



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 5.2
IJAR 2020; 6(9): 52-54
www.allresearchjournal.com
Received: 01-07-2020
Accepted: 05-08-2020

Shiv Shankar Singh
Research Scholar, L.N. Mithila
University, Darbhanga, Bihar,
India

Stress: A major hurdle for organisational growth

Shiv Shankar Singh

Abstract

Corporate organizations have always had profit as their sole objective. A prerequisite for profit is getting maximum results at the least cost of resources. The most profitable companies are the ones which do this best. It is not surprising then that in the muddle of conflicting priorities, the human resource is largely taken for granted. In fact, in most organizations, the role of the human resource development manager is more of a compensation administrator, 'body'-buyer and arbiter in case of conflict. This paper is a modest attempt on stress influences on the working of organizations and its management possibilities. Nowadays, in times of economic crisis, most managers or entrepreneurs have to cope with a lot of new job challenges which can easily transform into stressors. Work related stress is of growing concern because it has significant economic implications for the organization. Even if some stress is a normal part of life, excessive stress can influence one's productivity, health and emotions and it has to be taken under control. When people lose confidence, they refuse to take responsibilities, they get quickly irritated, they are unsatisfied of their job, their performance will be very low and the organization will be in danger. Fortunately, most managers and entrepreneurs know which stress main symptoms are and have the necessary knowledge for managing and reducing it before it can affect employees' daily work. Stress can have an impact both on the organizational welfare and on personal behavior of supervisors or employees, that's why, the ability of managing it can make the difference between job's success or failure. This paper focuses on the impact of stress on the organisational growth.

Keywords: Brain Stealing, counselling, meditation, organisational growth, organisational stress, self introspection

1. Introduction

Stress is the "wear and tear" our bodies experience as we adjust to our environment; it has physical and emotional effects on us and can create positive feelings. As a positive influence, stress can help compel us to action; it can result in awareness and an exciting new perspective. As a negative influence, it can result in distrust rejection, anger, and depression, which in turn, can lead to health problems like headaches, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart attack and stroke.

A Strange new disease has found its way into the lives of people of the industrialized nations of the world. When it is excessive, it can threaten one's ability to cope with the environment. Stress indicates the pressure people feel in corporate life. It may affect any employee, whether the employee is a manager or a worker, young or old. But, it can be reduced and the Indian way of managing stress – self – introspection, brain stilling, counseling and meditation etc. are very helpful. The present paper looks into the present problem of stress and suggested ways which originates from Indian thoughts.

Organizational stress can be defined as an emotional, cognitive, behavioral and physiological response to the aggressive and harmful aspects of work, work environment and organizational climate. It is a condition characterized by feelings of helplessness in solving tasks. In other words, work-related stress is people's reaction when they have to face some demands or special tasks that are out of their abilities or knowledge.

Stress: A Conceptual Framework

The use of terminology "Stress" in our daily conversation has increases. Though we all talk so much about stress but it often isn't clear what stress really is about all? We are well aware with some terms which are used synonymously for stress. These terms are stress, strain, conflict, burnout, depression and pressure.

Corresponding Author:
Shiv Shankar Singh
Research Scholar, L.N. Mithila
University, Darbhanga, Bihar,
India

Many people consider stress is something that happens to them, an event such as a harm or encouragement. Whereas others think stress is what happens to our bodies, psyche and our behaviour in response to an event. When something happens to us, we as a reflex action start evaluating the situation mentally. We try to come to a decision, if it is threatening to us, how we need to deal with the situation and what skills and strategies we can use. If we come to conclusions that the demands of the situation overshadow the skills we have, then we label the circumstances as “stressful” and need to react it with the classic “stress response”. If we trust that our coping skills prevail over the demands of the situation, then we don’t see it as “stressful”. Some situations in life are stress-provoking, but they are our thoughts about situations that determine whether they are a problem to us or not, How we look it and perceive a stress-inducing event and how we react to it determines its impact on our health. If we respond in a negative way our health and happiness suffer. When we understand ourselves and our reactions to stress-provoking situations, we can learn to handle stress more effectively.

Stress may be understood as a state of tension experienced by individuals facing extraordinary demands, constraints or opportunities. The pressures of modern life, coupled with the demands of a job, can lead to emotional imbalances that are collectively labeled ‘Stress’. However, stress is not always unpleasant. Stress is the spice of life and the absence of stress makes life dull, monotonous and spiritless.

Types of organizational stress

The main types of organizational stress can be considered the following

- Eustress represents a positive kind of stress and helps people to prepare their mind and body for whatever is about to occur in the future. Eustress can develop one’s energy, creativity or competitive spirit and can offer the strength for achieving performance.
- Distress occurs when something affects one’s routine for a short period of time. It has a negative impact on people and it contains the following categories of stress: Acute Stress and Chronic Stress.

Acute Stress appears when a change transforms one of the usual works that a person do. Although it seems to be an intense type of stress, it passes very quickly. The symptoms to that kind of stress are: headaches, hypertension, rapid heartbeat and stomach problems.

Chronic Stress is the most serious type of stress and can be very harmful for people’s health. It occurs when something changes the routine for a long period of time, from weeks to years. This kind of stress appears when facing several work or personal failures.

Major Causes of Stress

Different situations and circumstances in our personal lives and in jobs reduce stress. Conditions that tend to cause stress are called stressors. The sources of stress or factors related to stress can be broadly divided into four parts –

- Organizational Causes
- Individual Causes
- Group Causes
- Extra organizational Causes

Organizational Causes

- Rethinking Companies
- Changing operations
- Encountering New Work Cultures
- Reaching the Limits
- Occupational Demand
- Role Conflict
- Role Ambiguity
- Work Overload and Work Under load
- Responsibility for Other
- Changes in Working Conditions
- Lack of Involvement in Excisions

Individual Causes

- Life and career Changes
- Personality Type
- Career Development
- Cultural Differences
- Coping with Daily life

Group Causes

- Lack of Group Cohesiveness
- Lack of social Support
- Conflict

Extra organizational Causes

- Increasing Urbanization
- Ageing Population
- Changing Gender Role

Managing Stress – Useful Tactics

Stress can be reduced

There are several ways to reduce Stress. The Indian way of managing Stress are

Self-Introspection

We have to embark upon Self-Study, Self-analysis and Self-Criticism to locate areas of Friction, tension and disharmony. We should prepare a balance sheet of own strengths and weaknesses, our mind may identify weak spots. By regular introspection we would find out a solution to the problems so that the concerned parts of our being can be persuaded to play the desired role.

Brain Stilling

The western management resort to brain storming by managers to solve difficult problems. The Indian insight advocates a better alternative in the form of brain stilling. For taking a rational decision silent mind is much more effective way to get a sound and lasting solution to all management problems and relative tension which cause stress. Brain Stilling or meditative silence is the most reliable method to discover solutions to difficulties and problems which cannot be tackled by reason.

Counseling

Counseling is discussion of a problem with an employee with a view to help the employee cope with it better. Counseling seeks to improve employee’s mental wealth by the release of emotional tension which is also known as emotional catharsis. People will get an emotional from their frustrations and other problems whenever they have an opportunity to tell someone about them.

Meditation

Another way to reduce Stress is meditation. Meditation involves quiet, concentrated inner thought in order to rest the body physically and emotionally. It helps remove a person from stressful world temporarily.

One may mediate to open oneself to the divine force to receive its guidance to discover the points to be transformed. It opens the third eye of wisdom through insight. Meditation helps to solve many complex managerial problems demanding higher consciousness.

Conclusion

The Industrial life is full of Stress. When it is excessive, it can threaten one's ability to cope with the environment. But, there are several ways by which we can reduce Stress. The Indian way of managing stress include Self-introspection, brain-stilling, Counseling and meditation etc. We should follow the Consciousness approach to management. The management and the workers must have absolute faith on the supreme's infinitive powers.

Modern science has accepted that in this holistic universe all minds and matters are interconnected at a deeper level. The basic unity of life cannot be broken. Love, sacrifice therefore emerge as the only for a meaningful living. On the basis of this holistic vision, Indians have developed work ethos of life. They found that all work, physical or mental, managerial or administrative have to be directed towards single purpose. Stress can be managed quite confidently with the help of Indian ethos value *viz*, Yoga, Shivasan etc.

References

1. Chakraborty SK. Managerial Effectiveness and Quality of work life: Indian Insight, Tata MCGraw, New Delhi, 1987.
2. Bucurean Mirela, Costin Mădălina-Adriana. Organizational Stress and Its Impact on Work Performance, Conference-Special-Edition-Selected-Papers, researchgate.net, 2011.
3. Ghosh, Biswanath. Ethics in Management and Indian Ethos, Vikash Publishing House Pvt Ltd, New Delhi, 2005.
4. Sharma S. New Mantras in Corporate Corridors: From Ancient Roots to Global Routes, New Age International, New Delhi, 2007.
5. Sharma Shri Ram. Refinement of Talent: Need of the Present era, Shanti Kunj, Haridwar, 2004.
6. Wakhlu Arun. Managing from the Heart, Response books, New Delhi, 2004.
7. Brown JM, Campbell EA. Sources of occupational stress in the police. *Work and Stress*. 1990; 4(4):305-318.