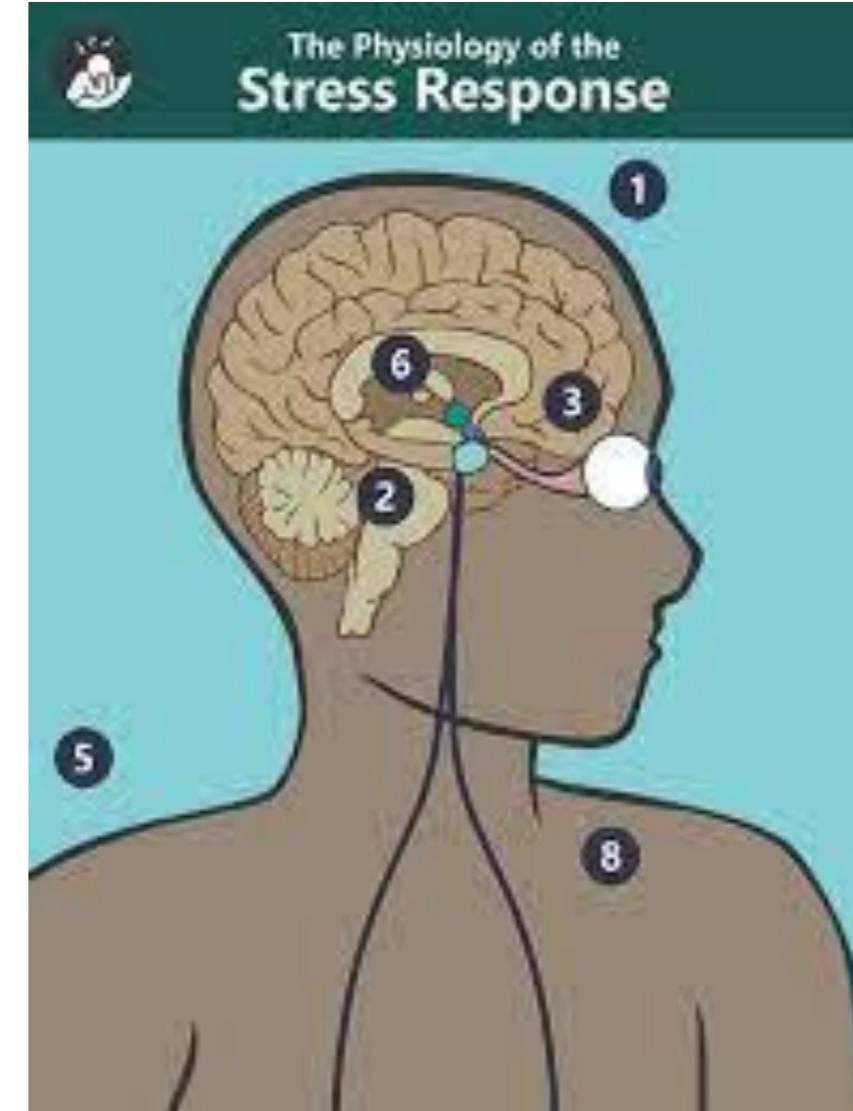
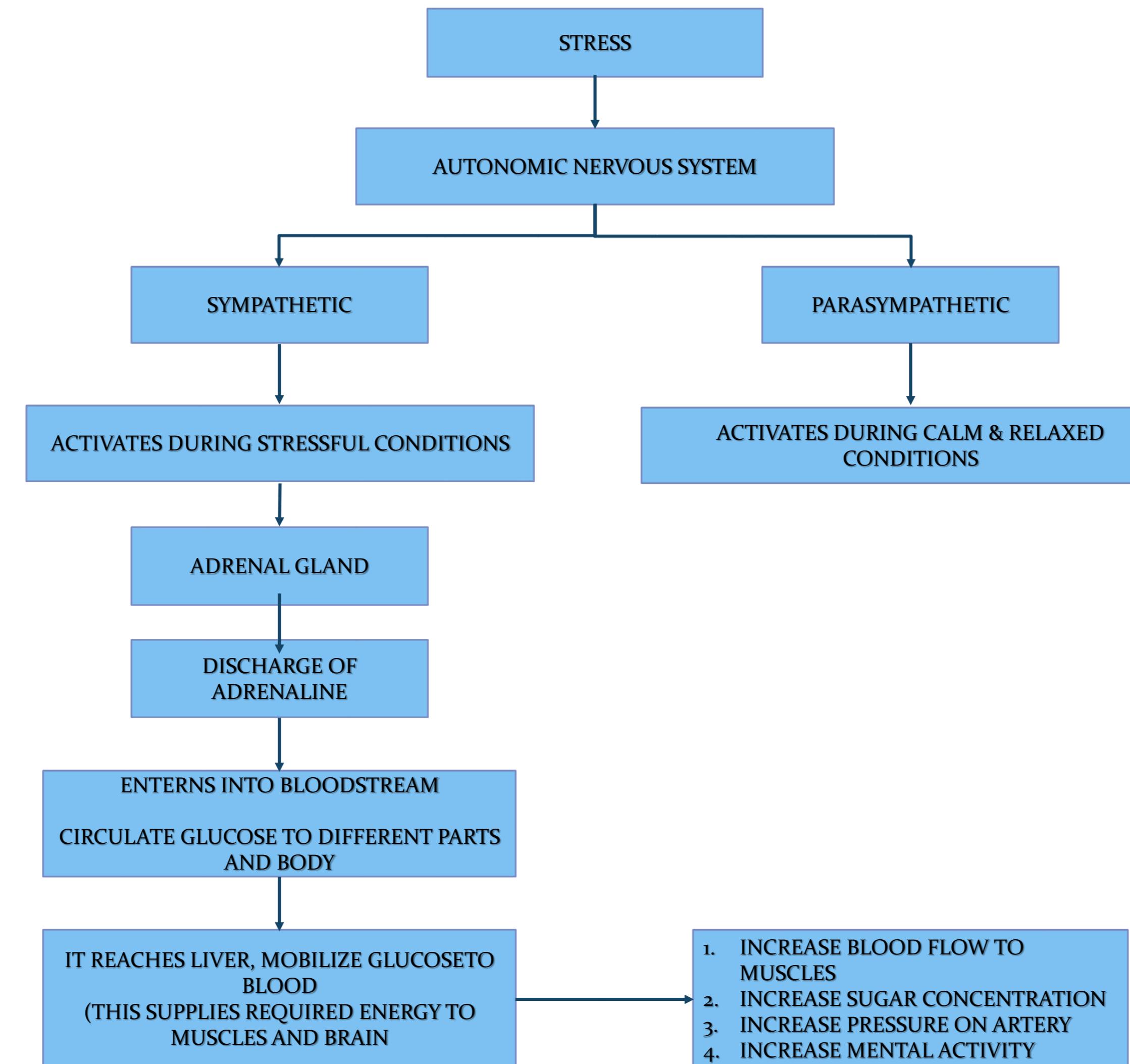


STRESS AND COPING

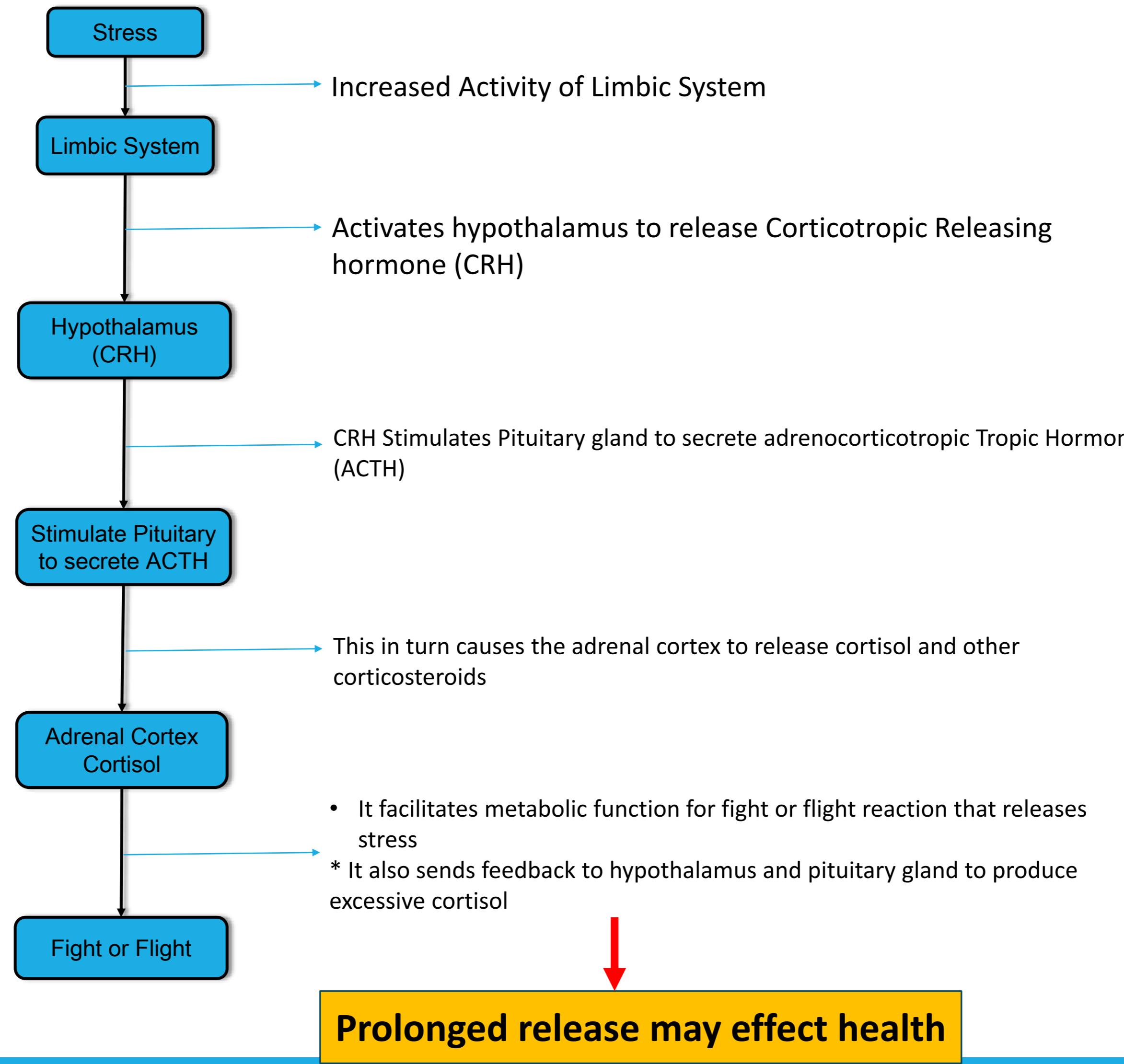


Physiology of Stress Response

Cannon (1932) described physiology of stress response



The second physiological response is through the **Pituitary Gland**



General Adaptation Syndrome (GAS)

- ❖ General adaptation syndrome (GAS) GAS is the three-stage process that describes the physiological changes the body goes through when under stress, Hans Selye (1956)
- ❖ It has three stages:

Alarm

Resistance

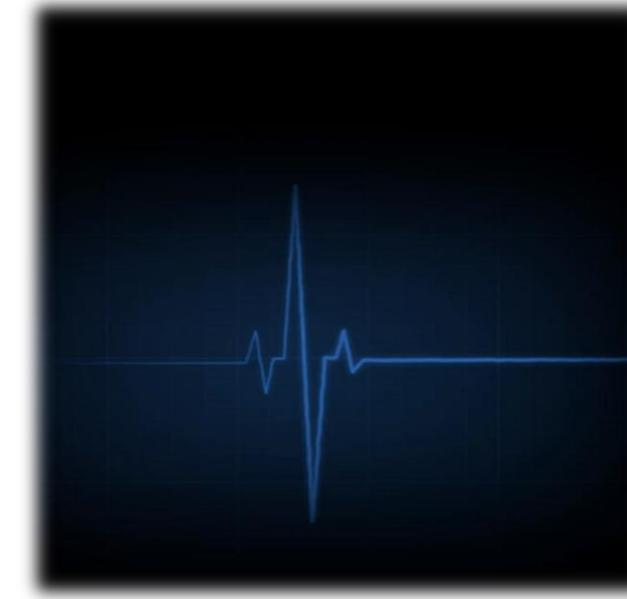
Exhaustion.

Alarm Stage

- It is the body's **initial response to stress (Fight or Flight response)**
- **Sympathetic nervous system** will get activated by release of hormones
- When SNS is activated, it triggers adrenal gland to release certain hormones, **adrenaline**
- **Symptoms**



1. Dilated Pupil



2. Increased Heart Rate



3. Rapid breathing



4. Increased glucose level

Resistance Stage

- The body tries to repair itself after the initial shock of stress
- If the stressful situation is no longer present, you can overcome your stress, and your heart rate and BP return to normal pre-stress levels during this phase
- However, if the stressful situation continues for a longer time or if you don't resolve the stress, your body never receives a signal to return to normal functioning.
- This means your body continues to secrete stress hormones, and your blood pressure will stay high.
- Prolonged stress can cause disturbance in the immune, digestive, CVD, and sleep.
- You might have symptoms such as

Feelings of fear, anger, sadness, worry, frustration, irritability,

Changes in appetite, stomach problems, headache, fatigue, sleeplessness, trouble in concentration

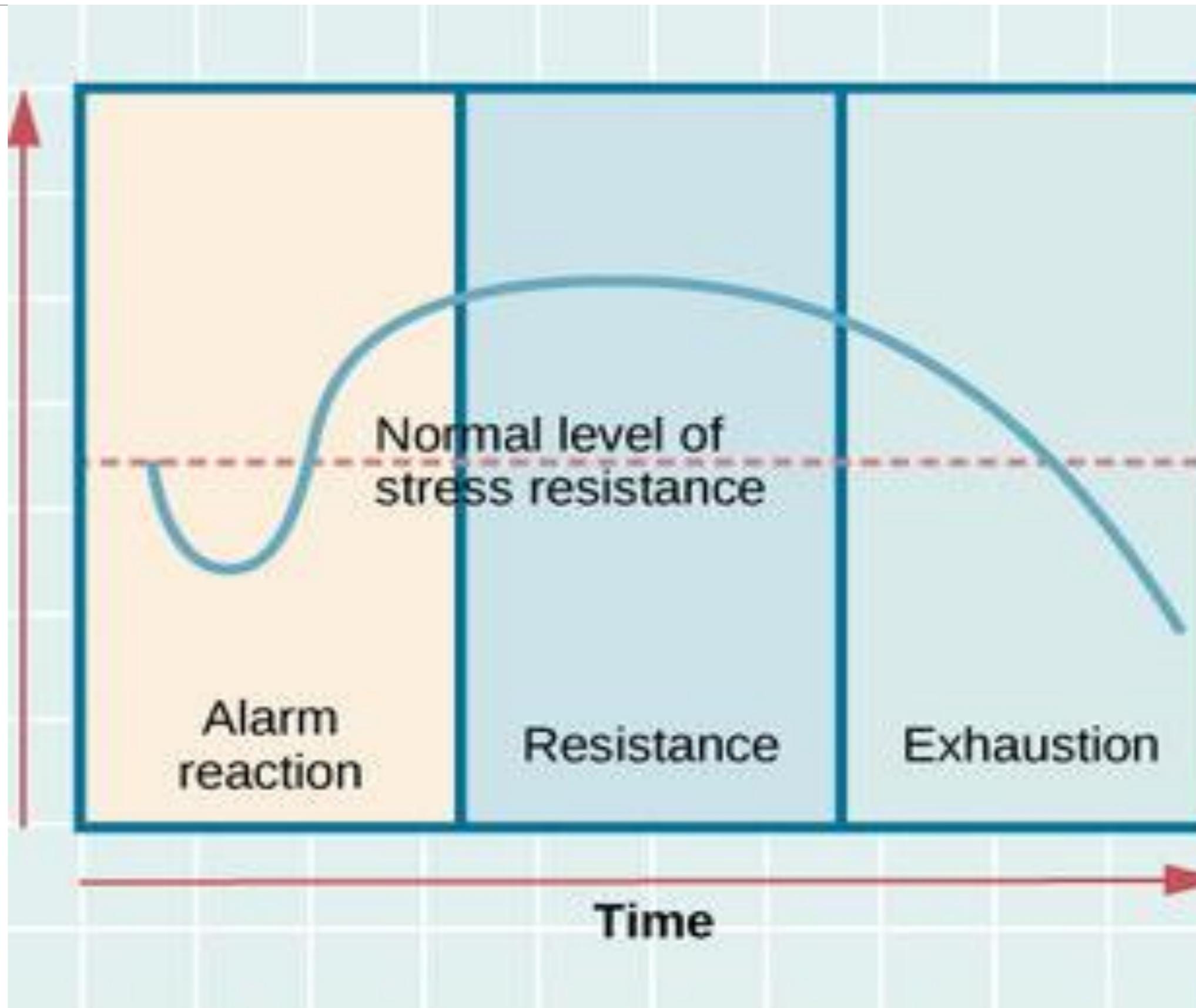
- Prolonged stress that is not resolved leads to the third stage (exhaustion)

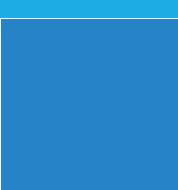
Exhaustion stage

- Prolonged or chronic stress leads to exhaustion
- Enduring stressors without relief drains you physically and psychologically. Tolerance will come down.
- Your body is no longer able to cope with stress- it will lead to **fatigue, burnout, decreased stress tolerance**
- Physical and mental effects effects of prolonged stress:
 1. Weaken the immune system
 2. Heart Disease
 3. Hypertension, Diabetes, Depression, Anxiety

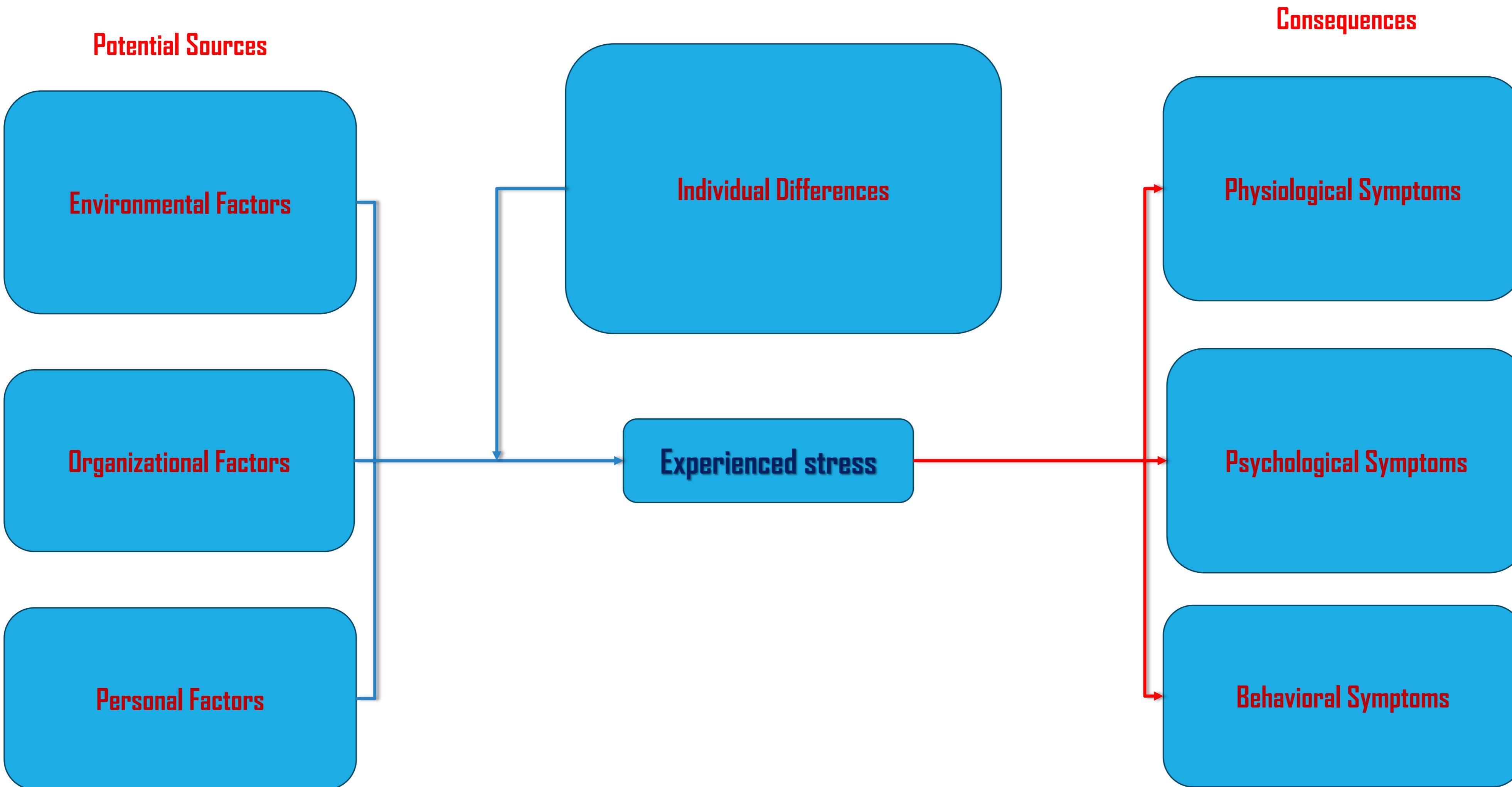
General Adaptation Syndrome

Hans Selye, 1956





A MODEL OF STRESS



Environmental Factors



Economic Uncertainty



Technological Change



Political Uncertainty

Organizational Factors



Role Demands



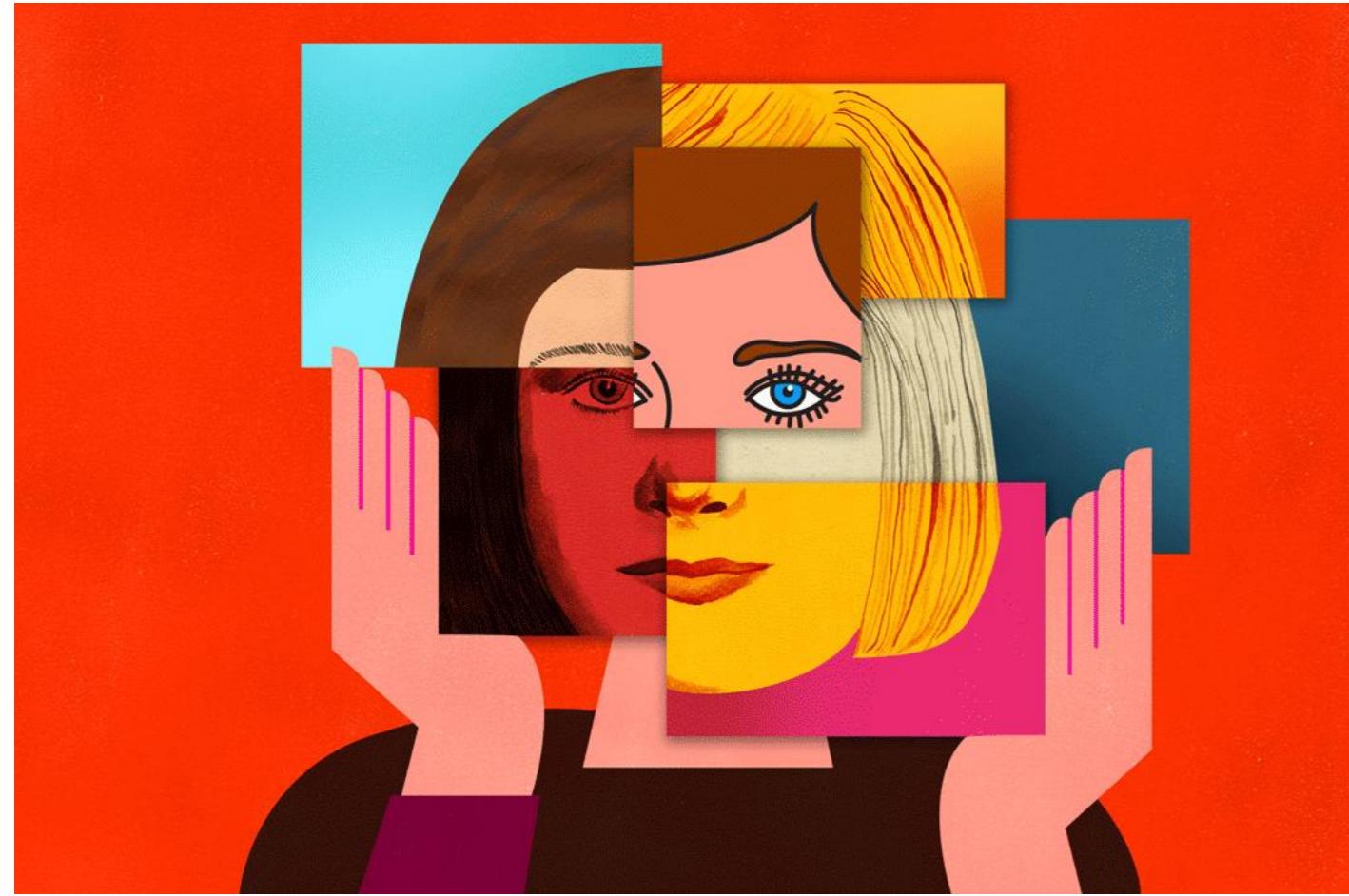
Task Demands



Interpersonal Demands

Personal Factors

Personality



Economic problems

Family Problems



Individual Differences

Perception

Job Experience

Social Support

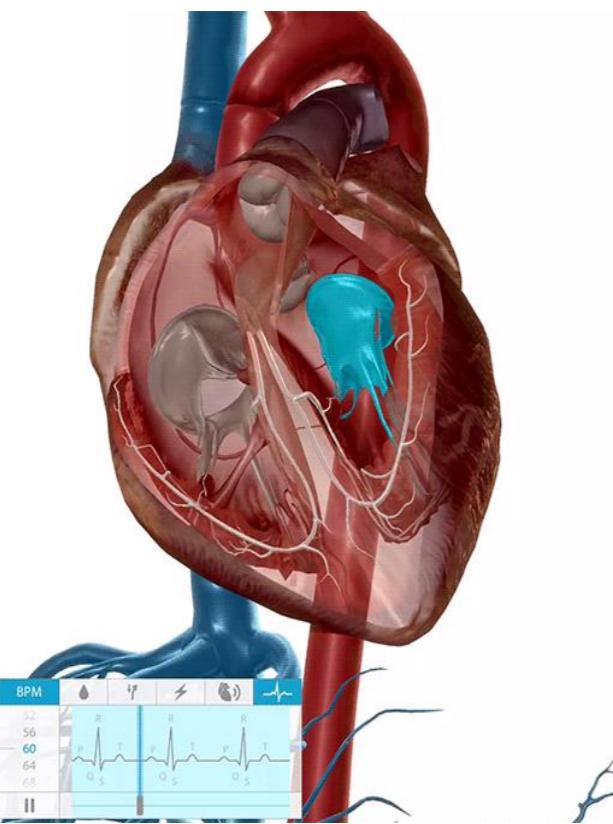
Belief in locus of control

Self-efficacy

Hostility

Physiological Symptoms

- High Blood Pressure



- Heart disease

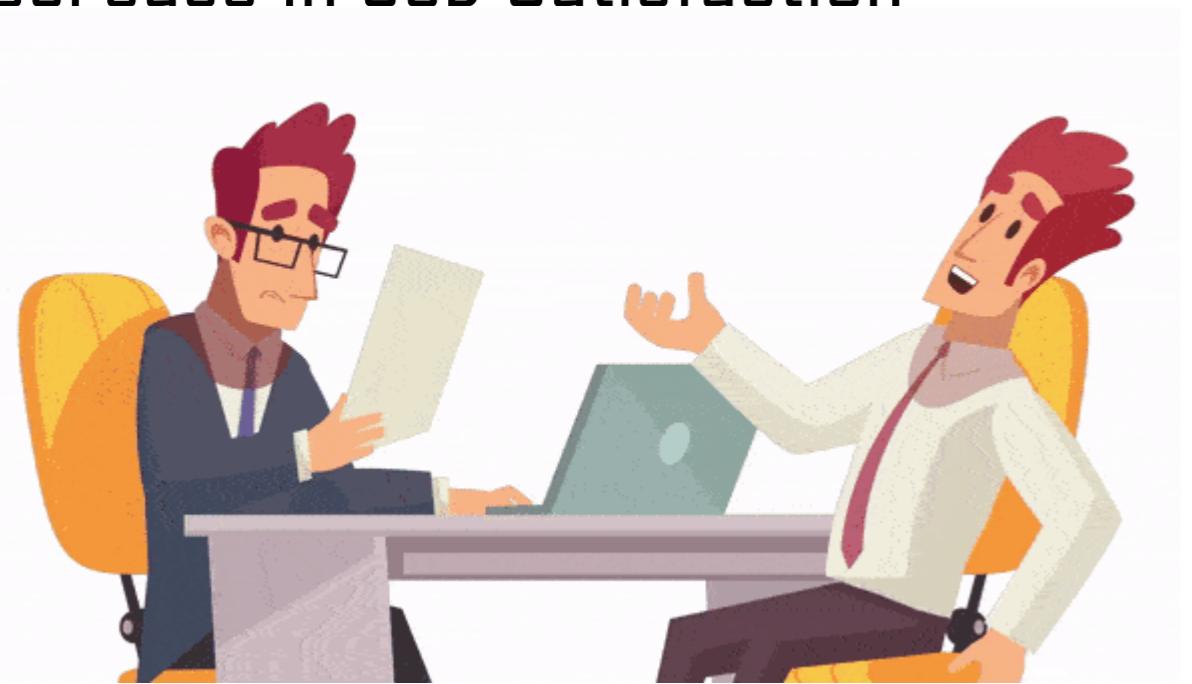


- Headache

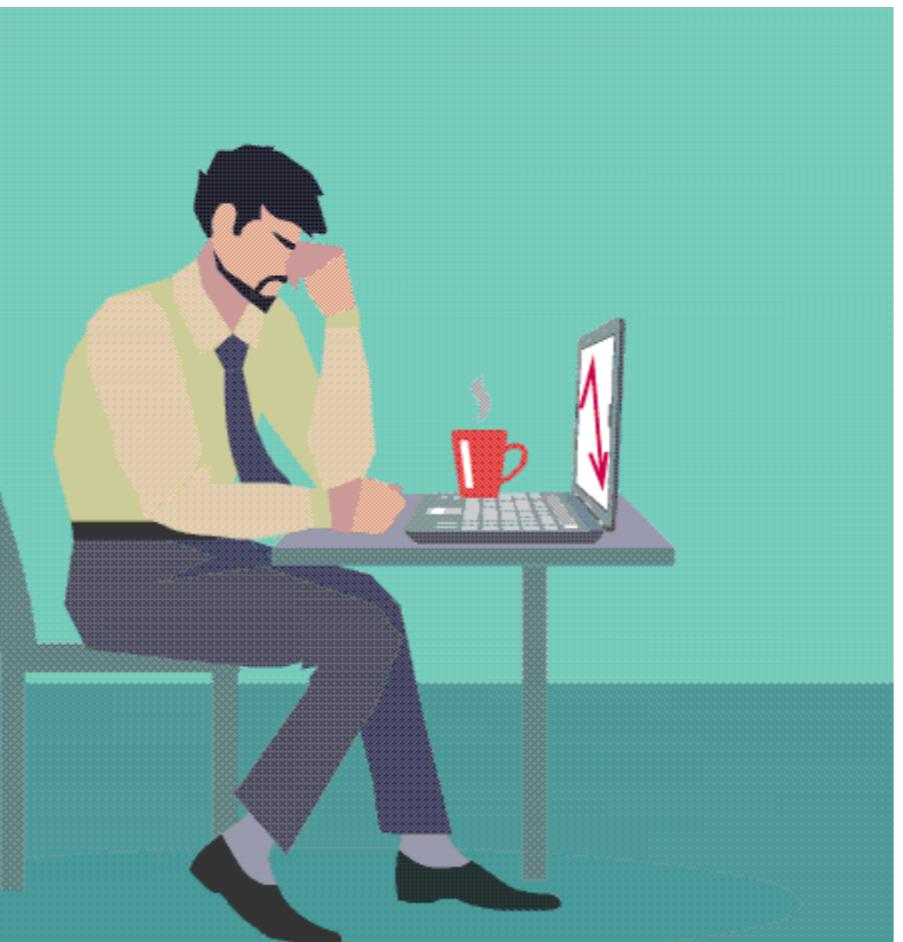


Psychological Symptoms

- Decrease in Job Satisfaction



- Depression



- Anxiety



Behavioral Symptoms

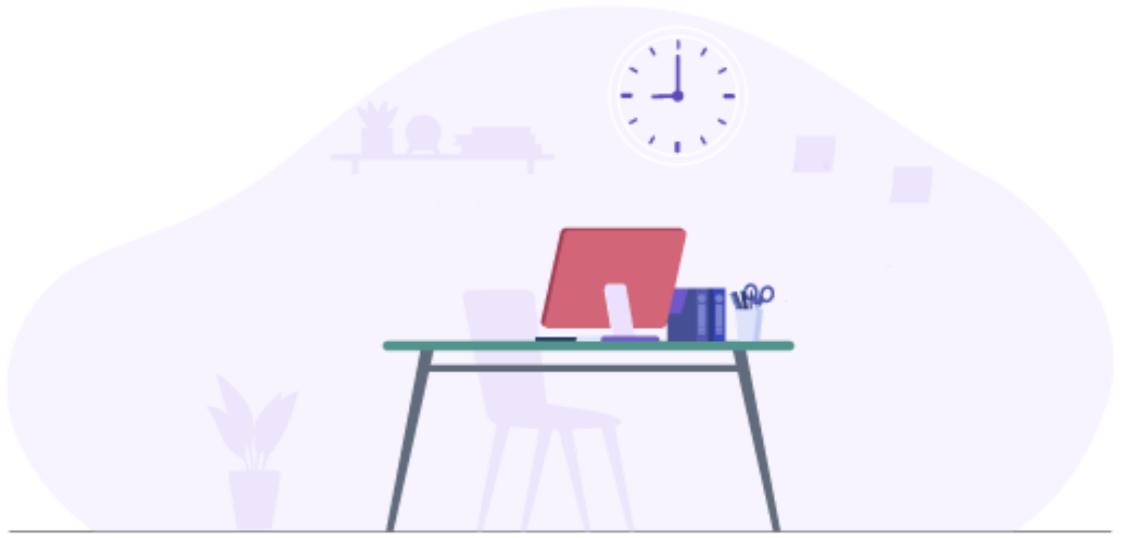
- Productivity

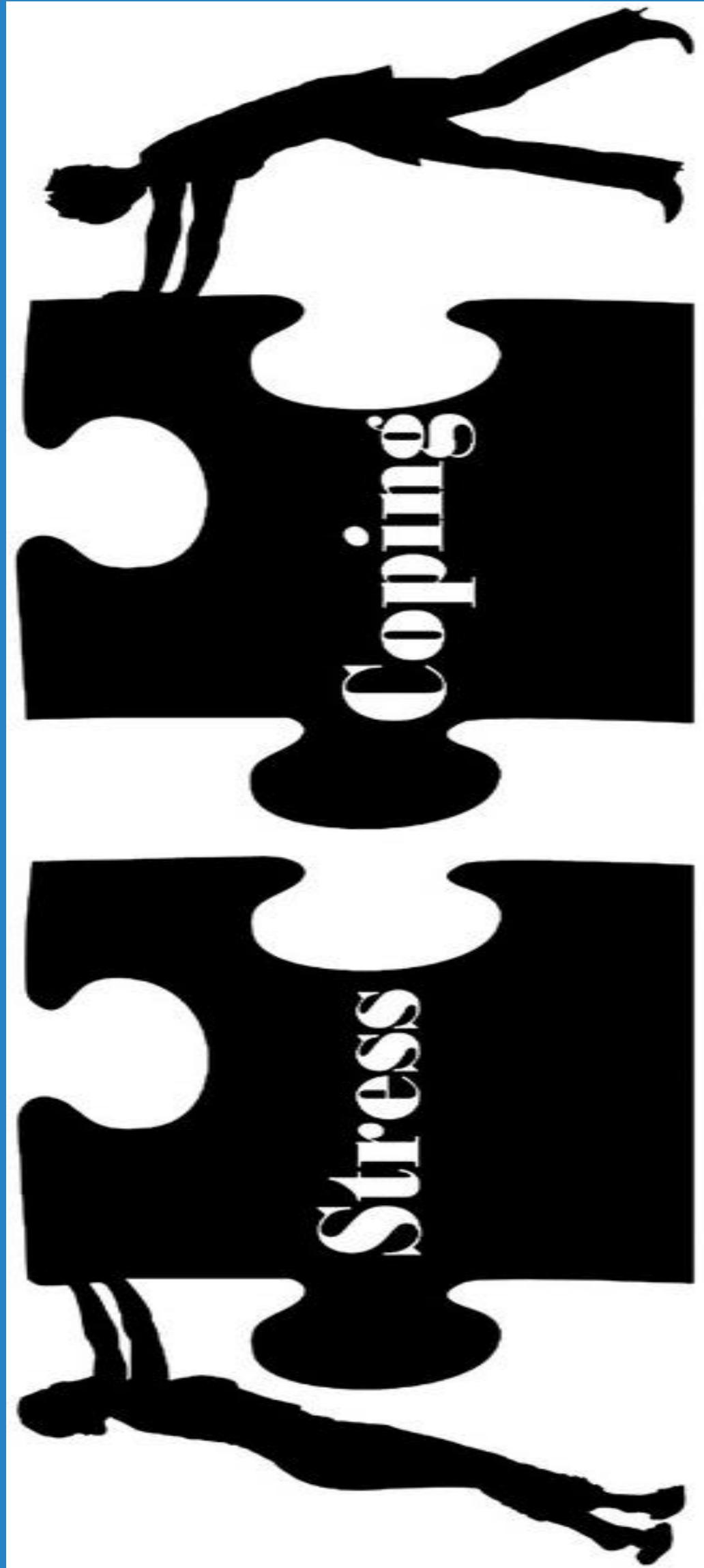


- Turnover

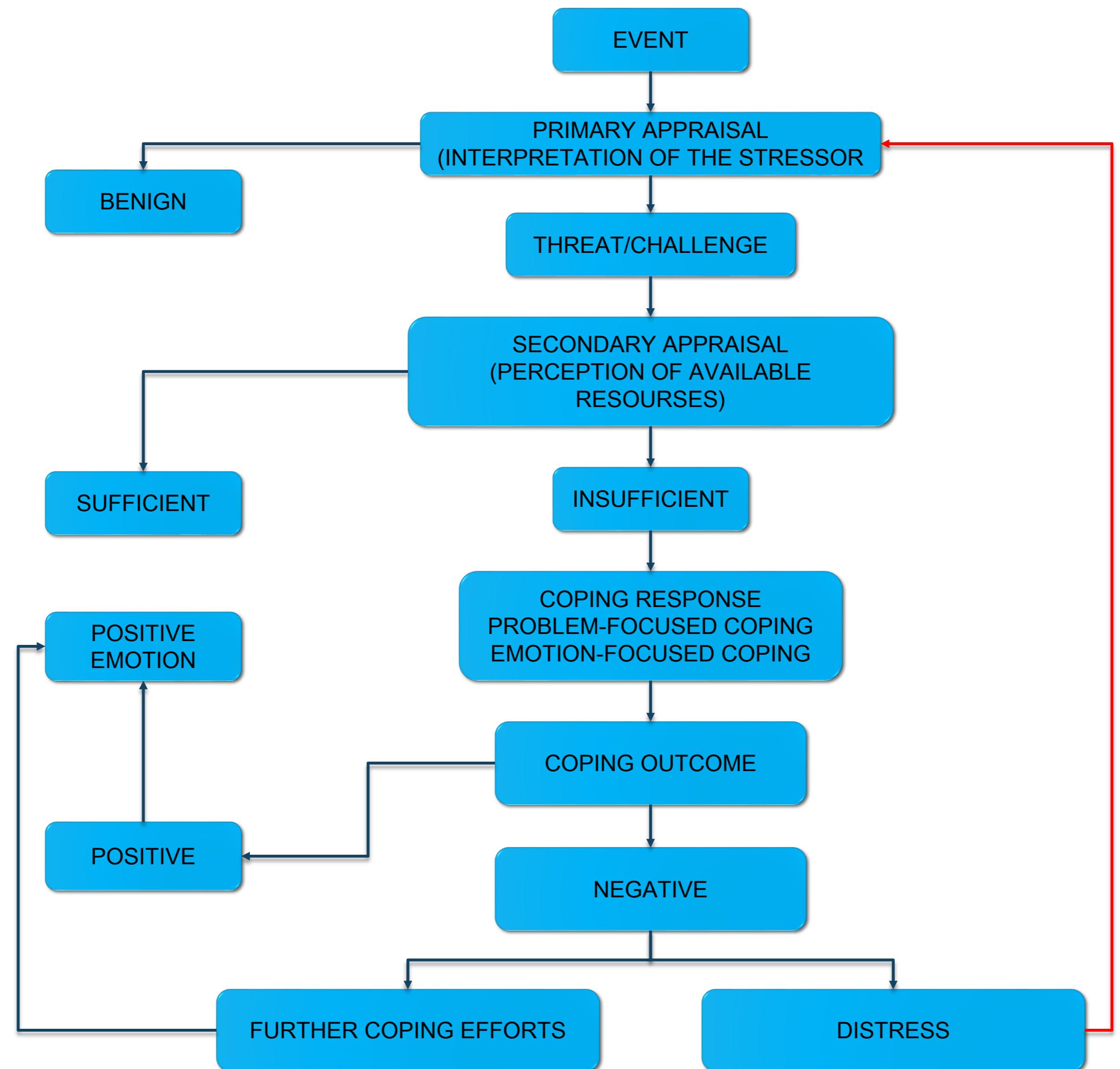


- Absenteeism





TRANSACTIONAL THEORY OF STRESS AND COPING



Sources of Stress

Sources of stress

Stress is the body's response when it senses danger. We all experience stress and need it to function. But when stress interferes with our lives, it becomes a problem. Too much stress, for too long, can make us ill.



Emotional

- Peer Pressure, including on social media
- Abuse or bullying (online or in person)
- Conflicting Cultural values and beliefs
- Coping with Uncertainty



Environmental

- Discrimination based on race, gender, sexuality, or disability
- Poor or unstable housing
- Social isolation
- Unemployment, money worries
- Academic Pressure



Physical

- Late nights or lack of routine
- Poor diet
- Misuse of alcohol or drugs



Life changes

- Changing schools, or the transition from school to university
- Family or relationship breakdown
- Accidents, illness or bereavement
- Legal Issues, arrest or imprisonment

SOURCES OF STRESS AT WORK

Sources of Stress at Work

Intrinsic to job

Poor physical working conditions
Work overload
Time pressures
Physical danger, etc

Role in organization

Role ambiguity
Role conflict
Responsibility for people
Conflicts are organizational boundaries
(internal and external), etc

Career development

Overpromotion
Underpromotion
Lack of job security
Thwarted ambition, etc

Relationships at work

Poor relations with boss, subordinates, or colleagues
Difficulties in delegating responsibility, etc

Organizational structure and climate

Little or no participation in decision-making
Restrictions on behavior (budgets, etc.)
Office politics
Lack of effective consultation, etc

Individual Characteristics

The individual

Level of anxiety
Level of neuroticism
Tolerance for ambiguity
Type A behavioral pattern

Symptoms of occupational ill health

Diastolic blood pressure
Cholesterol level
Heart rate
Smoking
Depressive mood
Escapist drinking
Job dissatisfaction
Reduced aspiration, etc.

Disease

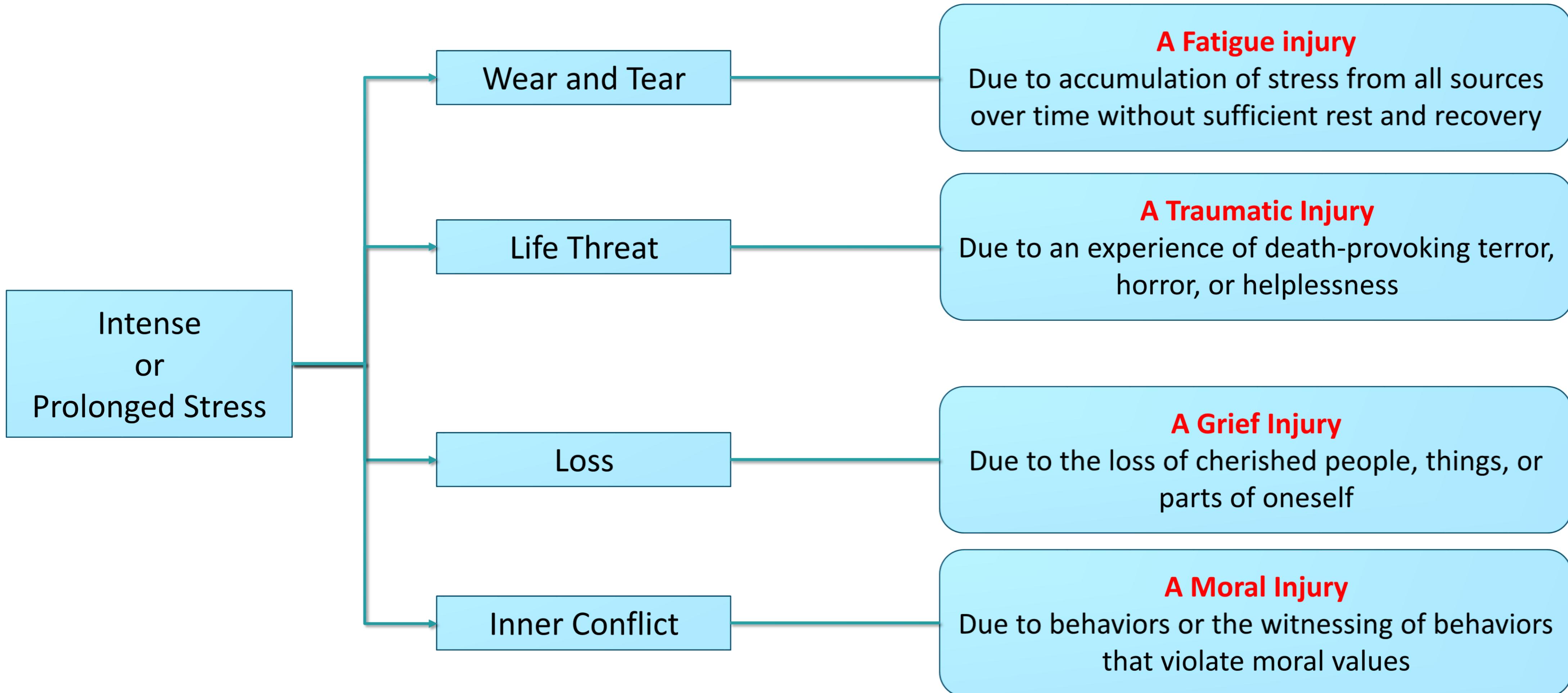
Coronary heart disease

Mental ill health

Extra-organizational sources of stress

Family problems
Life crises
Financial difficulties, etc

FOUR SOURCES OF CHRONIC STRESS



Impact of Stress on Body

Physical Symptoms

Headache



Digestive Disorders



High Blood pressure



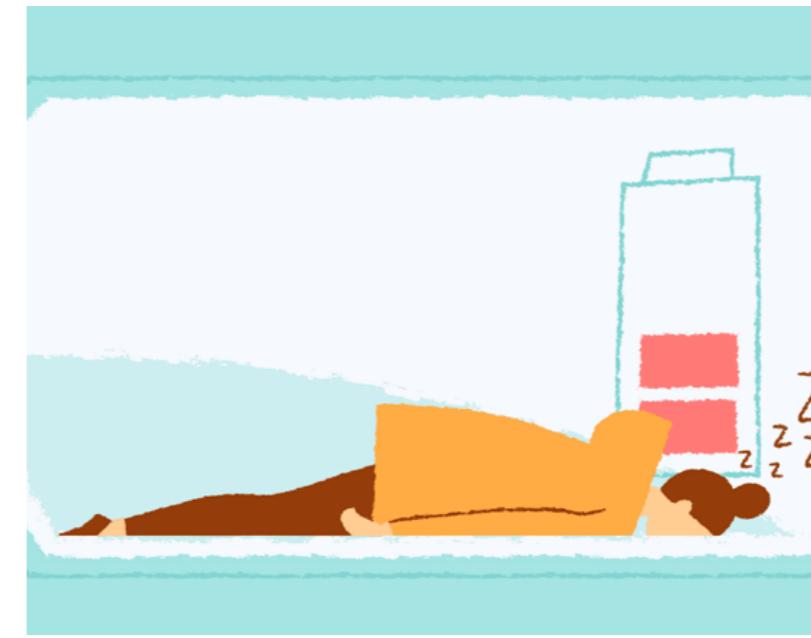
Muscle tension/Pain



Weight gain or loss



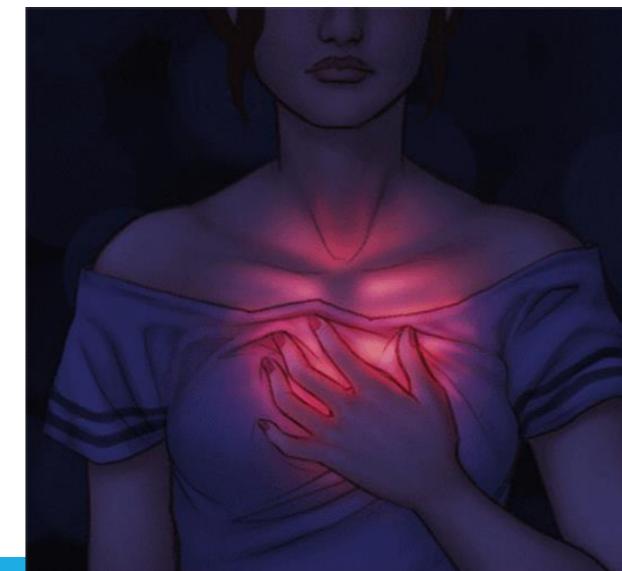
Fatigue/Lack of Energy



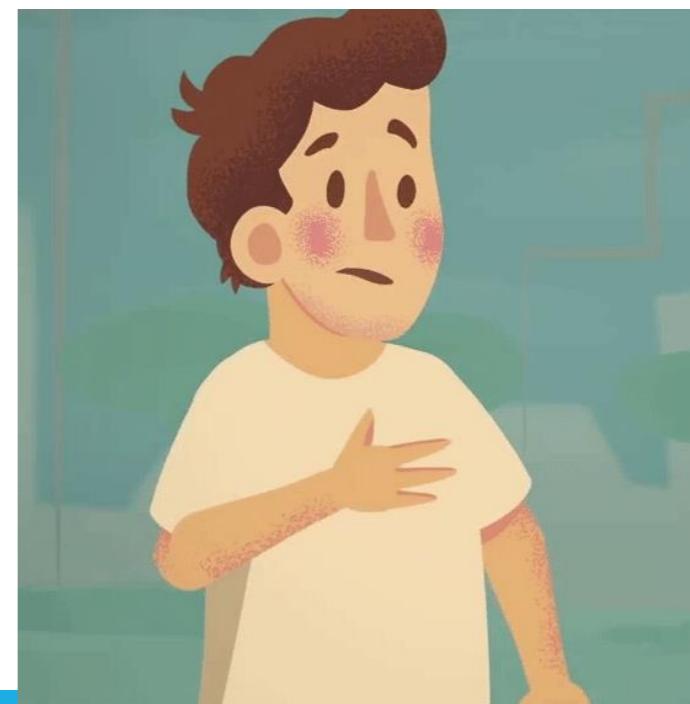
Hair loss



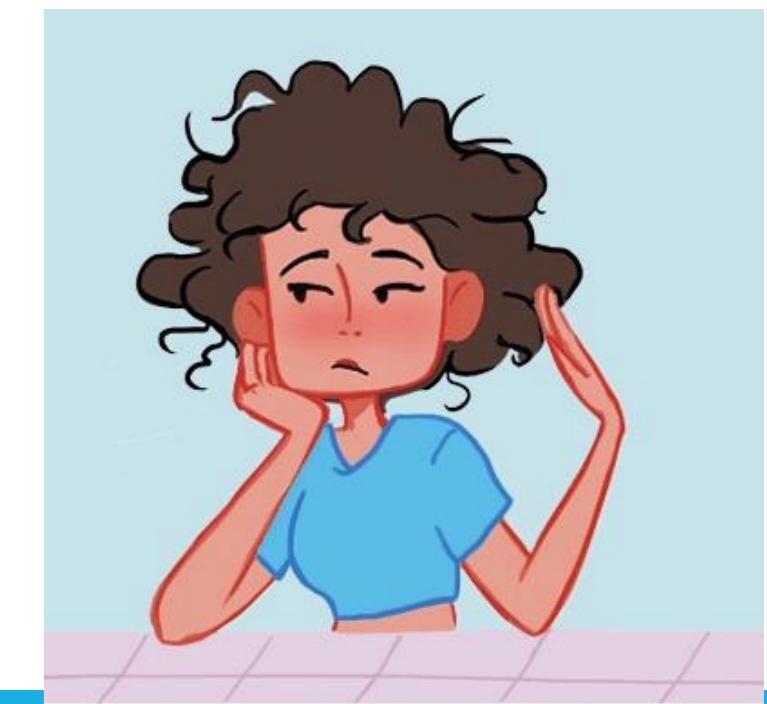
Chest pain/ irregular Heart Beat



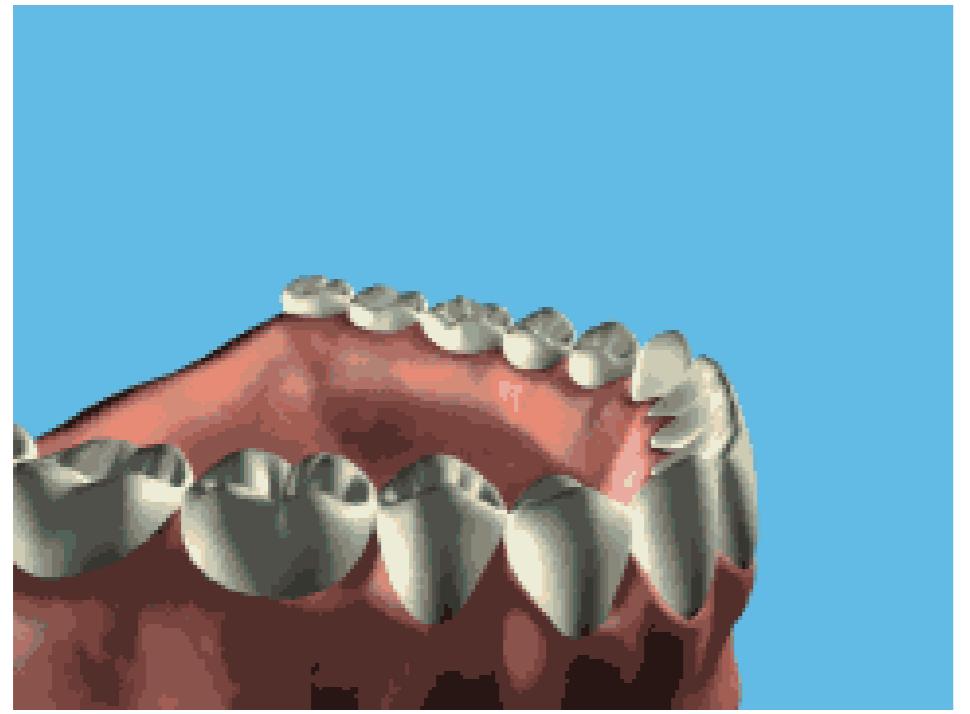
Asthma



Skin Problems



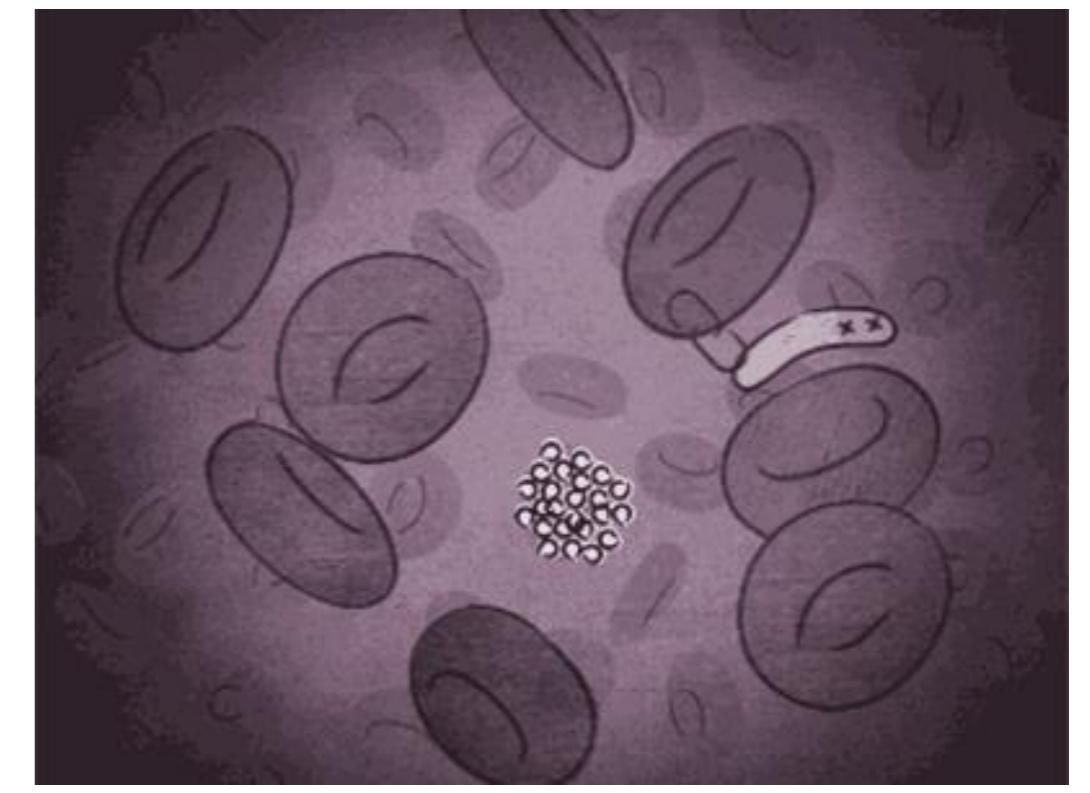
Periodontal Disease



Reproductive problems



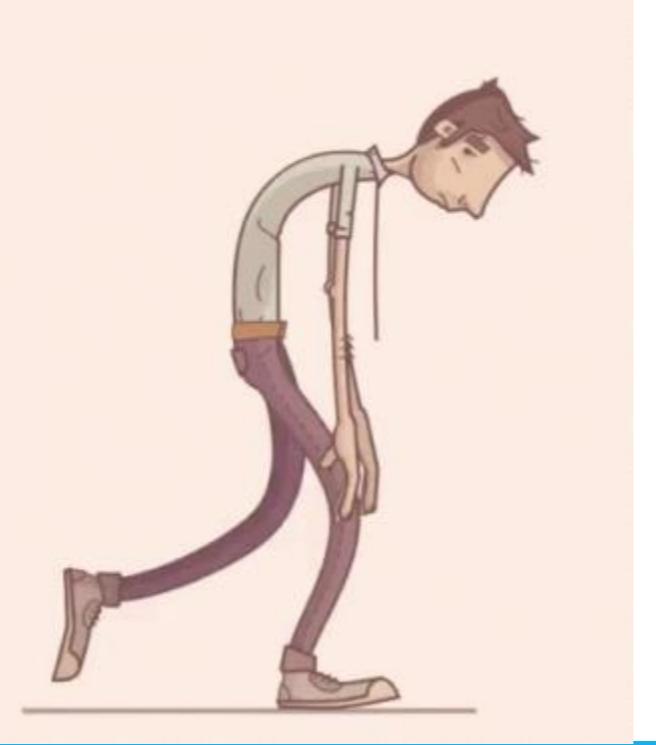
Immune system suppression



Dizziness/lighthea- dedness



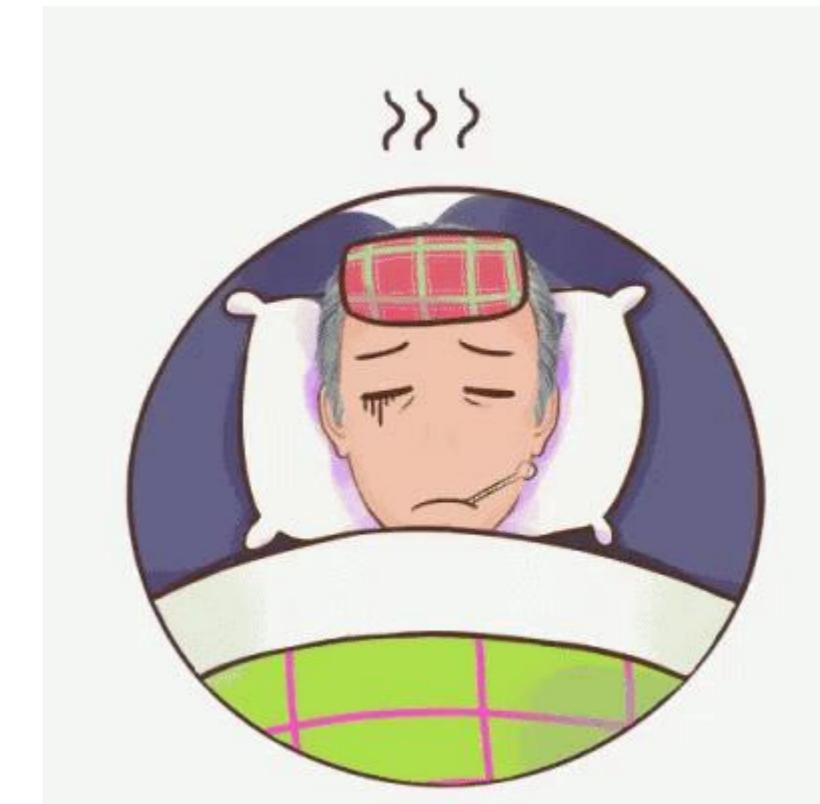
Weakness



Chills



Fever

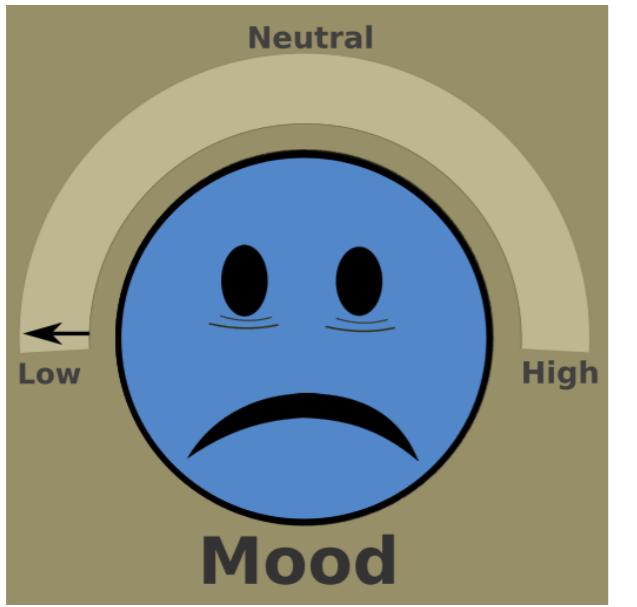


Sweatiness

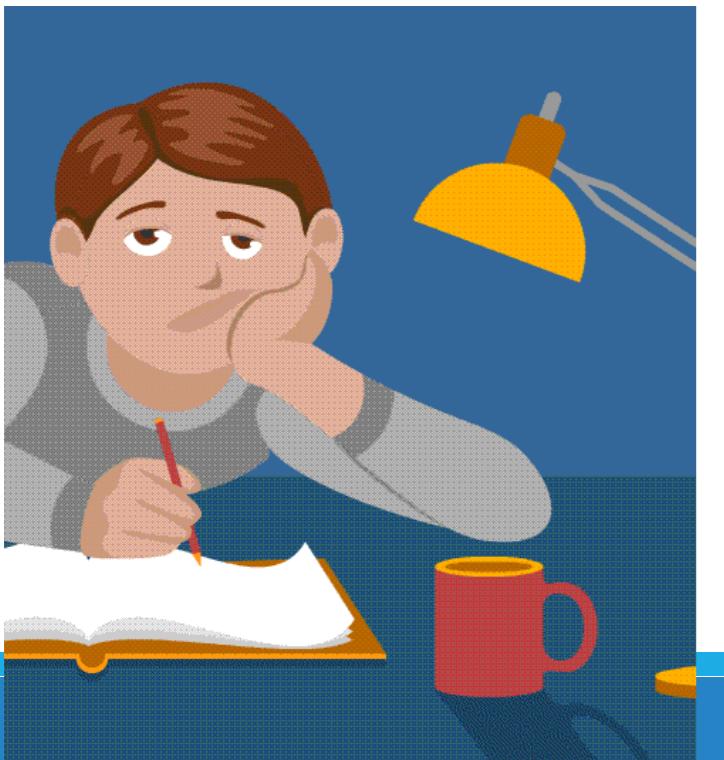


Impact of stress on feelings

Sudden mood shifts



Lowered interest in fun and hobby



Frustration



Anger/Resentment



Unwanted jealousy



Impact of stress on cognition

Problem with memory

Difficulty in Decision making

Inability to concentrate

Shortened Attention Span

Repetitive thoughts

Lack/Loss of interest in things

Confusion

Loss of objectivity

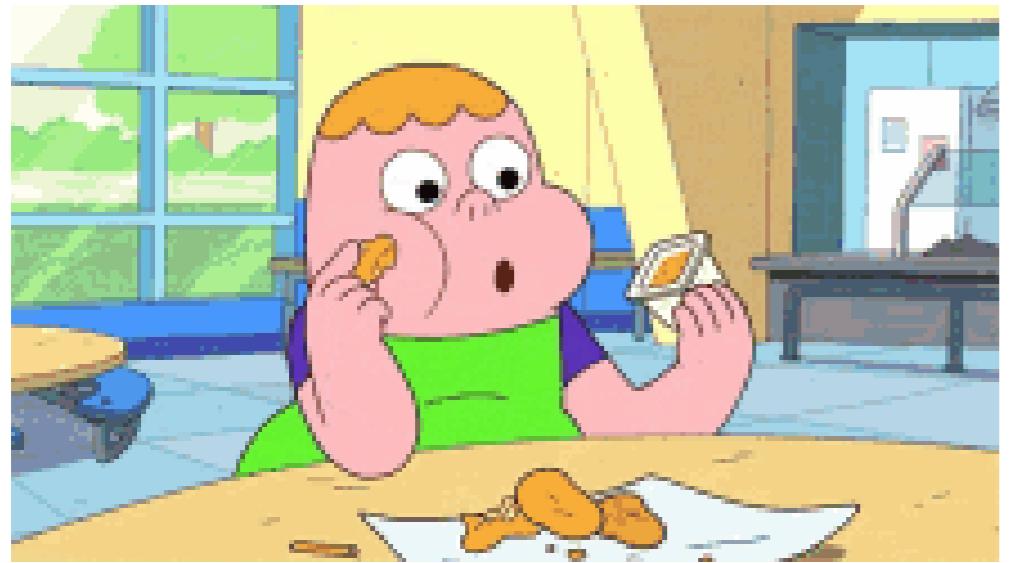
Poor judgement

Misunderstanding of others communication

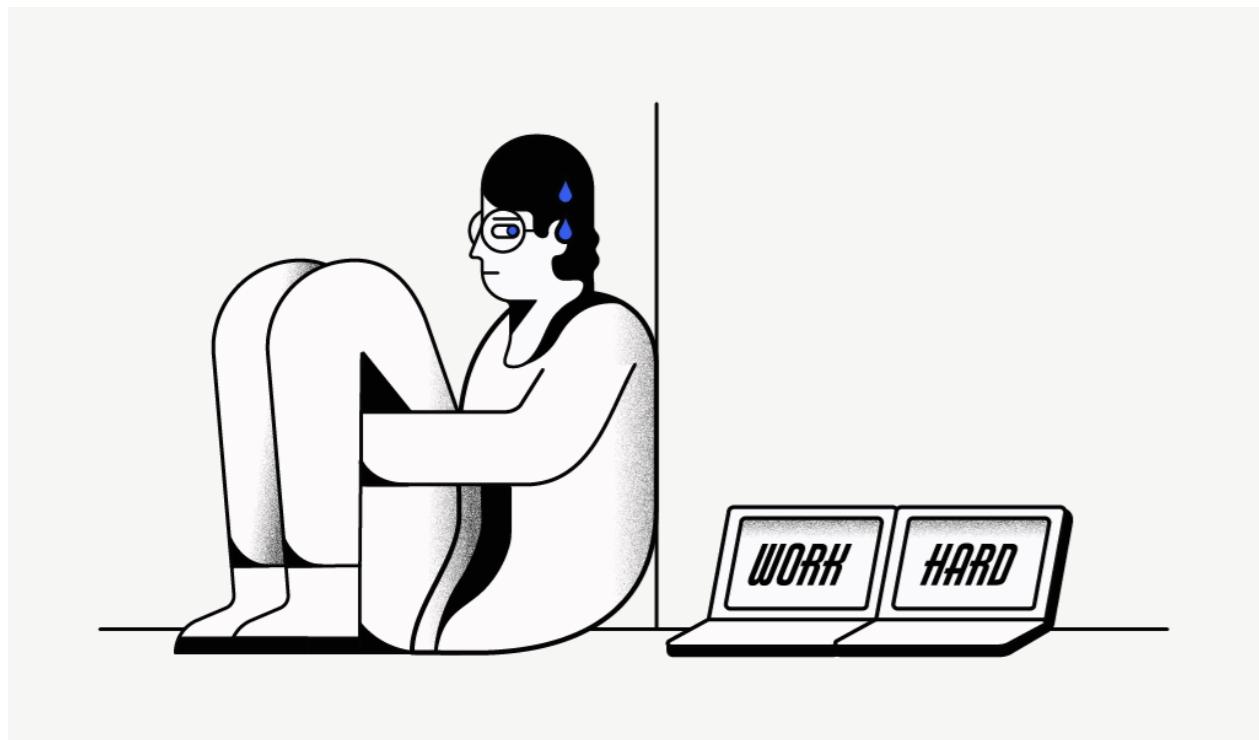
Inability to slowdown thought process

Impact of Stress on Behavior

Eating more or less



Staying away from workplace



Isolating oneself from others



Sleeping more or less



Stay at workplace for Extended hours

