of the important causes are as follows:

- Personal, family, workplace-related, natural and man-made causes
- Too much work pressure
- Quarrel and conflicts
- Effect of wrong action or policy, or unplanned work schedule
- Externality (external factors)

❖ PERSONALITY TYPE AND STRESS

- There are basically two types of personalities: A and B.
- The A type personality is very dynamic, restless, demanding, very active and action-oriented.
- But the B type personality is just the opposite. This personality is laid back, slow and sluggish, calm and quiet and phlegmatic
- A type personality: Generates more stress
- B type personality: Generates less stress

❖ **IMPACT OF STRESS ON HUMAN HEALTH**

- Faster heart beat and respiration
- High blood pressure
- Decrease in intestinal movements
- Deficiency in the immune system
- Increased cholesterol or fatty acids
- Faster clotting of blood
- Increased blood sugar
- Increased stomach acids

❖ **CAN STRESS BE MEASURED?**

- Stress is a qualitative phenomenon and its nature indicates intensive quality.
- Stress being a qualitative concept, it can be measured only as different degrees of stress arranged in a series, from high to low or low to high
- Individuals suffering from stress can be asked to indicate the degree of stress derived from different stressors, or under different stressful situations.
- When comparing two stressful situations being encountered by the same person, it is meaningless to ask questions such as “higher by how much” or “lower by how much?”
- Stress is not a quantitatively measureable magnitude. In other words, it is not cardinally measureable but it can be ordinally measured by indicating situations that cause higher or lower stress.
- Interpersonal comparison of stress is not possible with certainty or exactitude.

