

COPING WITH JOB STRESS: A CONCEPTUAL EVALUATION FRAMEWORK FOR COPING MEASURES OF STRESS

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Received: 18 Jan 2018

Accepted: 27 Jan 2018

Published: 30 Jan 2018

ABSTRACT

Stress is an integral part of all aspects of an individual's life. In the workplace, as in other areas, stress can play a positive role by increasing alertness among staff and mobilizing their adaptive capabilities. To some extent, therefore, a certain level of stress has the potential to actually contribute to organizational effectiveness. However, stress can become unproductive once excessive levels of unresolved issues begin to affect the health and productivity of the workforce. Employers, therefore, have both commercial and moral reasons for being sensitive to the incidence of stress and developing management approaches for controlling it. This paper explores a range of sources of workplace stress and an intervention strategy for managing them. Stress management (SM) is a widely used term with a seemingly obvious meaning. The available literature contains many studies evaluating its effectiveness, but so far it is not clear how many different forms of SM exist and how efficacious they are for which target problem. In general, stress is a daily reality. Some events, such as an important competition or a deadline for a paper, can cause stress that helps motivate us to perform at our best. Unfortunately, stress often becomes a negative presence in our lives. Stress throws us off balance and can have serious health consequences, if left unchecked. Stress management learning will make to handle more challenging situations and significant events in your life. Reports, articles and news stories bombard us about the increased stress in our daily life and warn us of the dangers of long-term stress. Very few may actually know what stress actually is. Stress is our physical, mental, and emotional response to the various demands, changes, and events in our life. In an ideal world, we would have just enough stress to keep us working to our full potential, but not enough to cause overwhelm or excessive anxiety. Too much or too little stress is where we run into problems. It may seem that there's nothing you can do about your stress level. For instance, the bills aren't going to stop coming, there will never be more hours in the day for all your errands, and your career or family responsibilities will always be demanding. But you have a lot more control than you might think. In fact, the simple realization that you're in control of your life is the foundation of stress management. This paper discusses various sources of stress, strengths and weaknesses of stresses, and stress management strategy (in terms of prevention, coping up and reduction of work stress).

KEYWORDS: Stress, Increasing Alertness, Adaptive Capabilities