

Stress Techniques and Management : A Review paper

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Abstract

The term stress means an imbalance between the mental and emotional levels of an individual. Stress reason out due to various external and internal factors, makes a periphery around a persona. In recent times it is observed that the stress levels are gaining the momentum in the organizational working frame. Researchers are keen to derive out the various parameters resulting in creating stress among the employees of the organization and parallel to this they are also seeking various techniques to minimize the stress levels so as to enhance productivity.

The present paper is an attempt to gather and present the reviews of the various researchers, so far has worked on the stress techniques and management .The paper is descriptive in nature and based on secondary data gathered from various published and online sources. The study will be able to give a glimpse of the various factors responsible for the stress creation and the techniques used to minimize it.

Keywords: Stress, Imbalance, Productivity

Introduction:

Stress means, an imbalance. Stress occurs due to disparity between situational demand and individual's ability .Dr. Hans Selye, one of the leading authorities on the concept of stress described stress as "the rate of all wear and tear caused by life. Stress may be negative and positive. It is positive in a situation which offers an opportunity to gain something and act as a motivator for peak performance, whereas it acts as a negative force when a person faces social, physical, organizational and emotional problems. In today's World one cannot imagine life without stress on both the side that is for employees and as well as the employer.

Origin and growth of stress

- Hans selye (1920)- The term stress was borrowed from physics by one of the father of stress research.
- Walter (1984)- He was the first person to describe the body reaction towards stress he identified stress reaction as fight or flight.
- Tucker (1996)- After experiencing a stress full situation hormonal level determines the mind set ,depression, and energy level in the person at work.



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Literature Reviews:

Observing the corporate culture and present lifestyles, various queries and arguments has been cropped up in the mind of researchers. It is very important to understand the factors responsible for a certain phenomena and various angles related to it. The present study is aiming to represent the glimpse of the research work so far has been done in the field of stress, its techniques, factors related to it and the ways to manage it.

Asim masood (2013) has done a study on effect of job stress on employee retention, a study on banking sector of Pakistan. In his study the objective was to verify that is it really any effect on job stress over employee retention and organization efficiency. With the help of t-test, regression analysis and ANOVA technique, he identified that employee should do work with full energy and determination to reduce stress. Angweling (2014) has done a study on role stress and job satisfaction among the bank employees in kotakinabalu Sabah. The objective was to

investigate the relationship between role stress and job satisfaction among bank employees in kota kinabalu sabah with the help of frequency test and cronbachs alpha reliability test and regression analysis, he identified that if the role stress is high the job satisfaction will be less. Asfaq ahmed(2013) has done a study on effect of job stress on employees job performance a study on banking sector of Pakistan and his objective in the study was to examine the relationship between job stress and job performance on bank employees of banking sector in Pakistan. With the help of pearson correlation methodology he identified if stress is low then performance of the employee increases. Ambika ponnampalam (2013) has done a study on the effect of stress on performance of employees in commercial bank of Ceylon in the eastern province. In his study the objective was to understand the level and relationship between stress and performance of commercial bank employees in the eastern province of srilanka by using the correlation analysis and regression analysis methodology he identified women suffer more stress than man. A.shirmilla(2012) has done a study on employees stress management in selected private banks in Salem. In his study the objective was to identify different methods and technique to reduce job related stress .With the help of percentage analysis methodology, he identified that excess work pressure is the main cause of stress in banks. Ayaz ul haq(2011) has done a study on occupational stress and burn out in Pakistan banking sector. In his study the objective was to examine the occupational stress and professional burn out in the banking sector of Pakistan. With the help of t-test, correlation and regression methodology, he identified that work load, long working hours, causes stress in bank employees. Bindurani r.s (2014) has done a study on occupational stress and burn out in Pakistans banking sector and the objective was to examine the occupational stress and professional burn out in the banking sector of Pakistan with the help of t-test methodology. Researcher identified that social support reduces work stress in employees. Bushara bano (2012) has done a study on organizational role stress among public and private sector employees. The objective was to examine the difference in stress levels between public and private sector employees with the help of t-test, ANOVA test methodology, he identified that both public and private sector bank employees suffer lots in stress. Claudia neptina (2013) has done a study on occupational stress and tolerance of bank employees and his objective was to investigate the differences in the level of stress among bank employees placed in different hierarchical positions. With the help of t-test, and correlation methodology he identified that stress management programmes will help to reduce stress in employees. Catherine chowwen(2013) has done a study on occupational stress among bank employees in south east Nigeria and his objective was to examine the influence of joint and independent predictions of emotional intelligence perceived leadership style and job characteristic on occupational stress among bank workers in south east Nigeria with the help of cronbach alpha , and split half reliability test methodology, he identified that with well designed job stress can be reduced and productivity can be increased. Enekwe chinedu innocent (2014) has done a study on stress management in banking sector in Nigeria and his objective was to investigate the level of stress coping mechanism among bank employees in Nigerian banking industry. With the help of ANOVA technique methodology, he identified that stress is not gender sensitive. Essien blessing Stephen (2014) has done a study on occupational stress and coping strategies among female employees of commercial bank in Nigeria and his objective was to investigate to study different form of coping strategies adopted by female employees of commercial bank in akwa lbom state south, south Nigeria. With the help of cronbach alpha reliability analysis methodology he identified that work of office and home enhances stress in women employees. Eunice modupe Hassan(2009) has done a study on gender self concept and occupational status differentials in occupational stress among bank workers in lagos state and his objective was to examine the relationship between job stress and job performance on bank employees of banking sector in Pakistan. With help of t-test methodology he identified that stress affect all categories of worker irrespective of the gender. G.radha(2014) has done a study on occupational stress among the bank employees in trivaur district of tamilnadu and his objective was to analyze the level of occupational stress experienced by the public sector bank employees in tiruvarur district of tamil nadu by the help of chi square test methodology and she identified that to reduce stress it is essential to know symptoms of stress. Harish shukla(2013) has done a study on stress management among the employees of nationalized banks and his objective was to study the causes of stress among employees by the help of percentage analysis methodology he identified that lack of quality in work gives stress in employees. Helen o sinowo(2009) has done a study on the relationship between bank distress job satisfaction perceived stress band psychological well being of employees and depositors in Nigerian banking sector. The objective was to assess the impact of financial distress in the Nigerian banking industry as it effected job satisfaction, perceived stress and psychological well being of employees and depositors, by the help of t-test methodology he identified that psycho social implication enhance the stress of employee. Jyoti Sharma(2013) has done a study on investigating role stress in frontline bank employees a cluster based approach and his objective was to explore role stressor based segments of front line bank employees. He identified that work load should be decreased to reduce the stress in bank. Jyoti Sharma(2011) has done a study on role stress among bank employees an empirical study of commercial bank . The objective of the study was to systematically investigate the factors causing role stress amongst bank professionals. With the help of factor analysis and bartlett's test methodology, researcher identified that proper communication among the staff reduce the stress among

employees. Khurram zafar(2012) has done a study on a comparative analysis difference in overall job stress level of permanent employees in private and public sector banks and the objective was to determine the some differences level of job stress of permanent employees in public sector and private sector banks of Islamabad Pakistan. With the help of t-test methodology it is being identified that stress level is same in all bank employees. Lokesh (2014) has done a study on a comparative analysis of occupational stress among the employees in public and private sector bank in dakshinakannad district and the objective was to identify the causes of occupational stress among bank employees by the help of chi square test and regression analysis methodology he identified that performance pressure causes more stress in employees. Mohd. Abass bhat(2013) has done a study on occupational stress among bank employees an empirical study . The objective was to gauge the level of stress experienced by employees of the bank under study. With the help of pearson correlations coefficient methodology he identified that working environment should be balanced to reduce the stress in bank.Md. Hasebur rahman(2013) has done a study on job stress employees performance and health a study on commercial bank in Bangladesh. The objective was to explore how does job stress influence on work performance and health of employees in contemporary commercial banks in Bangladesh. With the help of t-test methodology he identified that working hours, work load, enhance stress in employees.Md. Enamulhaque (2013) has done a study on perceived intensity of stress stressors- a study on commercial bank in Bangladesh. The objective was to identify the most important factors that lead to stress for employees of commercial bank in Bangladesh with the help of Variance analysis it is identified that job in security causes stress in employees.M.S pital sucheta d (2013) has done a study of psychological effect of work place stress on co-operative bank employees in satara city . The objectives was to search out common causes of work place stress with the help of pearson correlation coefficient test methodology he identified that stress increase anger, depression, nervousness , in employees.Maryam khodabakhshi(2013) has done a study on predicting occupational stress for women working in the bank with assessment of their organizational commitment and personality type. The objective was to predict occupational stress of women working in banks using the myer briggs personality types and organizational commitment with the help of correlative method and multivariate regression methodology he identified that woman with feeling personality have high stress. Mishra apoorva (2012) has done a study on a detail study on length of service and role stress of banking sector in lucknow region and his objective was to find out the relationship between the length of service and role stress finding significant differences in role stress across short medium and long tenure group with the help of ANOVA test methodology he identified stress effect the productivity of the work of employees.Md.Mosharraf Hussain (1997) has done a study on job satisfaction , job stress and propensity to quit the job of women commercial bank employees in Bangladesh and his objective was to investigate the overall job satisfaction propensity to quit the job stress and dissatisfaction among the women commercial bank employees in Bangladesh with the help of t-test method, rank order,and simple percentage methodology he identified due to lack of promotion and salary level stress level is enhancing day by day.Nadeem sohail(2011) has done a study on work stress and employees performance in banking sector evidence from district Faisalabad Pakistan and his objective was to explore the stress related problems of bankers and examine the relationship between stress and performance with the help of correlation and regression methodology he identified risky job,work over load causes stress in employees. Opekun S.O(1996)- has done a study on stress in nigeria and his objective was to investigate stress and coping strategies among employees in some selected banks in Nigeria with the help of t-test methodology he identified there is no significance difference between in stress among male and female employees.Praveen tomar(2013) has done a study on evaluating stress in the Indian bank scenario and his objective was to follow a line of investigation about the existing knowledge of stress management strategies among the employees in Indian commercial banks with the help of chi square test methodology he identified that due to change in new new technology stress of the bankers is increasing day by day.

Conclusion:

The studies and literature review has given an overall acquaintance of the stress and the various magnitude and factors related to it. In nut shell it can be stated that the in current working environment, the stress has got its deep roots and parallel the measures are being observed to minimize it to an extent. The further research will surely be helpful to unleash the various techniques to minimize the stress so as to enrich the harmony and stability among the human beings.

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