

## Stress Management in the Work Place- Challenges Faced By Hr

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**Abstract**—Stress has become a common factor in everyone's life which can cause a positive or negative impact in their life. We all are experienced the stress is one or others factor as part of our day to day life. Stress is a biggest issue that the entire employees are facing in workplace which has become great concern for employers. The employers and Human resource person should know the cause of stress by interacting to these employees and what they require to come out it. If they are not ready to open up with their concern arrange a meeting with a psychiatrist for the counseling in a monthly basis. Organization should conduct some stress relief program to the employee and also need to provide some adequate break for an employee. Many of them are not aware to manage the personal life and work life stress.

**Keywords**- Stress Management, personal life, Workplace, organization, employees etc.

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### I. Introduction

Stress is inescapable thing nowadays. For many people stress is so common that it has become a part of life. It helps in performing under pressure and motivate you to do your best. Today stress management is important for everyone's life. The Stress management involves understanding the psychology behind or that is causing the stress and finding strategies to deal with reduce the stress. The people who work in an organization they get over stressed on their work time. So the organization can motivate the employers and employee to overcome the stress at work place. The Organization can also have gym access to employee and employer to overcome the stress. Stress can lead to many diseases and mental depression as well as frequent absenteeism. These are many techniques to handle stress some yoga, meditations, muscle relaxation, counseling etc. By using this the stress can be overcome.

### REVIEW OF LITERATURE

[1] Mariam Sohil et al (2015) in their paper stress Health at the workplace. This paper says about work stress, its reason, its physical and psychological effects on the health of an employee, factors in the working environment that cause stressful situations and negative health consequences of workplace stress. There is a strong relationship between stress at work and its physical and psychological effects.

[2] Mark Scott Smith et al (1987) in their paper focuses on stress management techniques in childhood and Adolescence. This paper proposed relaxation, training, meditation and bio feedback for children and adolescents after manifest symptoms that appear to have a strong psychophysiological component. It has become popular to refer to predisposing conditions that precipitate such symptoms as "Stress". The successful of any stress reduction technique requires support of patient and patient receptivity. The relief symptoms of stress are based on focusing, relaxation and motivation to practice. The patient receives brief supportive counseling, instruction in an acceptable technique and several short follow up visits to troubleshoot practice problems and monitor progress.

[3] Melanie Bickford (2005) discuss about the stress in the work place. It gives general overview of the causes, the effects and the solutions. The paper proposed that the negative impact on work place regarding productivity and profits due to the health and well-being of employees. The employee needs to know how to recognize the science which indicates that they feel stressed out. The opportunity exist for both employers and employees to get together and find the solution that will reduce the stress related illness. Change should occur from top management and they should recognize that they have a legal and moral responsibility to protect their employees.

[4] Jaroslav Nekoranec et al (2015) defines the stress in the work place-sources, effects and coping strategies. The experiment says about the employees work atmosphere carrier advancement, role conflict, balancing work and personal life. The stress can be reduced in the workplace by improving the work environment and

organisation. By improving the work environment eliminate the stressors, improvement of work organisation can able to remove time related stress. The positive relationship in the work place can occur through motivation and appraisal based on the work performance. The employees participation is more require than a feedback from the bottom to top management; the reciprocal dialogue between employers and employees is needed.

[5] R.Balaji (2014) in their work focuses on role of human resource manager in managing stress of employees manufacturing concerns are proposed. This article says about how to get relief by providing a safe and pleasant workplace o the employees by providing relaxing break room, access to the gym and resource to reduce stress for employees. The stress cannot be reduced altogether, it should be reduced in face, a little bit stress productivity and innovation. HR managers should be responsible for the employees not to work overtime and based on stress of their supervisor. Employees who have stress free mind will produce more and have a better of the organisation and they will stay with the organisation for long time.

[6] Unnikrishnan.P (2015) it discussing on the management of stress and motivations of an employee. This paper says about the motivational techniques that can make the employers as happy worker that different motivational techniques are financial incentives, workshops, appreciation and training and development programmes which will help to throw away stress from the organisation. By identifying the cause of stress and eliminates it by motivating the workers will make them efficient. The highly motivated persons will never feel about the stress. So every organisation must try to understand the reason for stress and eliminate it by motivating by continuously will make a bright future for a HR in an organisation.

[7] Kavitha (2012) in her article focus on the organisational role stress for the employees working in the industrial area. It highlights in the organisation woman faces more problems and stress than men to be noted that particularly married women faces more stress in salary issues. With management and their personal issues apart from that they want to work in the organisation with all their stress in that married woman.

[8] Sharmos, Sharma .J and Devi .A (2012) this work proposed the different stages of stress. Because individual person's stress will have some mindset, age, gender and how they performing in their jobs. The age is younger who are working in the organisation are more stressed when compared to other employees qualification, controlling skills and awards. This paper discussed about building up should be positive in nature so that it helps to reduce the standard of stress at the work place.

[9] P.S.Swaminathan and Raj kumar. S(2013) discussed about the study of intense on the stages among the gender, divisions, professions and faamiliar varieties, jobs and the power of work environment on the stress faces by the employees. It specifies about perfect level in which every individual can perform with his full capacity in work.

[10] Srivastav. A.K(2010) it focus on the nature of role that causes stress in the work place. It's says role performance confront the problems of stress so they should be tired and reduce or abolish. The nature and role of stress is to be asserted which cannot be deal with one static solution or intervention as a whole. So the static problem is related solutions should be modified for better organisation presentation and potency.

## **II. Cause and Effect of Stress**

A company's success depends upon the individuals who work for it. Stress is an extremely complex phenomenon that can affect individuals in many different ways and to differing degrees. It can, therefore, severely affect the performance of an organization to the detriment of its staff and hence its end product or service.

As a result of this:

- The most detrimental effects of stress include high levels of absenteeism, poor job performance, low morale, low commitment, increased incident with customers and possible litigation.
- The link between absence and stress is so well proven that non-attendance statistics are often used as an indicator of stress 'hot spots' within the organization.
- The effect of stress on work performance is damaging to the extent that individuals suffering from high levels of it may eventually find that their powers of creativity and rational thought have been weakened.

## **III. Work Related Stress**

Stress mainly occurs when one's or an individual capacity or capability is fall behind than the demand in work. If stress has become too uncontrollable and prolix. It may cause physical and psychological illness. Some of the symptoms based on stress are depression, anxiety, insomnia, absenteeism, laziness and lower

production performance. It is caused due to the unclear goal, heavy workload, bullying, harassment, job security and conflicts between the workforce and co-workers (or) bosses.

### **ISSUES OF STRESS**

Stress affects the work productivity. Some types of job designs are stressful to workers. Work environment will create stress to workers. Personal and Family issues may involve work performance in many ways. Organizational Structure issues create stresses to all workers. Chronic exposure is the one which lead to cyclo psychosocial problems and stress interrelated illnesses. Incidence of drug and alcohol abuse is increasing among the working class.

### **CHALLENGES FACED BY HR**

40% of employees say that their works are at most stressful as per the perception centers for disease control and prevention. Small organization HR manager are predominately in the situation where they face stress in day to day bases as part of their jobs. HR manager's controls stressful circumstances in many ways in which they handle with stress is essential in resolving certain issues and situations. If the stress is not deled properly this can lead that to mental, emotional or even physical problems.

The major challenges faced by HR are:

- A. Identifying the source of stress
- B. How to handle with stress
- C. Managing conflict
- D. Consideration

#### **A. Identifying the source of stress**

The main challenges of HR are to identify the cause of the stress. A HR manager needs to know about the value of his employee and what is affecting the job. HR needs to identify the factor that because the stress and what the employee is undergoing due to that and why that issues has occurred to that particular workers. Some of the stress is too much of work pressure and conflict occurs between the co-workers (or) employer and employee etc.

#### **B. How to handle with stress**

Stress should be handling very carefully because it is connected to one mind and body. If it is not handled correctly it can lead to a great depression and even the employees may not retain in the company. HR manager should be very calm and control while handling the stress. HR should know that happy and stress free employees will be a loyal and productive employee and they are the valuable assets of the company. HR should study completely about the issues before handling it. If it s not handled properly or mishandled by the employers it may lead to greater problem. The enquiry should be done to all the side to solve it completely. Due to stress and pressure thee employees can even disrepute about company. Handling with a human mind is a biggest challenge and that is important ability a HR should require while handling the people in a work space.

#### **C. Managing Conflict**

One of the major challenges faced by HR is conflict handling. The HR should know the cause and the problem or the conflict is related to the work are not. One employee should not feel that the HR is only concerned about the alternative employer which may lead from stress to depression. He should collect all the concern of both the employees and should analysis the issues from all the side and should take a correct action and it should be solved completely on the basis of truth. Both their problem should be resolved and both should be convinced with a valid solution by which the same problem with not occur again. A HR should always have the mind of problem solving and he should not run out of the issues.

#### **D. Consideration**

A HR should take all the suggestion given by the employer to the consideration when a problem occurs the entire employer related to the particular issues should be called and their values of suggestions should be taken to their consideration. If it is related to individuals or two persons we can call them and talk about the issues resolves it. If it is management related issues and a whole team is facing the stress then it should be kept as a meeting and the problem and suggestion should be considered then it should be analysis and then it should be taken to the management along with a solution which make the employees to feel stress less and they will be happy to work in such environment that they should feel that all the employees problem are taken to the consideration which makes the employees to be a loyal one and they will retain in the organization for very long period. Company reputation and employees retention is only based on HR ability.

#### **IV. Conclusion**

This work provides us detailed information about work stress, its reasons and physical, psychological effects on the health of an employee. We can also say that there is strong relationship between stress at work and its physical and psychological effects. There are various issues which need attention i.e. non-job stressors. These non-work stressors and work stressors may have combined effects on the physical and psychological health of an employee. When the employees are get overcome on the stress, they balance their life and work stress. The employer and employees get motivated by the stress.

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