**In my opinion, stress is a variable that fluctuates within a person and from person to person. The varying intellectuality and living conditions play a vital role in this aspect. The rising demand for work output lays the expectation of the employee’s performance. If the employee fails to accomplish and the work demand increases, the seed of stress starts developing. The stress-free environment is an ideal scenario as it is a relative subject.**

**In order to maintain a good work environment, an employer can take several steps to identify the reason for stress. Conducting training programs to help employees gain a better understanding of the nature and requirement of their job. Additionally, work pressure is felt when a strict work schedule is set up and flexibility is not offered. Introducing flexi-time, which is providing varying work timings. This benefits the employees as this gives a control over their job. Employers should encourage teamwork, team activities, idea exchanging and overall improving cooperation. This will enhance a kinship and better communication among the colleagues.**

**In addition, employers should arrange personal health and psychological counselors to aid them in personal issues. Monthly session of performance checks has to be recorded. Any outlying result can be analyzed and a meeting with the concerned employee should be held and their concerning issue can be analyzed. Employers should organize regular sessions for stress management such as Yoga or Laughter Therapies to lift employees’ spirit and boost positive environment.**

**Aforementioned practices ensure that working environment will be a productive place where one can work and enjoy at the same time. However, in existing workplace practices like this are difficult to incorporate at once but efforts should be made to bring gradual change to provide a stress-free environment.**