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ADMINISTRATION,
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**MBA FA II SEM
PAPER- FA (205)**

SUBJECT NAME: ORGANIZATIONAL BEHAVIOUR

TOPIC: MANAGEMENT OF STRESS

Stress Management



I HATE YOU



WHAT IS STRESS ?

Stress is the “wear and tear” our minds and bodies experience as we attempt to cope with our continually changing environment

DEFINITION

STRESS:

- According to Selye (1956), —Stress is defined as the pressure experienced by a person in response to life demands. These demands are referred to as stressors and include a range of life events, physical factors (e.g.: cold, hunger, haemorrhage, pain), environmental conditions and personal thoughts.

- According to Selye (1976)
Stress is a process of adjusting to or dealing with circumstances that disrupt or threaten to disrupt a person's physical or psychological functioning.
- Stress is tension, strain, or pressure from a situation that requires us to use, adapt, or develop new coping skills.

Stress Management

- Stress is the body's automatic response to any physical or mental demand placed on it.
- Adrenaline is a chemical naturally produced in our body as a response to stress .
- Fight or Flight response is elicited

Stress management



It is the amelioration of stress and especially chronic stress often for the purpose of improving everyday functioning.

Stress produces numerous symptoms which vary according to persons, situations, and severity. These can include physical health decline as well as depression.



DEFINITION

$$S = P > R$$

Stress occurs when the pressure is greater than the resource

TYPES OF STRESS

- **Distress:**

Stress due to an excess of adaptive demands placed upon us. The demands are so great that they lead to bodily and mental damage.

e.g.: unexpected death of a loved one.



- **Eustress:**

The optimal amount of stress, which helps to promote health and growth.
e.g.: praise from a superior for hard working.

Is All Stress Bad?

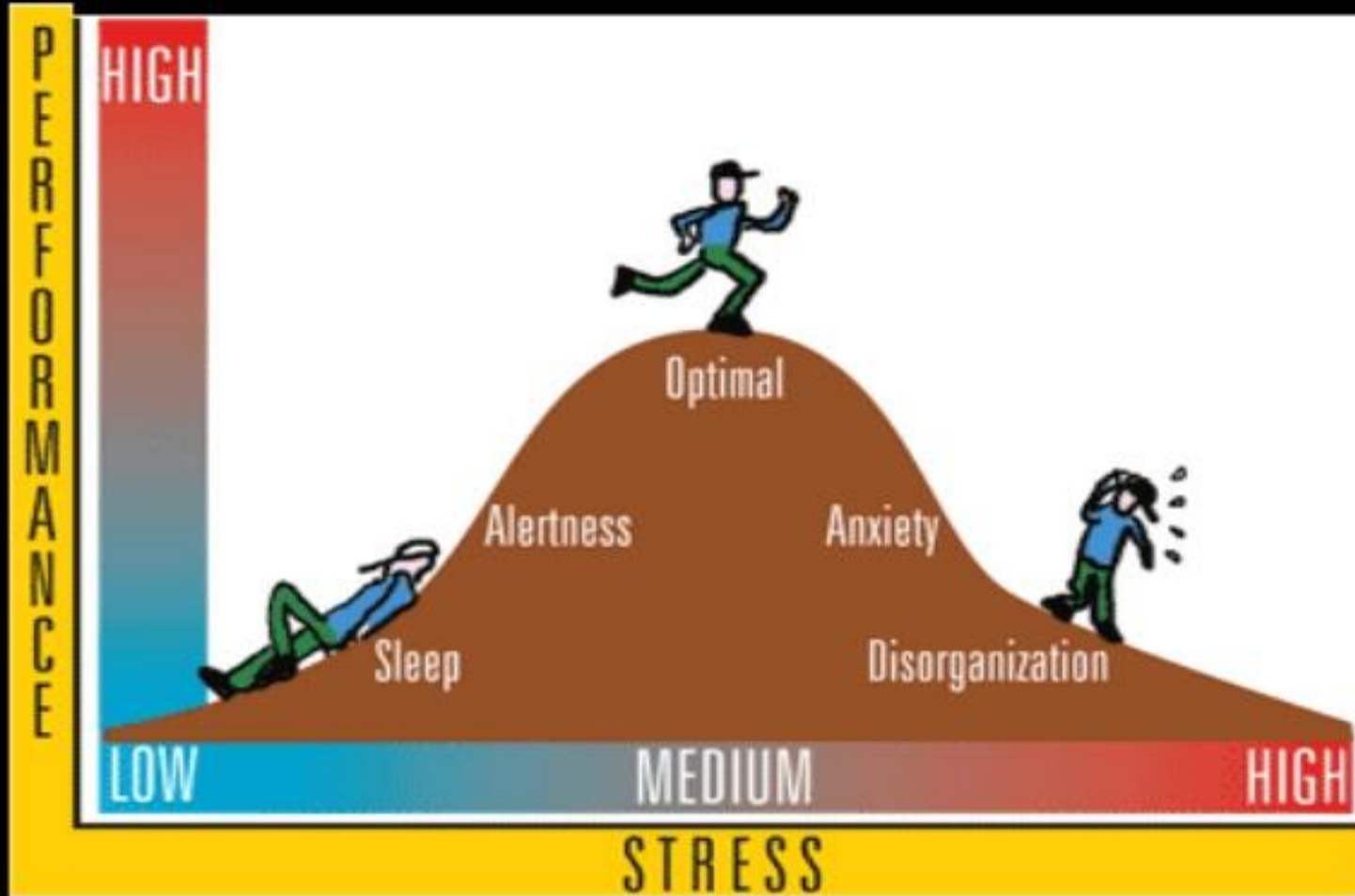
- Moderate levels of stress may actually improve performance and efficiency
- Too little stress may result in boredom
- Too much stress may cause an unproductive anxiety level

STRESS FEELINGS

- Worry
- Tense
- Tired
- Frightened
- Elated
- Depressed
- Anxious
- Anger



Stress Performance Connection



Common Signs of Stress

- Pounding heart rate
- Shaking
- Inability to make decisions
- Inability to act
- Lack of focus
- Hyperactivity
- Appetite changes
- Sleep pattern changes
- Many other possible signs

Potential Stress Triggers

There are many potential triggers for stress, including the following:

- Increased responsibility
- Major life changes (marriage, divorce, relationship troubles, childbirth, death of loved ones, etc.)
- Relocation
- Financial pressures
- Job changes
- Natural and man-made disasters
- Many other factors

STRESSOR

- Stressor is the stimuli proceeding or precipitating a change. It may be internal (fear, guilt) or external (trauma, peer pressure, etc).

Identifying Stressors

Situations, activities, and relationships that cause 'trauma' to one's physical, emotional, or psychological self

Stressors

- School
- Work
- Family
- Relationships
- Legal
- Finances
- Health/illness
- Environment
- Living Situation



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TYPES OF STRESSORS:

- Physiological stressors:

- a. Chemical agents

- b. Physical agents

Illness, injuries, hormonal fluctuations, inadequate sleep or nutrition

- c. Infectious agent

- d. Nutrition imbalances

- e. Genetic or immune disorders

PSYCHOLOGICAL STRESSORS:

- Accidents can cause stress for the victim, the person who caused the accident and the families of both
- Stressful experiences of family members and friends
- Fear of aggression or mutilation from others such as murder, rape, terrorist and attacks.

- 
- Events that we see on T.V. such as war, earthquake, violence
 - Developmental and life events
 - Rapid changes in our world, including economic and political structures and technology

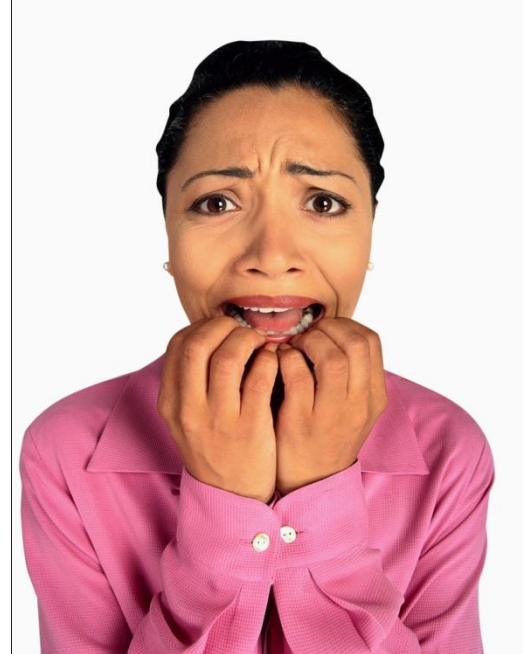
Negative Effects of Stress

1. Physical

- Weight gain/loss
- Unexpected hair loss
- Heart palpitations
- High blood pressure

2. Emotional

- Mood swings
- Anxiety
- Can lead to depression
- Can also lead to unhealthy coping strategies (i.e. alcohol, drugs, etc)



Negative Stress Results

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graph TD; A[Negative Stress Results] --- B[Loss of motivation]; A --- C[Reduces effectiveness]; A --- D[Physical, mental, and behavioral problems];
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Loss of motivation

Reduces effectiveness

Physical, mental, and behavioral problems

Learning to Manage Stress

Effective stress management involves the following:

- Learning to recognize the signs that you are experiencing stress
- Recognizing the circumstances that trigger stress reactions in you
- Applying stress management techniques to help you cope

Recognizing the Signs of Stress

- Stress is both a psychological and physiological response to change.
- It does not manifest itself the same way in everyone.
- *Some people do not eat enough when they are stressed, while others binge-eat.*
- *Some develop insomnia during times of stress, while others sleep excessively.*
- When your “ordinary” behaviors and responses change significantly as a result of life circumstances, chances are that you are experiencing stress.

NEED OF STRESS MANAGEMENT

- ⊙ In the past decade, the news headlines have definitely made it clear that the need for stress management should be one of the top agendas in modern day society. The rages alone such as Road Rage and the trends of violent acts in life today prove a lot of it well.
- ⊙ Living today is a lot tougher than it was even in the days of the great depression. It's been coming out in many ways such as all time occurrences of stomach and intestinal ulcers. Others find sleep disorders and wind up zombies during their busy days. Insomnia is growing in leaps and bounds.
- ⊙ Today stress management is important in everyone's lives. It's necessary for long happy lives with less trouble that will come about. There are many ways to deal with stress ranging from the dealing with the causes of stress to simply burning off its effects.

Importance of Stress Management

- Stress is something that everyone experiences, so learning how to cope with its effects is something that everyone needs to master for their own physical and psychological well-being.
- Those who don't learn and use appropriate stress-management techniques can experience a variety of negative effects, including physical illness, psychological illness, damaged personal relationships, poor productivity and more.

Managing Stress

Stress Relief Strategies

1. Body relaxation exercises
 - breathing techniques
 - guided imagery
2. Physical exercise
 - yoga
 - work out routine
3. Meditation
4. Counseling
 - talk therapy
 - life coaching



10 Stress Management Techniques

1. Relaxation Techniques

- Meditation
- Deep Breathing
- Visualization Activities
- Aromatherapy
- Massage Therapy

10 Stress Management Techniques

2. Exercise

- *Aerobic activities*
- Running
- Swimming
- Zumba
- *Anaerobic activities*
- Walking
- Stretching
- Yoga

10 Stress Management Techniques

3. Nutrition

Eat a balanced diet.

Stay hydrated with plenty of water.

Avoid processed foods.

Reduce caffeine consumption.

Avoid alcohol.

Take appropriate nutritional supplements.

10 Stress Management Techniques

4. Sufficient Rest

Get plenty of sleep.

Take a few short breaks throughout the day.

Allow your mind to rest periodically.

10 Stress Management Techniques

5. Goal Setting

Break major projects/tasks down into achievable goals.

Set milestones for goal achievement.

Track progress toward goal accomplishment.

Reward yourself for progress.

10 Stress Management Techniques

6. Journaling

- *Keeping a journal is a good way to keep stressors from building up inside yourself.*
- *Journaling also provides a way to make it easier to recognize circumstances and patterns that lead to stress reactions.*
- *Writing down stressors can be a great step toward learning how to manage them effectively.*

10 Stress Management Techniques

7. Proactive Communication

- *Express your feelings to those who are involved in the stressful circumstances in your life.*
- *Discuss the circumstances you are facing with trusted friends and confidantes.*

10 Stress Management Techniques

8. Seek Counseling or Therapy

- *Seeking professional assistance when needed is a sign of strength.*
- *Working with a qualified therapist, counselor or other qualified mental health professional can be one of the best ways to learn how to deal with stress.*

10 Stress Management Techniques

9. Deal with Circumstances

- *Engaging in avoidance behavior is not an effective technique for stress management.*
- *Ignoring problems or pretending that things are fine when they are not only leads to greater stress in the long run.*
- *Managing stress effectively requires actually dealing with it and working through it.*

10 Stress Management Techniques

10. Apply Effective Time Management Skills

Take the time to get organized.

Prioritize your to-do list.

Learn to delegate.

Leave time for yourself in your schedule.

Learn how to say “no” to stress-inducing requests that are not essential.

Stress Management That Works for You

- Finding the stress management techniques that work effectively for you in the stressful situations that arise throughout your life can be a powerful resource for health promotion.
- Be mindful of when you experience stress, how it affects you and what actions best allow you to cope with its effects.

Other Helpful tips

- Changing perceptions and expectations
- Break jobs/tasks into manageable parts
- Set reasonable/realistic goals
- Avoid procrastination
- Set boundaries
- Don't compromise your values/beliefs
- Schedule "me" time
- Avoid caffeine

Benefits of Stress Management

- Physical health gets better
 - *more energy and stamina*
- Emotions stabilized
 - *positive attitude*
 - *hopeful/happier*
- Ability to focus improved
 - *able to learn and achieve*

ADVANTAGES OF STRESS MANAGEMENT

⊙ **Business advantages of stress management:**

B Less absenteeism due to stress-related disorders

L Less worker's compensation loss due to stress-related illness or accidents

a Improved job performance

I Less stressful, more efficient workplace

L Improved employee attitude

I Improved employee overall health

ADVANTAGES CONT'D

⊙ **Health advantages of stress management:**

H Decreased stress-related symptoms

D Improved sleep

I Decreased anxiety

D Decreased use of medications

D reduced pain, increased ability to manage pain

r Increased ability to relax physiologically

I Increased sense of control and improved self-esteem

ADVANTAGES CONT'D

- ⊙ **Consumer advantages of stress management:**

- C No side-effects

- N Non-pharmacological

- N Non-surgical

- N Cost-effective

DISADVANTAGES OF STRESS MANAGEMENT

- ⊙ Stress can be a motivator. For example, if you're stressed out because you have a big assignment due, this may motivate you to work on it and complete it. The stress can help you to put in your very best effort. If you're afraid of losing your job, stress may encourage you to raise your own standards and make improvements you most likely would not have made without the threat of unemployment.
- ⊙ Stress is a disadvantage because it can potentially raise your heart rate and weaken your immune system. Also, it can be a factor in poor decision making because under stress we may not think logically or consider the consequences of the choices we make.
- ⊙ While we all experience stress frequently in our daily lives, not everyone handles it in positive ways. The key for us all is to learn what strategies and behaviors help us to cope with stress in a positive manner.

Relax

Our brain fires electrical waves at 14 or more cycles a second.

These are *beta* waves and are great for getting tasks done, but not for learning new things.

Taking a few minutes to relax deeply slows your brain waves down.

These slower waves are *alpha* waves.

They occur at between 7 and 14 cycles a second

Studies show *alpha* waves improve learning.

Free Apps

You have at your fingertips multiple resources through your electronic device to help you deal with stress:

- Complete Relaxation: Guided Meditation for a Happy, Stress Free Life
- The Mindfulness App
- Calm – Meditate, Sleep, Relax
- OmVana – Meditation for Everyone



The Key Word Is....

Balance



