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A Study on Stress Management at Sai Sanjeevini Hospitals

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Abstract: Stress management can be defined as interventions designed to reduce the impact of stressors in the workplace. These can have an individual focus, aimed at increasing an individual's ability to cope with stressors. The goal of stress management is to manage the stress of everyday life among employees.
Many different methods may be employed, such as bio-feedback, meditation and massage. Counsellors work with individuals in order to determine what stress management programme will work for that person
A strange new illness has found its means into lives of individuals of this industrialised nation of the planet. The most common disease is headache.
Not solely is that this, however diseases like coronary failure, high pressure, abdomen disorders, and skin diseases quite common to the individuals within the gift world. These became the results of stress and became commonest in several of the organizations, now-a-days.
Keywords: Stress management, causes of stress, symptoms of distress, Impact of stress.

I. INTRODUCTION

Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. People experience stress in different ways and for different reasons.
The reaction is based on own perception of an event or situation. If we view a situation in negatively, then we will feel distressed (overwhelmed, oppressed or out of control). Distress is te more familiar form of stress. The other form eustress, results from a positive view of an event or situation, which it is also called good stress.
Eustress helps you rise to a challenge and can be an antidote to boredom because it engages focused energy. That energy can easily turn to distress, however, if something causes you to view the situation as unmanageable or out of control. Many people regard public speaking or airplane flights as very stressful causing physical reactions such as an increased heart rate and a loss of appetite while others look forward to the event. Its often a question of perception, a positive stressor for one person can be a negative stressor for another.

A. Causes of Stress

1) The Most Frequent For Stress Falls In To Three Main Categories
a) The unsettling effects of change.
b) The feeling that an outside force is challenging or threatening us.
c) The feeling that we have lost personal control.
2) The National Institute Of Mental Health (NIMH) Notes Some Of The More Common Stressors For College Students
a) Increased academic demands
b) Being on your own in new environment
c) Changes in family relations.
d) Financial responsibilities.
e) Changes in social life
f) Exposure to new people, ideas, and temptations.

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B. Symptoms of Distress

Symptoms of stress fall into three general, but interrelated, categories, physical, mental, and emotional. Review this list carefully. If we find ourself frequently experiencing these symptoms, we are likely feeling distressed:

1) Headaches
2) Fatigue
3) Gastrointestinal Problems
4) Hypertensions (high blood pressure)
5) Heart problems, such as palpitations
6) Inability to focus/lack of concentration
7) Sleep disturbances, whether its sleeping too much or an inability to sleep
8) Anxiety
9) Sexual problems

C. Causes of Stress

1) Factors Unique to the Job

a) workload (overload and under load)
b) pace / variety / meaningfulness of work
c) autonomy (e.g., the ability to make your own decisions about our own job or about specific tasks)
d) shift work / hours of work

2) Role in the Organization

a) Role conflict (conflicting job demands, multiple supervisors/managers)
b) Role ambiguity (lack of clarity about responsibilities, expectations, etc)

3) Career Development: Facts about Stress

a) Under/over-promotion
b) job security (fear of redundancy either from economy, or a lack of tasks or work to do)
c) career development opportunities
d) overall job satisfaction

4) Relationships at work (Interpersonal)

a) According to the American Academy of Family Physicians, common fraction of workplace visits to family doctors area unit for stress-related symptoms.
b) Almost everybody experiences events that they realize troublesome to deal with. in a very recent poll, 89% of individuals same they'd fully fledged serious stress in their lives.

D. Impacts of stress on Employees

Stress within the work place will have a major impact and also the bottom line of a corporation. An increase during which it's a result in remanning:-

1) Decrease workers morale
2) Decrease workers preference.
3) Staff seeking various employment, feat the organization with the expense of recruiting and coaching replacements.
4) Decrease stability
5) Impact of goodwill of the organization.

E. Objectives of The Study

1) To study causes of stress in Sai Sanjeevini Hospital
2) To find possible measures to reduce stress from the employees perception
3) To find out the negative effects of stress on the employees performance.
4) To analyze the measures taken by the employer to reduce the stress of employees.

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II. RESEARCH METHODOLOGY

1) *Research Type:* The research type is Analytical
2) *Scope:* This specific study concerning Work Stress Management is restricted at intervals the organization. The study is conducted on the employees of the organization.
3) *Need:* The need of this study is to understand how work stress affects employees' productivity and also to identify the factors that are responsible for work stress.
4) *Data Collection:* Data is collected from both primary and secondary sources

a) Primary data through personal visit of employees of Sai Sanjeevini hospitals with a structured questionnaire.
b) Secondary data is collected from online web sites, journals, books

5) *Sample Design and Type*

a) *Sampling Type:* Type of sampling chosen is "random sampling" as the selection of items is selected randomly and constitutes the sample.
b) *Sampling Plan*

i) *Sample Area:* Employees of Sai Sanjeevini Hospitals.
ii) *Sample Size:* 80 employees

III. REVIEW OF LITERATURE

A. *P.S. Swaminathan & Rajkumar S. (2013)*

In their books, they described that stress management levels in organization and their impact on employees behavior. They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of job, hours of work and the influence of work environment on the degree of stress faced by workers. Stress in an employees individual in nature.

B. *Khalid A. (2012)*

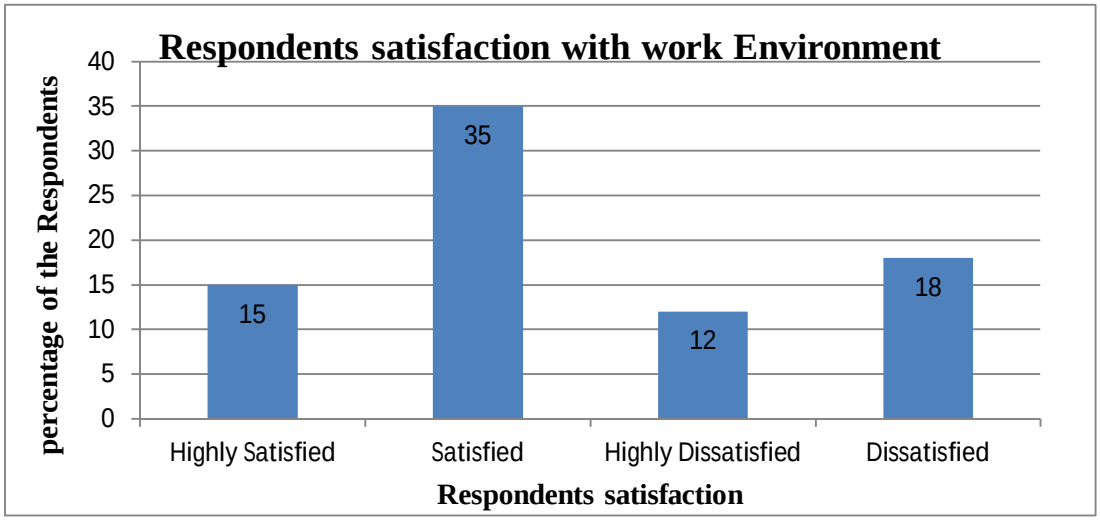
His study says that, There is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Hence, a supportive leader can improve the performance of an employee even at unfavorable situations.

C. *Analysis*

To study the causes of stress in Sai Sanjeevini Hospitals

1) Are you satisfied with the work environment?

Source	Highly Satisfied	Satisfied	Highly Dissatisfied	Dissatisfied
Number of respondents	15	35	12	18
percentage	18%	43%	16%	23%



To find possible measures to reduce stress from employees perception

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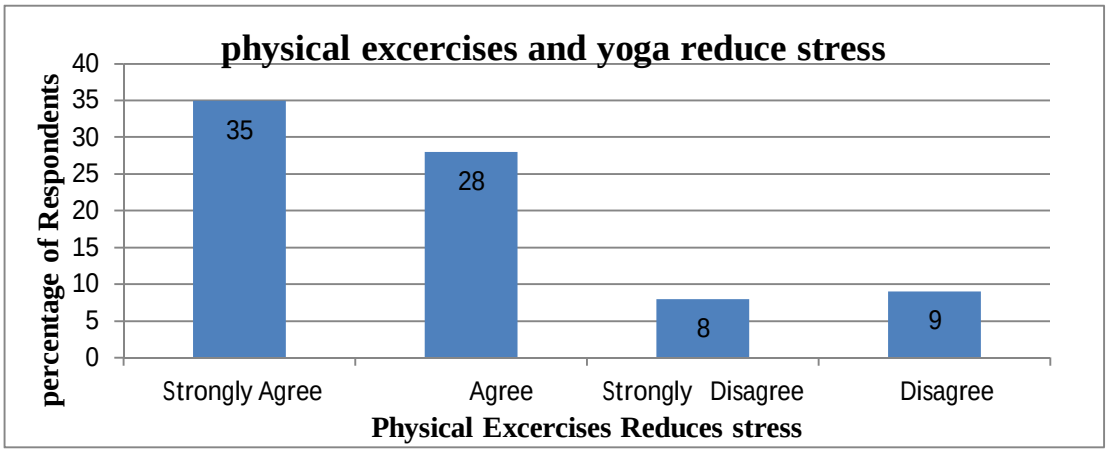
2) Does Physical exercise and Yoga Reduce the Stress?

Source	Strongly Agree	Agree	Strongly Disagree	Disagree
Number of respondents	35	28	8	9
Percentage	43%	35%	10%	12%



To find the negative effects of stress on employees performance

3) Does Stress Affect your Performance?

Source	Always	To some extent	To great extent	No
Number of respondents	24	17	20	19
Percentage	31%	21%	25%	23%

To analyze the measures taken by organization to reduce the stress of employees

4) The Training and Development Programmes help to cope-up with New Technology Which in-turn Reduces the Stress?

Source	Strongly Agree	Agree	Strongly Disagree	Disagree
Number of Respondents	25	40	5	10
Percentage	31%	50%	6%	13%

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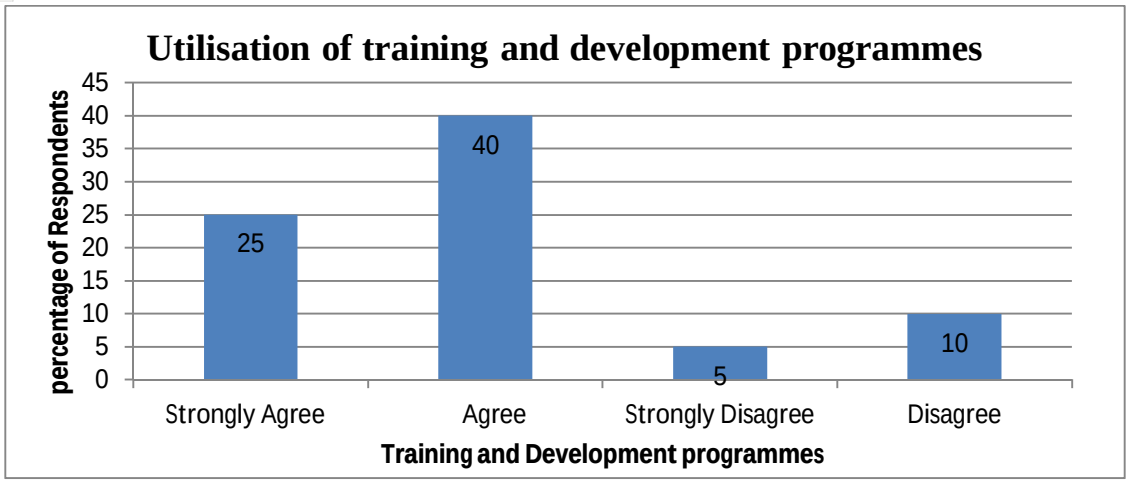

IV. FINDINGS

A. From the above data analysis it is observed that most of the employees agreed strongly saying that the training and development programmes helps to cope-up with new technology which in-turn reduces the stress in the organization.

B. From the data analysis we can say that more employees facing stress due to conflicts that occur in their role and in organization.

C. The employees feels that employer behavior and group politics makes them feel like suppressed in the organization.

D. From the data analysis it is observed that 80% of the employees are satisfied with the present work environment in the organization and 20% of them are not satisfied with work environment in the organization.

E. It is observed that 36% of the employees are facing stress to the great extent and 22% of the employees facing to some extent.

V. CONCLUSION

In this study I can say that interpersonal expectation of the employees influences to employee stress in the work place. Stress in the work is caused not only by work overloaded and time pressure but also by lack of recognition and employer behavior with the employees and how they treat with other people in the organization. Most of the employees were not satisfied with work environment like physical environment of the organization and their role which in turn creates more stress in the minds of employees which leads to organization productivity and goodwill of the organization

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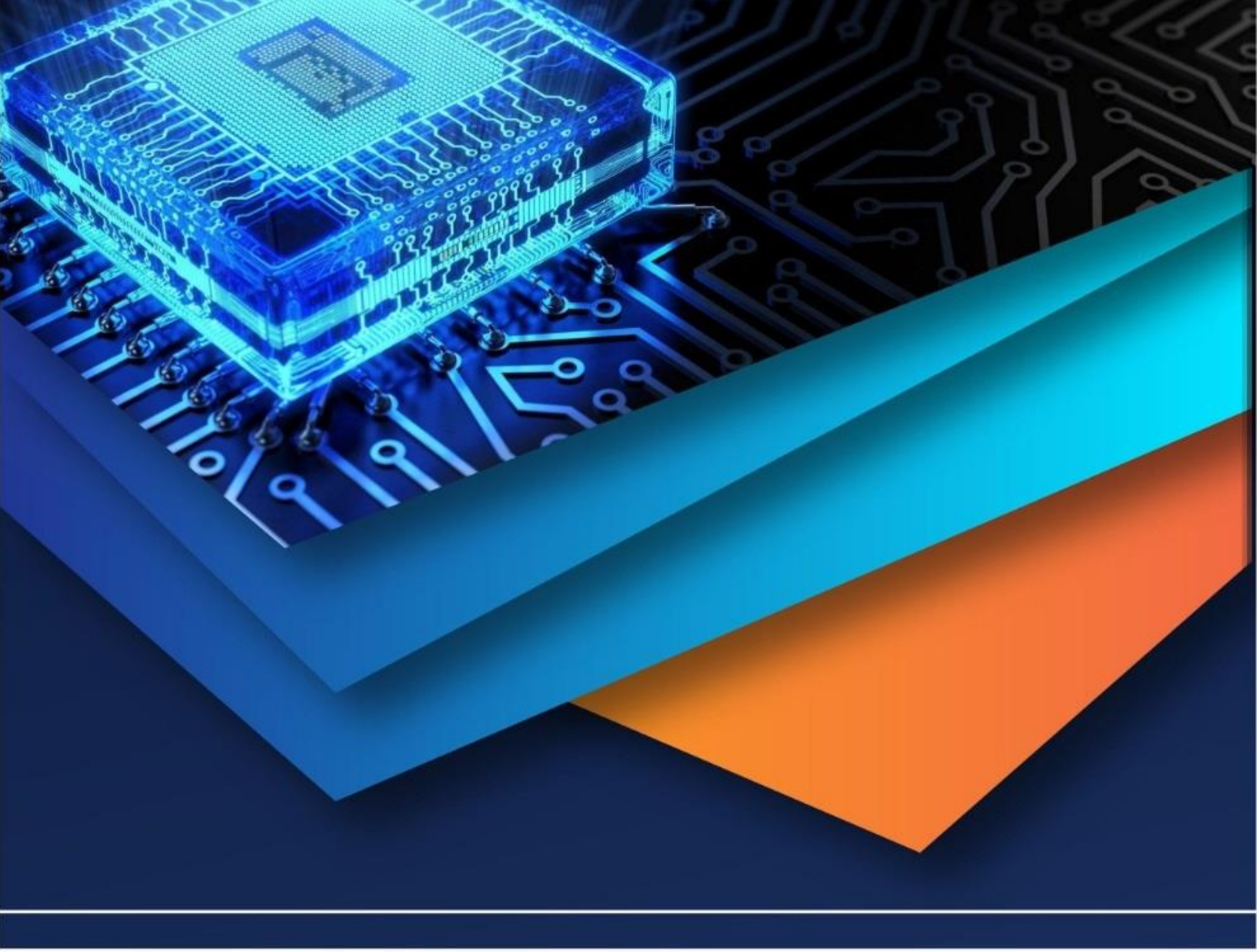

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