IN THIS ISSUE ON: STRESS MANAGEMENT

The editorial focus of this issue of Sansmaran is the evaluation, review, management, and treatment of stress and stress related ailments whether emotional, cognitive, behavioral, or physiological. Personal, occupational, organizational, and societal issues relevant to stress identification and management are also covered.

As editorial team we have included articles that help in identification and management of stress and trauma related ailments across disciplines.

The journal has published peer-reviewed original research - qualitative and/or quantitative empirical, theoretical, historical, and review articles - as well as brief reports on this topical issue.

Thus, all the contributions, addressing prevention, coping and/or stress management are of particular relevance for this journal.

Thank you,

Editorial Board
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STRESS MANAGEMENT ...65
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Stress is a leading cause of low productivity at work and a growing source of family discord. It is also the likely reason for ailments ranging from backache and indigestion to fatigue and dizziness. Many try to counter stress with quick fix diets or exercise programs, others ignore it.

The proper way out is to assess the problem rationally and act with confidence and composure.

This journal has published articles to help you understand, internalize and deal with stress. The articles aim at giving the readers tip on containing and managing stress well with easy things to do.

So go ahead and read the articles and ensure that stress doesn’t rob you of your health and happiness

Dr. Ajit Singh
Director General
STRESS MANAGEMENT THROUGH YOGA

The Management and the Editorial Team of the Research Journal Sansmaram, is proud to announce its special issue on Stress Management.

To inspire and to enable a better work environment, the GNIMS Library Team under the guidance of the GNIMS Management took the initiative of organizing a Stress Management Workshop on Yoga on 10th May 2013. The session was in tune with good management practices of today.

The Yoga Session was conducted by Prof. Laxman Zajam, Ms. Manin Parulekar and Ms. Radha Solaskar from Yoga Vidya Niketan, Mumbai.

The following Asana were taught for relaxation:-

Pranadharana : Fixation of the mind on breath

Pranayama gives control of breathing processes and control of vital force. When the inflowing breath is neutralized or joined with the out flowing breath, then perfect relaxation and balance of body activities are realized. In yoga, we are concerned with balancing the flows of vital forces, then directing them inward to the chakra system and upward to the crown chakra or thousand petaled lotus (sahasara).

Pranayama or breathing technique is very important in yoga. It goes hand in hand with the asana or pose. In the Yoga Sutras, the practices of pranayama and asana are considered to be the highest form of purification and self discipline for the mind and the body, respectively. The practices produce the actual physical sensation of heat, called tapas, or the inner fire of purification. It is taught that this heat is part of the process of purifying the nadis, or subtle nerve channels of the body. This allows a more healthful state to be experienced and allows the mind to become calmer.

Shwasana Marga Shuddhi

Benefits:
(a) Clears nasal passage and prevents occurrence of septum deviation defect.
(b) Improves resistance and functioning of
respiratory system and functional cold. (c) Improves breathing and body becomes agile for any work.

**Viparita Karani Mudra**

Lie on the back. The arms are straight, beside the body. Inhaling bend the knees and raise the legs and buttocks. Bring the hands under the hips to support the buttocks. Elbows remain on the floor. Straighten the legs vertically upwards. Relax the muscles of the feet, legs and hips. Breathing normally, remain in this position as long as comfortable. Exhale, bend the knees towards the forehead, slowly lower the buttocks and legs, and return to the starting position.

**Benefits:** Invigorates the whole body and regulates glandular activity, thereby reducing states of stress and depression. Lymphatic and venous return is increased which is beneficial for swollen legs and diseases of the veins. Relaxes the abdominal and pelvic organs and improves blood supply to these areas. It is also beneficial for low blood pressure.

**Makarasana**

This is also known as the crocodile pose. Makara means Crocodile and while doing this Asana the body resembles the shape of the crocodile, hence the name.

**Asana Technique**

- Lie flat on the floor on the belly with the legs together.
- Interlock the fingers behind the back of the skull all the way up to the webbing.
- Lift the elbows and make the hands light on the back of the head.
- Exhale and lift the legs, head and chest off the floor.
- Keep the chest, elbows neck and shoulder blades wide.
- Hold this position as long as you are feeling easy.
• Exhale and release down with control.

**Benefits:**

- Makarasana induces a complete relaxation of the body and mind.
- Relaxes the muscles and relieves the fatigue after a strenuous yoga session.
- Relieves and helps correct many breathing troubles and disorders in the genito-urinary system.
- Helps to reduce high blood pressure.
- Stimulates the small intestines which, in helps the digestive processes.

- Prevents scoliosis and flatulence

**Conclusion:**

Undoubtedly the information imparted on the yoga posses and its benefits had immense therapeutic value. The session apart from being a test of everyone’s flexibility also helped to relax and make us aware of the body posture and alignment.

Yoga, as we all know is a mind-body practice to improve physical, emotional and mental health. So, why not practice and get the benefit for lasting and a permanent change.

To quote Valerie Jeremijenko, “How We Live Our Yoga.”

“Yoga heals, nourishes and challenges us.
The practice infiltrates every corner of our lives.”
How many of us know that the world’s first management Guru happens to be an Indian and also the fact that he had solutions for modern - day problems of Stress management?

Let us look at Stress from a deeper angle. Why does it happen and what are the possible symptoms of it.

1. Why does stress happen?

There are various reasons - heavy work load, pressures of meeting deadlines, no cash flow at home or in business etc. Human beings like any creation of the lord have a limit and capacity to certain things. One can lift about 10 kilos of weight can run for 5 kilometers etc. With efforts and regular practice we can increase it. But if the very first day if you run for 25 kilometers the body will break and we have instances of even people killing themselves.

What happened? The person could not take the sudden jerk that was given to his existing system. Similarly stress is created when one is put to tasks that in not as per normal routine. If you are a sales person how gets say 10 fresh clients per month the target of 12 is achievable. But the moment you have to crack 20 new clients you get stressed out.

2. Symptoms of Stress

Even though stress is a mental state, it reflects at 3 levels. Physical, mental and intellectual. Physically one feels pain in the shoulders and neck, mentally one gets depressed. Intellectually one is not able to take the right decisions.

Chanakya deals with stress at the intellectual level. Since he was a guru of Strategy he used to see problems even before it comes made plans to tackle the problems in a proactive manner.

*Let’s see what Chanakya in Kautilya’s Arthashastra says to apply in situations.*

1. SITUATION ONE

“If he is incapable due to ill health or due to a calamity, he shall get an extension” (3.14.2)

Suppose you have to make an important presentation to make to your boss in the office and the previous night you fall sick or something serious happens in your house. One should immediately take action and not worry about it too much. Call up and inform that you need an extended day for the presentation.

2. SITUATION TWO

“In case the employee misses the time (of completion) or does the work in a wrong manner, he may complete the work
through another” (3.14.10-14)
If this is very important for say a client presentation you can explain the same to one of your efficient colleagues and let him or her do the presentation. It’s important to keep a backup of yourself so that projects get completed in time.

**3. SITUATION THREE**

“All undertakings are dependent first on the treasury. Therefore, he (the leader) should look to the treasury first” (2.8.1)

In case one wants to buy a new product, say a TV or a fridge for home. Before going for window shopping do your budget calculations. What type of TV do you want and what is the budget? This makes decision making easy and less stressful.

**4. SITUATION FOUR**

“He (leader) should check the accounts for each day, group of 5 days (a week), fortnight, month, four months (quarterly) and a year” (2.7.30)”

From Chanakya’s point of view it’s important to keep regular accounts. Most of keep spending and spending without having an idea till the taxes have to be paid. One should maintain daily, weekly and monthly accounts. It also helps in taking stock at any given point of time.

**5. SITUATION FIVE**

“Training and discipline are acquired by accepting the authoritativeness of the teachers in the respective fields” (1.5.6)

1. Many times we become worried when given a new assignment or project. Due to lack of experience we do not know how to proceed. So take the help of experts, learn and get trained under them. It will help you stop committing big mistakes and also re invent the wheel

Chanakya used to look at every ‘thought’ at the root level and come out with solutions with the help of experts.

Even from a leadership stand point, according to Chanakya the ideal king is called ‘Rajarishi’ a king who is like a sage. With many responsibilities around, still the king is able to maintain calm and composure in stressful situations. This can come only if a person has got spiritual values.

Such a person is stress free and also very efficient and productive.
Every person in modern urban life is under some degree of stress as he or she fulfills multiple roles as citizen, parent, manager, worker, and individual. Job-related stress is a problematic issue that is not as simple as it may initially seem. It has many causes, probably many effects, and many possible solutions. The effects of psychological stress in the workplace on human health are complex and difficult to quantify.

Stress has received a great deal of coverage in recent years in the media and has been the subject of considerable psychological research. Over the past few years, occupational psychologists have conducted research aimed at identifying work stressors; that is, external, relatively permanent features of the work environment or the work itself. This has led to the development of models postulating a wide variety of job characteristics that are regarded as stressful. Individual differences in personality, coping mechanisms are important in understanding stress. It is possible to identify those features of the work environment which are likely to be a source of strain for many workers.

Health and clinical psychologists have recognised the importance of minimising patients’ stress in health care settings. Here psychologists’ interventions have primarily focused on a variety of interventions to help the individual to cope with stressful medical procedures. An individual is often subject to a wide range of diverse stressors. A hospital patient suffering a major acute life event may cause irritation or restlessness among the fellow patients.

It is clear that work stress is not a simple issue. For example, the heavy workload that junior doctors experience may well be a source of stress, but the extent to which it leads to strain will depend on a number of intervening variables. The extent of resources to deal with the workload, the amount of autonomy the doctor has, and the amount of social support will all be important. There are a large range of widely diverse professional groups within the health service who are subject to one type of stress or the other. A number of studies have suggested that health workers experience more stress than comparable samples of non-health workers. Many health professionals are likely to suffer from organisational stressors that are intrinsic to the nature of the job; for example providing terminal care, counselling bereaved parents or...
dealing with disturbed and violent patients. An additional problem for health service workers is that their stress may have a direct effect on the recipients of the service, such that communication with patients may deteriorate. This is confirmed by a study which found that nurses reporting higher levels of subjective stress were rated by their supervisors as poorer on human relations aspects of their work performance, such as interpersonal effectiveness and tolerance. Obviously, stress is an important issue in maintaining a high standard of patient care.

A study by Parkes (1982) compared stressors and strains of student nurses during assignment to medical and surgical wards. She found that medical wards caused higher levels of depression and lower levels of job satisfaction among the students. Surgical wards offered work which was rated higher on a number of key characteristics such as control or job discretion, opportunity for use of skills and acquisition of new skills. Work on medical wards was more emotionally demanding with lower levels of social support.

The nursing profession faces a significant problem with turnover, absenteeism, work-related injuries, and role conflict and role ambiguity. Problems of these nature are commonly attributed to the stressful nature of their job. Heavy work load and the death of patients are the two major sources of stress for all nurses.

Junior doctors have also been the focus of a number of studies. Suicide rates, alcoholism and depression have been found to be high in the medical profession and particularly among junior doctors. The long hours of work are a particular problem, but the responsibilities of dealing with death and dying and the possibility of making mistakes are among a number of other important work stressors.

It should, however, also be pointed out that there are a number of positive aspects about many jobs within the health service which might also be expected to lead to higher levels of satisfaction. The work is valued by society and some ‘vitamins’ are supposed to be present (for example, variety, skill utilisation, and intellectual challenge) which are likely to compensate for other potential stressors. Nevertheless, the numerous studies indicate that work stress in the health service is a significant problem. The emphasis in psychological research so far has been to view stress as an individual problem to be treated by individual stress management interventions. There is, however, a need for greater focus on organisational factors, environmental factors, and approaches to organisational change which may minimise stress for both staff and patients.
STRESS MANAGEMENT : A STUDY OF WOMEN COLLEGE TEACHERS

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Keywords : Stress in women

Introduction
When considering the impacts of educational change and teaching on teachers, there is encountered a vast, often vaguely defined and overlapping literature on such matters as teacher stress, teacher burn-out, teacher morale, teacher satisfaction and teacher motivation; a literature which has expanded commensurately with educational innovation and change in the period since the 1960s. Frequently these matters are also the subject of debate and discussion in the public arena, the media, in election campaigns and in teachers’ salary disputes.

Stress and its effective management are high on the agenda of many educational institutions in India today. It has been identified as a major problem in nine out of ten workplaces (Warren and Towl, 1995), leading to rising absenteeism and low morale among staff.

Eckles, 1987; Quick and Quick, 1984
Definitions of stress can range from Selye’s (1956) physiologically based demand-response model to definitions which are interactional in nature (Cox, 1978). Also there are those definitions which view coping and control as an integral factor in the perception of stress (Freeman, 1986; Fischer, 1986). For the purpose of this article an individual’s experience of stress is considered to be entirely subjective and therefore dependent on that person’s interpretation and appraisal of a situation. Occupational stress is an important issue in the teaching profession because of the health problems and reduction in work performance effectiveness which can be its consequence (Quick and Quick, 1984). These can lead to poorer teaching performance, lowered self-esteem, poor job satisfaction, increased absenteeism, poor decision-making and bad judgement (Eckles, 1987; Quick and Quick, 1984).

Review Of Literature
Els Clays, Francoise Leynen, Dirk De Bacquer, Marcel Kornitzer, France Kittel, Robert Karasek, Guy De Backer, (2007) The aim of their study was to assess whether job strain is associated with 24-hour ambulatory blood pressure measurements within a subsample of the Belgian Job Stress Project (BELSTRESS) population. Chantal Guimont, Chantal Brisson, Gilles R. Dagenais, Alain Milot, Michel Vézina, Benoît Mâsse, Jocelyne Moisan, Nathalie Laflamme, and Caty Blanchette, (2006) have evaluated whether cumulative exposure to job strain increases blood pressure through A prospective study of
8395 white-collar workers was initiated during 1991 to 1993. At follow-up, 7.5 years later, 84% of the participants were reassessed to estimate cumulative exposure to job strain. Christopher Gilbers., (2003), reviews evidenced that normalizing breathing patterns may offer help in some cases of essential hypertension, angina, functional chest disorder, Chronic Obstructive Pulmonary Disease (COPD) & cardiac rehabilitation, Hyperventilation and hypo-ventilation. Hodson, R. and Chamberlain, L. J, (2003) Job stress is a problem for both workers and organizations. It undercuts meaning and joy in work, has negative health consequences, & reduces organizational effectiveness. Susan Gill, Marilyn J Davidson., (2001), investigated a large sample of German and British managers selected from the private and public sectors completed the Pressure Manage Indicator (PMI), through a 12- item self-report questionnaire developed from the Occupational Stress Indicator (OSI). The PMI provides a global measure as well as differentiated profiles of occupational stress. Sheppard (1997), identified the effects of a stress management programme in a high security government agency. 44 employees of a regional branch of a federal government agency volunteered to participate in a 3-mo stress management programme. After a series of pretests, the SS were randomly assigned to one of 2 groups. Transcendental Meditation (TM) or an education control designated "Corporate Stress Management" (CSM). After the 12 - week intervention period, and again after 32 years, SS were are administered same test battery. The 3- mo result revealed a reduction in anxiety and depression, and improved self-concept in the TM group. Mujtaba and McCartney (2007) State that research over the years has established this fact; the body and mind are consistently adjusting to 'balance 'and 'equilibration', the term used to indicate emotional balance, must be maintained. Any change or threat to equilibrium can cause either eustress or distress.

**Objectives of the Study**

1. To identify the various causes for stresses that affects the women teachers in the college atmosphere.
2. To know the consequences of stress among women college teachers.
3. To identify the different ways in which the women teachers manage stress
4. To suggest ways to manage stress.

**Research Methodology:**

This study aims to assess the various dimensions of stress among Women college teachers

**Research Design : Exploratory Research Design**

**Area of the Study:** The study is confined to colleges located in Noida and Greater Noida. Sampling Method: The sampling used in this study is 'Simple random sampling' because the sample is selected with equal probability.

**Sample Size:** Since the population for the survey is very large, and due to time limitation a sample size of 50 is taken for the survey with help of questionnaire

**Research Tools**

- Percentage analysis.
- Chi-square test.
- ANOVA
Data Analysis and Interpretations

Percentage Analysis

Table I-Respondents Age

<table>
<thead>
<tr>
<th>S.No</th>
<th>Particulars</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
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<tr>
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<td>20-25</td>
<td>19</td>
<td>38</td>
</tr>
<tr>
<td>2</td>
<td>26-30</td>
<td>21</td>
<td>42</td>
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<tr>
<td>3</td>
<td>31-35</td>
<td>7</td>
<td>14</td>
</tr>
<tr>
<td>4</td>
<td>35 and above</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>50</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

From the above table, it is clear that 38% of the respondents are in 20-25 age group, 42% of the respondents are in 26-30 age group, 14% of the respondents are in 31-35 age group, 6% of the respondents are in 35 & above age group.

Table II-Respondents Designation

<table>
<thead>
<tr>
<th>S.No</th>
<th>Particulars</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Head of the department</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>Professor</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>Associate Professor</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Assistant Professor</td>
<td>42</td>
<td>84</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>50</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

From the above table, it is clear that, 2% of the respondents fall under the category of head of the dept., 4% of the respondents belongs to the category of Professor, 10% respondents belongs to the category of Associate Professor, 84% respondents belongs to the category of Assistant Professor.

Table III-Respondents Opinion Regarding Insufficient Challenging Work

<table>
<thead>
<tr>
<th>S.No</th>
<th>Particulars</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Always</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Often</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Sometimes</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Rarely</td>
<td>12</td>
<td>24</td>
</tr>
<tr>
<td>5</td>
<td>Never</td>
<td>33</td>
<td>66</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>50</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

From the above table, it is clear that, 10% respondents are said (some times) insufficient challenging work, 24% respondents are said (Rarely) insufficient challenging work and then remaining 66% respondents are said (Never) insufficient challenging work.
Table IV - Respondents Opinion Regarding Heavy Work Load

<table>
<thead>
<tr>
<th>S.No</th>
<th>Particulars</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Always</td>
<td>35</td>
<td>70</td>
</tr>
<tr>
<td>2</td>
<td>Often</td>
<td>8</td>
<td>16</td>
</tr>
<tr>
<td>3</td>
<td>Sometimes</td>
<td>7</td>
<td>14</td>
</tr>
<tr>
<td>4</td>
<td>Rarely</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>Never</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>50</td>
<td>100</td>
</tr>
</tbody>
</table>

From the above table, it is clear that, 70% respondents are said (Always) heavy work load, 16% respondents are said (Often) heavy work load and then remaining 14% said sometimes.

Table V - Respondents Opinion Regarding Much Pressure To Target

<table>
<thead>
<tr>
<th>S.No</th>
<th>Particulars</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Always</td>
<td>40</td>
<td>80</td>
</tr>
<tr>
<td>2</td>
<td>Often</td>
<td>7</td>
<td>14</td>
</tr>
<tr>
<td>3</td>
<td>Sometimes</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>Rarely</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>Never</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>50</td>
<td>100</td>
</tr>
</tbody>
</table>

From the above table, it is clear that, 80% respondents are said (Always) much pressure to target, 14% respondents are said (Often) much pressure to target, 2% respondents are said sometimes much pressure to target and then remaining 4% respondents are said (Rarely) much pressure to target.

Table VI - Respondents Opinion Regarding Lack of Involvement In Decision Making

<table>
<thead>
<tr>
<th>S.No</th>
<th>Particulars</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Often</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Sometimes</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>Rarely</td>
<td>13</td>
<td>26</td>
</tr>
<tr>
<td>5</td>
<td>Never</td>
<td>035</td>
<td>70</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>50</td>
<td>100</td>
</tr>
</tbody>
</table>
From the above table, it is clear that, 2% respondents are said (Sometimes) and often for lack of involvement in decision making, 26% respondents are said (Rarely) lack of involvement in decision making and then remaining 70% respondents are said (Never) involvement in decision making.

**CHI-Square Test**

To Test Association Between Qualification and Heavy Work Load

**Null Hypothesis (Ho):**

There is no significant association between qualification and Heavy work load.

**Alternative Hypothesis (H1):**

There is significant association between qualification and Heavy work load.

**Table VII- (Qualification * Heavy work load)**

<table>
<thead>
<tr>
<th>S.No</th>
<th>Qualifications</th>
<th>Heavy Workload</th>
<th>Total</th>
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<td></td>
<td></td>
<td>Always</td>
<td>Often</td>
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<td>M.Phil</td>
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<td>3</td>
<td>PG</td>
<td>28</td>
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</tr>
</tbody>
</table>

**Inference**

There is significant association between qualification and Heavy work load.

Degree of freedom : 4 chi square value came out to be 19.51 which is is greater than the table value hence reject the null hypothesis and conclude that there is significant association between qualification and Heavy work load

To Test Association Between Salary And Insufficient Challenging Work

**Null Hypothesis (Ho)**

There is no significant association between salary and insufficient challenging work.

**Alternative Hypothesis (H1)**

There is significant association between salary and insufficient challenging work.

Taken for 3 salary bands, i.e >15,000, Rs 16000-30,000 and Rs 16000-30,000; degree of freedom : 4 chi square value came out to be 5.35 which is less than the tabulated value. Hence Null hypothesis is accepted that there is no significant association between salary and insufficient challenging work.
## ANOVA

### Insufficient Challenging Work

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Significance</th>
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<td><strong>Heavy Work Load</strong></td>
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<td>Within Groups</td>
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<td>Total</td>
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<tr>
<td><strong>Pressure to take up the results</strong></td>
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<td>Between Groups</td>
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<td>Within Groups</td>
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<td>Mean Square</td>
<td>F</td>
<td>Significance</td>
</tr>
<tr>
<td>------------------------------------</td>
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<td>-------------</td>
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<tr>
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<td>Between Groups</td>
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</tr>
<tr>
<td></td>
<td>Between Groups</td>
<td>.514</td>
<td>2</td>
<td>.257</td>
<td>3.032</td>
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<tr>
<td>Unsatisfactory</td>
<td>Within Groups</td>
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<td>.257</td>
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<tr>
<td></td>
<td>Within Groups</td>
<td>3.996</td>
<td>47</td>
<td>.085</td>
<td></td>
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<tr>
<td>Total</td>
<td>Sum of Squares</td>
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<td>Look for Promotion</td>
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<td>.497</td>
<td>2.572</td>
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<tr>
<td></td>
<td>Within Groups</td>
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<tr>
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<td>Sum of Squares</td>
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</table>

STRESS MANAGEMENT: A STUDY OF WOMEN COLLEGE TEACHERS
** Significant at 0.01 percent level
* Significant at 0.05 percent level.

Inference
From the above ANOVA table it is inferred that 14 factors are considered as depending variable for the analyzing variable insufficient challenging work. Out of 14 factors 13 factors are significant with the analyzing variable.

Discussion and Conclusion
One theme above all has resonated through education internationally since the 1960s, and that is change. Change is, of course, a natural part of life and there is no reason why educational employees, institutions or systems should be immune to or protected from it. What is perhaps problematic about change in education is the often conflicting motives and pressures and the varied outcomes of attempts to facilitate change, outcomes which are not always perceived as positive for teachers and institutions. Changing education must inevitably mean changing teachers, or at least more pressure being placed upon them to change both themselves and their practices. Having listened to teachers describe those factors which contribute to stress at both the personal and the organisational level, we found that conflicting views about the nature and intensity of stress factors were common. Teachers repeated the words 'stressed', 'tired', 'exhausted', 'frustrated' and 'alienated' over and over again. One of the central issues to emerge is that individuals need to recognise and analyse openly for themselves the signs and causes of stress at work, so removing the real or imagined stigma attached to it. They then need to decide upon appropriate strategies for its management. These themes lead to a focus on the importance of teachers’ voice as a bridge between organisational and personal stress reduction policies. Teachers’ voices need to be heard at the top level, and senior management teams need to adopt a considered approach to the management of staff stress. Only an organisational approach can provide the appropriate help for all teachers (Brown and Ralph, 1992). This approach will have implications for those who lead schools, as they, too, need to recognise that the acknowledgement of stress is not a sign of laziness, weakness or incompetence.

Those responsible for managing the education service at local level may have an added role to play in the co-ordination of programmes to help teachers identify and manage their stress. Our research suggests that most of the work which has been done thus far has concentrated on dealing with the symptoms rather than removing the cause. We would welcome more emphasis on encouraging teachers to formulate action plans, supported by the necessary follow-up by the management or local education authority in pursuance of stress reduction policies. Managing stress is, in our opinion, a whole-school issue, and may well require a modification of the culture and attitudes in many institutions and local education authorities.
References


2) AMMA (1990), Managing Stress: guidelines for teachers, London: AMMA.


7) 11 students on school, family and community partnerships in high schools. Report No. 25, Center on Families, Communities, Schools and Children's Learning.


19) Kyriacou, C., and Sutcliffe, J. (1978), 'Teacher stress: prevalence, sources and
systems’, British Journal of Educational Psychology 48, 159-67.


29) Susan Gill, Marilyn J Davidson., (2001), "Organizational Job Satisfaction", University of Florida


Stress is a very common feature among college students. Stress among students mainly comes from academic tests, interpersonal relations, life changes, social and environment factors, family background and career exploration. Such stress may usually cause psychological, physical, and behavioral problems. The purpose of this study involves assessing the perceived levels of stress and detecting sources of stress among college students. The analysis also involves the identification of the reaction of the students to the various stressors and also the ways the college students commonly adapt themselves to the stressors. The coping up strategy adopted for the management and moderation of stress is also analyzed. The primary data was collected by administering a structured questionnaire to 100 women college students in Chennai. In addition interaction with students was also undertaken to get some qualitative information. The secondary data was collected from websites, books and journals. Simple percentage analysis is used. The analysis revealed that the women college students are aware of the stressors and do adopt some techniques to cope up and manage stress. However, the techniques involves the dependence of the respondents on themselves and are not keen on seeking others help.

Keywords: Stress, Stressors, women college students, stress management, coping up strategies.

Stress is a very common feature among college students. Stress among students mainly comes from academic tests, interpersonal relations, life changes, social and environment factors, family background and career exploration. Such stress may usually cause psychological, physical, and behavioral problems.

The purpose of this study involves assessing the perceived levels of stress and detecting sources of stress among college students. The analysis also involves the identification of the reaction of the students to the various stressors and also the ways the college students commonly adapt themselves to the stressors. The coping up strategy adopted for the management and moderation of stress is also analyzed.

Definition of stress: Wear and Tear of our bodies to adjust to the ever changing environment.
Positive Stress - Positive influence and it can result in an exciting new perspective and compel into action.

Negative Stress - Negative feelings and results in distrust, anger and depression.

Sources of Stress

Stressors
1. Physical/mental factor
2. Family factor
3. Social factor

The main stressors that these students commonly experience involve their academic life. These stressors included many responsibilities, struggling to meet academic standards, time and money management worries, and concerns over grades. As the number and intensity of these hassles go up, so do individual levels of stress.

Management of Stress

Students of this survey use social activities, watching television, leisure activities and exercise more than other methods for managing stress. They do not often use methods that are specifically designed to reduce stress, such as relaxation techniques, counseling, supportive friendship and other related techniques for management of stress. Thus, they should enhance their stress management abilities so as to live a healthy life in the society.

Research Methodology

The primary data was collected by administering a structured questionnaire to 100 women college students in Chennai. In addition interaction with students was also undertaken to get some qualitative information. The secondary data was collected from websites, books and journals. Simple percentage analysis is used.

Review of literature

According to Chang’s Dictionary of Psychology Terms, stress is “a state of physical or mental tension that causes emotional distress or even feeling of pains to an individual” (Lai et al., 1996).

Feng (1992) and Volpe (2000) defined stressor as anything that challenges an individual’s adaptability or stimulates an individual’s body or mentality. Stress can be caused by environmental factors, psychological factors, biological factors, and social factors.

Stress in the Lives of College Women: “Lots to Do and Not Much Time” Elizabeth A. Larson, University of Wisconsin-Madison

Models for Stress

Transaction Model - Lazarus and Folkman’s interpretation of stress focuses on the transaction between the people and their external environment.

- Appraisal of the stressor and also the appraisal of his or her resources to cope with stressor.
- Positive perception of the stressor and confident coping strategy.
- Breaking of the stressor -stress link.

Health Realisation Model -

The Health Realisation Model is found on the idea that the Stress does not follow
the presence of a STRESSOR. The focus should be on the nature of thought of the individual. STRESS results from appraising oneself and one's circumstances through a mental filter of insecurity and negativity, whereas the feeling of well being results from approaching the world with a "quite mind", "inner wisdom" and "common sense".

Feng (1992) and Volpe (2000) defined stressor as anything that challenges an individual's adaptability or stimulates an individual's body or mentality.

**Objectives**

1. To investigate the sources of stress among women college students in Chennai.
2. To analyze the opinion of the students on stress.
3. To determine the identification and reasons for the various stressors.
4. To analyze the moderation and management of stress by the women college students in the city.

**DEMOGRAPHICS**

**AGE**

<table>
<thead>
<tr>
<th>Age</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>17-20</td>
<td>72</td>
</tr>
<tr>
<td>20-23</td>
<td>28</td>
</tr>
</tbody>
</table>

**COURSE STUDYING**

<table>
<thead>
<tr>
<th>Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under Graduate</td>
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</tr>
<tr>
<td>Post Graduate</td>
<td>30</td>
</tr>
</tbody>
</table>

**ACCOMODATION**

<table>
<thead>
<tr>
<th>Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>With Family</td>
<td>92</td>
</tr>
<tr>
<td>Hostel</td>
<td>8</td>
</tr>
</tbody>
</table>

**FAMILY STATUS**

- Wealthy: 5
- Middle Income: 58
- Lower Income: 37

Out of the total number of women college students 72 are in the age group of 17-20 and 28 are in the age group of 20-24. 70 students are undergoing undergraduate course and 30 are doing post graduate course. The family status of the students shows that among the respondents 5 are wealthy, 58 middle income and 37 are in the lower income category. Only 8 of the respondents are in the hostel.

**Opinion On Stress**

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Is your life stress free</td>
<td>20</td>
</tr>
<tr>
<td>2. Have you experienced stress</td>
<td>90</td>
</tr>
<tr>
<td>3. Do you agree that there is a. Positive Stress</td>
<td>10</td>
</tr>
<tr>
<td>b. Negative Stress</td>
<td>95</td>
</tr>
<tr>
<td>4. Is stress necessary in life</td>
<td>8</td>
</tr>
<tr>
<td>5. Do you agree that Insufficient Stress - Depressant</td>
<td>7</td>
</tr>
<tr>
<td>Excessive Stress - Complication</td>
<td>100</td>
</tr>
<tr>
<td>Optimum Stress - Motivation</td>
<td>82</td>
</tr>
</tbody>
</table>

The above analysis clearly reveals that while expressing the opinion on several aspects of stress, 80% feel that their lives are not stress free and 90% have experienced stress. A majority 95% accept that there is negative stress but only 10% have knowledge that there exists positive stress. Moreover 92% of the respondents feel that there is no need of stress in life.
The opinion of the students on the degree of stress levels reveal that all respondents agree that excessive stress leads to various types of complications and a majority of 93% feel that insufficient stress will not be a depressant. Only 5% feel that there should be some amount of stress. In other words, many of them want to lead a stress free life.

An analysis of the opinion about the existence of optimum stress leading to motivation, 82% have not agreed to it. They feel that stress will always lead to complications.

## REASONS FOR STRESS AND THE LEVEL OF STRESS

1- No Stress. 2- Low Level of Stress. 3-Neutral. 4- High Level Stress. 5- Extremely High Level of Stress.

Table 1

<table>
<thead>
<tr>
<th>REASONS</th>
<th>LEVEL OF STRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
</tr>
<tr>
<td>A. LESSONS LOAD</td>
<td>45</td>
</tr>
<tr>
<td>B. TEACHING QUALITY</td>
<td>30</td>
</tr>
</tbody>
</table>

The above table clearly shows that women college students do not experience high level of stress as far as lesson load and teaching quality. Only 2% and 8% experience extremely high level of stress as far as academics is concerned.

Table 2

**TIME MANAGEMENT**

<table>
<thead>
<tr>
<th>REASONS</th>
<th>LEVEL OF STRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
</tr>
<tr>
<td>A. COLLEGE TIMING</td>
<td>10</td>
</tr>
<tr>
<td>B. SUBMISSION OF ASSIGNMENTS</td>
<td>-</td>
</tr>
<tr>
<td>C. TIME MANAGEMENT IN EXAMS</td>
<td>-</td>
</tr>
</tbody>
</table>

As far as college timing is concerned the respondents are neutral to this variable and only a meager 10% and 2% experience high level and extremely high level of stress. 87% of the women students are more stressed out when it comes to submission of assignment on time. 73% experience high level and 7% experience extremely high level of stress as far as Time management in examinations is concerned. Thus women college students always have "Lots to Do and Not Much Time"
A meager 8% of the students experience extremely high level of stress when health problems are concerned but low energy levels have caused high level of stress to 21% of the respondents. The reason for this mainly relates to untimely eating and eating of junk food.
Extremely high and high level of stress is experienced by 4% and 5% of the respondents due to loss of someone important. Only 20% of the respondents experience low level of stress due to lack of support from the family. 72% of the respondents are stress free as far as this variable is concerned. It is thus positive that majority of the students get support from their families.

A majority of 80% are neutral about the fear of disappointing the family, 2% experience high stress level and 18% experience extremely high level of stress. A majority of 71% experience high level of stress as far as financial problems are concerned. As 58% and 37% of the respondents are from middle income and low income group and this could be the reason for the students stress.

As far as the women college students are concerned they do not experience much of stress as far as their social activity is concerned. Only 4% experience high level of stress due to treatment by fellow students and when it is concerned about competing with other students 8% of the students face extremely high level of stress.

Being women college students, the transition from school to college has not created stress among 56% of the respondents and 40% are neutral to this variable and only 4% experience high level of stress due to this change. The campus environment is also conducive to 63% and only 3% experience high level of stress.

The stress from uncertain future has brought in extremely high level of stress (70%) among the respondents. Only 1% and 8% of the respondents do not experience stress and low level of stress respectively.
Table 9
Reaction to Stressors
1- AGREE. 2- NEUTRAL. 3- DISAGREE.

<table>
<thead>
<tr>
<th>STRESSORS</th>
<th>AGREE</th>
<th>NEUTRAL</th>
<th>DISAGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Viewing Stressors in an exaggerated angle</td>
<td>8</td>
<td>70</td>
<td>22</td>
</tr>
<tr>
<td>Trying to please everyone</td>
<td>73</td>
<td>2</td>
<td>25</td>
</tr>
<tr>
<td>Over reaction to stressor</td>
<td>68</td>
<td>22</td>
<td>10</td>
</tr>
<tr>
<td>Confidence to cope up with a stressor</td>
<td>18</td>
<td>62</td>
<td>20</td>
</tr>
<tr>
<td>Ponder on negative aspects</td>
<td>78</td>
<td>12</td>
<td>10</td>
</tr>
<tr>
<td>Excess emotions and temper</td>
<td>22</td>
<td>75</td>
<td>13</td>
</tr>
</tbody>
</table>

22% of the respondents do not view the stressors in an exaggerated fashion, 70% are neutral and only 8% have accepted that they view stressors in an exaggerated angle. 78% of the respondents give importance to negative aspects and 22% show excess emotions and temper. 68% over react to the stress and 73% experience stress because they are trying to please everyone. Thus it can be concluded that the majority of the respondents agree that the above mentioned reasons cause reaction to various stressors. Only 18% of the respondents agree that they have the confidence to cope up with a stressor, 62% neutral and 20% have disagreed.

Table 10
MANAGEMENT / COPING UP WITH STRESSORS

<table>
<thead>
<tr>
<th>COPING STRATEGY</th>
<th>AGREE</th>
<th>NEUTRAL</th>
<th>DISAGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relaxation Techniques</td>
<td>90</td>
<td>-</td>
<td>10</td>
</tr>
<tr>
<td>Counseling</td>
<td>18</td>
<td>80</td>
<td>2</td>
</tr>
<tr>
<td>Exercise to build up physical resources</td>
<td>92</td>
<td>8</td>
<td>-</td>
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<td>Supportive friendship</td>
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<td>Fix Realistic goals</td>
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<td>Expect some failures and frustration</td>
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<td>Stress Management is a learnable skill</td>
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When an analysis of the techniques for moderation and management of stress reveals that a majority of 90%, 92%, 92%, and 98% agree that relaxation techniques, exercise, fixation of realistic goals and that stress management is a learnable skill respectively. This shows that students are attempting to come out of stress by adopting these skills. However, they do not give importance to counseling, supportive friendship and anticipation of failures and frustration. This shows that they believe in themselves more than the others. The agreement by 98% of the respondents that stress management is a learnable skill shows that they are in a position to evaluate a stress and are willing to cope up with it through various learnable channels.

**Conclusion**

The above analysis clearly reveals that while expressing the opinion on several aspects of stress, 80% feel that their lives are not stress free and 90% have experienced stress. Among the reasons for causing stress, the women students are not stressed as far as their lesson load is concerned, but experience stress on time management. A majority of the students experience high level of stress due to financial problems, low energy levels uncertain future and their career opportunities.

A majority of the respondents agree that they react to various stressors due to reasons like over reaction, viewing stressor in an exaggerated fashion, trying to please everyone, excess temper and emotions. The confidence to cope up with a stressor has to be developed. The students agree that stress management is a learnable skill and this shows that they are in a position to evaluate a stress and are willing to cope up with it through various learnable channels.

**Suggestions to Colleges**

(1) Identification of various stressors and identify the students having stress reactions as soon as possible. A permanent counselor can be appointed in the college.

(2) Incorporate career development issues into formal curricula as college students face relatively more stress in the career development and are worried about their future. Colleges should provide coping strategies in the form of proper placement opportunities and the necessary support to be given for the same.

(3) Design general curriculum on stress and stress-coping strategies. Colleges should design and offer stress-related courses to help the students learn how to cope with stress-induced problems.

(4) Pay attention to students’ stress in the academics and pay attention to students’ troubles with learning and apply appropriate strategies to enhance their learning capabilities and effectiveness. Teachers should also assist students with poor academic achievements and minimize their difficulties in the academics. This will boost up their self confidence and act as a stress reliever.

**Suggestions to College Students**

(1) Effectively manage emotions and
develop an optimistic attitude towards life. They should take care of the physical and mental health. Every student should learn to express and manage their emotions and on identifying any emotion related stressor, they should obtain solution through relaxation techniques through an appropriate channel. The student should never attempt to suppress or control emotions.

(2) Increase stress management abilities and learn to seek support.

College students should play an active role in stress management. Identification and learning of various stress coping measures must be made mandatory. If any stress arises, the cause of the stress has to be identified and analyzed and with a positive perspective a solution should be obtained.

(3) Make use of family support and release stress-reduced emotions. Family support is helpful for students faced with stress and the students should take maximum advantage of such support.

Stress management is largely a learnable skill. Stress is a "false alarm", it is the erroneous activation of the "danger alarm" system of the brain. This is a system we are all born with and it is a good thing to have. However, the biological purpose of this system is to help prepare us for dealing with real, physical danger. When the danger alarm is turned on, it produces a physiological response called the "fight or flight" reaction, which helps us to fight the danger or flee it. Learn how to turn off the alarm system through various relaxation methods. Learn how to not turn it on inadvertently in the first place. Pressure is what is happening to you, but stress is how you react to those pressures. So, you can keep the pressure and get rid of the stress.

LIFE IS FULL OF STRESS REMOVE THE CAUSES AND GET RELIEF FROM ALL STRESS

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STRESS MANAGEMENT IN TODAY LIFE

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Abstract

Studies have found that emotional stress increases blood pressure and blood levels of cholesterol, independent of diet. The type of stress is not important. Emotional stress may be due to perceived isolation, lack of social support, hostility, cynicism and low self-esteem plays an important role in developing heart disease. Until recently there was not much interest in the area of stress management and its effect on heart disease. We see that emotional stress comes as acute or chronic. The body responds to stress-whether emotional stress (perceived danger or physical stress (extreme temperature changes or exertion) by activating a series of mechanisms collectively known as the fight or fight response which prepares us to fight or to run.

Keywords : Stress, Yoga

Introduction

The body does this in two ways; first, there are direct connections between your brain and your heart. These nerve connections called sympathetic nervous systems stimulate receptors in the heart that make it beat faster and harder and can cause the coronary arteries to constrict. Second, the brain causes other organs. Such as your adrenal glands, to secrete stress hormones such as adrenaline and steroids such as cortical, which circulate in the blood until they reach the heart. Acute stress tends to cause rises in production of adrenaline and nor-adrenaline where as chronic stress causes increases in cortical production. As a result of these hormones, a series of physiological reactions occur.

- Our muscles begin to contract, in order to protect from bodily injury.
- Our metabolism speeds up, providing more strength and energy with which to fight or run. Both our heart rate and the account of blood pumped
with each beat increase.

- Our rate of breathing begins to increase, providing more oxygen to do battle to run from in danger.
- Our digestive system begins to slow down, diverting more blood and energy to the large muscles needed to fight or run.
- The pupil of our eyes begins to dilate, aiding vision. Other sense such as hearing also become heightened.
- We feel the urge to urinate and move the bowels to reduce the danger of infection if injury should occur.
- Arteries in our arms and legs begin to constrict so that blood will be lost if we become wounded or injured.
- Our blood clots more quickly. So we will lose of blood if we will lose if we become wounded or injured.

These mechanisms have evolved over the centuries to help us survive danger. However, once the danger passes then you may feel shaky but the muscles relax and the artery dilates and after a few minutes you return to normal. Unfortunately, emotional stress in our modern times leads stress to be chronic rather than acute. The pace of life in the present years seems to be increasingly faster.

When our stress mechanisms are chronically activated, the same exposures that are designed to protect us can harmful, even lethal. Arteries constrict not just in our arms and legs inside our heart. Blood clots are more likely to from inside our coronary arteries. Thus, most of our muscles consteict during times of chronic stress, ranging from the large muscles (causing pain in the back, neck and shouldered etc,) to the smooth muscles that lines the coronary arteries (leading to spasm) to the heart muscle itself (leading to contraction-band necrosis).

The ability to respond to stress and the ability to relax are equally important in being able to function effectively while remaining health. The ideal response is to challenges or difficult situations fast and effectively and then to relax. During acute stress, the hormones adrenaline and nor adrenalin and adrenalines give us more energy and help us think more clearly to deal with the challenge. It is when we lose the ability to return to baseline and relax that the stress response becomes chronic. When this happens, adrenaline and noradrenaline levels remain high, causing anxiety and insomnia, coronary artery spasm and increased blood clotting. Also excessive cortical and other steroids are produced, causing blockage to build up more rapidly in the arteries as well cause emotional depression, impotence and immune system impairment. These effects are in depended of diet and other factor.

The lining of normal coronary arteries products a substance called endothelium-derived relaxation factor (EDRF) that dilates the arteries, allowing more blood to flow to the heart. When this lining is damaged by arteriosclerosis, much less EDRF is produced, so the arteries tend to
constrict and reduce coronary blood flow and they become hypersensitive to stress hormones and causes partially blocked coronary arteries to constrict even more than normal ones.

Normally during exercise arteries secrete more EDRF causing coronary arteries to dilate but in case of blocked arteries and lesser EDRF the arteries constrict making a bad condition worse. Smoking also decreases the production of EDRF. It is found that highly aggressive, hypersensitive and chronically stressed individuals develop coronary artery blockage twice as severely as the non-stressed. So the psycho-social influences on coronary artery diseases are not dependent on the presence of large amount of fat and cholesterol in the diet, but in their presence it can get further many folds. Moreover, it is seen that chronic stress increased the permeability of the arteries to cholesterol and decreased HDL, which is the good cholesterol. Chronic stress also decreases estrogen production - one reason that stressed woman has irregular periods that can lead to heart disease in woman.

Stress comes not only from what we do but also from the reaction what we do. How we react is, in turn dependent on how we perceive ourselves. When we perceive ourselves as isolated and alone - apart from the world instead of a part of it. We are likely to feel chronically stressed.

Chronic stress then leads to heart disease, both in its direct on heart and because of the self-destructive behavior pattern that result. Anything that helps us transcend and transform this perceived isolation can be healing.

TAO CHING wrote 4000 years ago:

Fill your bowl to the brim
And it will spill.
Keep sharing your knife.
And it will blunt.
Chase after money and security
And your heart will never unclench.
Care about people’s approval.
Do your work and step back
The only path to serenity

**Stress management**

Anything that enhances the perception of intimacy reduces stress, allowing our hearts to begin healing and our lives to become more joyful.

Techniques that help manage stress include:

- Slow stretches which help relax the major muscle groups done over 20 minutes.
- 15 minutes for progressive relaxation technique.
- 15 minutes for meditation.
- 5 minutes for visualization.

Awareness in the first step in healing - not what is going around us but what is going on inside - physically, emotionally and spiritually. Increasing our awareness extends our consciousness over what is happening within. As a result we can notice the effects and make changes.
before they become full blown.

The body and mind work most effectively when you are relaxed. The two basic of dealing with stressors when you can or change how you react to a situation. Stretching chronically tense muscles, slowly and gently allow your body to relax.

Breathing is a bridge between your body and mind. Changes in your mind also affect your breathing. Changes in your breathing affect your mind. When you are a little tired, a deep breath can make you more alert.

Besides connecting your mind and body, breathing is also a bridge between your sympathetic and parasympathetic nervous system. During times of stress your sympathetic nervous system becomes stimulated, leading to increase in heart rate, blood pressure and muscular tension. In people who are chronically stressed, the autonomic system is out of balance - when sympathetic system is constantly stimulated.

Visualization is the images your mind makes towards that your mind may think. Visualization known as imagery can be done using any five of your senses, but it works best when you combine several of them.

**Conclusion**

In summary, the yoga techniques along with stretching, deep relaxation, breathing and visualization are important not only for the stress management but also for enlarging our hearts to our inner peace and inner voice.
STRESS MANAGEMENT OF LIBRARY IN DIGITAL E-ENVIRONMENT

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Abstract

Life can be stressful; sometimes you’ll have to deal with ongoing stress positively. Stress can have a variety of causes such as family problems, job problems, financial difficulties, poor health, or even the death of someone close to you. It is important to recognize the causes (some stress is natural), take steps to deal with the root of the problem, and tackle the symptoms. Most importantly, don’t battle stress alone - ask for help from a friend and, if necessary, a professional. Targeted exercise goes a long way toward freeing your body of stress hormones. Carve out time during your busy day to exercise, because it keeps you healthy and is a natural outlet for your stress. You should notice the difference. Stress is the changes which our bodies experience while we adjust to our continually changing environment. It has been an integral part of our daily life since prehistoric times and Library & Information Science personnel are not an exception to this. Thus we cannot avoid stress in our life. What can be done is to manage it properly to increase our efficiency. This article attempts to define stress in the light of LIS profession. It describes about the different kinds of stress in libraries and their causes. Discusses the methods to manage the stress of LIS professionals with special reference to digital library environment.

Keywords : Stress, E-Environment, Work Environment

Sample Ways to Manage Stress

There is many way to control or manage the stress, the following are:

Source  - Suggestions for Managing It
- Get plenty of exercise.
- Use deep breathing and other relaxation techniques.

Physical  - Get regular massages.
- Get enough sleep at night.
- Eat well and take care of your body.

Work  - Leave work at work, both
physically and mentally.

- Turn off work phones or emails during your off hours.
- Keep your spouse posted about major happenings at work, but save your day-to-day complaints for a co-worker who better understands.

- If the hours your job demands are interfering with your marriage, consider making a change.

Family

- Set boundaries with your extended families so they don't impose or cause friction in your marriage.
- Take dual responsibility for caring for your children so one parent doesn't get overwhelmed.
- Remember that it's perfectly appropriate and healthy to spend time together away from your kids. Hire a babysitter or send them to spend a weekend with the grandparents.

Financial

- Live within your means. Set a budget and stick to it.
- Have an emergency fund saved so you can worry less about having the worst happen.
- Meet with a financial advisor and talk about things like college savings and retirement. You'll feel better about your financial future if you're prepared.
- Consider separate accounts for your day-to-day needs so you don't have to constantly keep up with what the other is spending.

Ways to Calm Down

Technique Details

Find a diversion

- Read a book or magazine to take your mind off your nerves.
- Read inspirational stories or quotes.
- Listen to music or watch a video that relaxes you.
- Do a crossword puzzle, or play an electronic game.
- Try lying down and taking a nap.

Breathe deeply

- Get comfortable and relax your muscles.
- Inhale deeply and hold it.
- Exhale and repeat.
- Try adding stretching to your deep breathing.
- Think positive thoughts, and avoid what's making you feel nervous.
from the situation -Imagine you are somewhere else.
- Think about what each of your senses is experiencing in this peaceful place.
- Combine this visualization with music or deep breathing.
- Try going outside and getting some fresh air.
- Smile at someone or at yourself in the mirror.

Get physical - Do some stretching exercises or take a walk.
- Try running or a more physical activity.
- Play a team or individual sport.
- Try yoga.

Indulge yourself - Enjoy a healthy snack.
- Take a relaxing bath or shower.
- Treat yourself to a pedicure or spa treatment.

Treating Stress with Physical Activities
Work your body out.
Targeted exercise goes a long way toward freeing your body of stress hormones. Carve out time during your busy day to exercise, because it keeps you healthy and is a natural outlet for your stress. You should notice the difference.

➤ Exercise a little every day. When you exercise, your body releases endorphins, which can lower stress level.
➤ Walking for even 20-30 minutes each day is sufficient if that’s all that you can afford.
➤ Swimming and biking have been shown to reduce stress as well.

Get Enough Sleep
Give your body the sleep it wants, and your stress levels will take a nosedive. Sleep is a mechanism by which your body recuperate and restores its energy reserves. If you are not getting enough sleep, your body needs to use stress to keep active and alert in the absence of stores energy.

Eat Properly
Your body needs to be healthy, happy and properly fueled to help you tackle stress. Like it or ot stress is a bodily reaction to anything that disturbs its natural state, meaning that your body can have a profound effect on producing and relieving stress.

Treating Stress with Mental Activates:
Take Steps towards thinking more positively
You don’t have to turn into a Pollyanna, but try to acknowledge that there are some good things in life, and that they deserve to be celebrated. Once you acknowledge the positive in your life, you’ll begin to re-establish some balance in your emotional register, and stress won’t nudge its ugly head as easily.

Identify the things that put you under
stress

Make sure you understand why you become stressed so that you can try to avoid these circumstances. Knowledge is powerful, and self knowledge is especially powerful.

Conclusion.

When your working at your place and positive thought came in your mind then you start giving productive work and if negative through came in your mind then you become non productive. Stress is defined as a response to a demand that is placed upon you. Stress in a normal reaction when your brain recognizes a threat. When the threat is perceived, your body releases hormones that activate your “fight or flight” response. This fight or flight response is not limited to perceiving a threat, but in less severe cases, is triggered when we encounter unexpected events. Psychologist Richard S. Lazarus best described stress as “a condition or feeling that a person experiences when they perceive that the demands exceed the personal and social resources the individual is able to mobilize.” For most people, stress is a negative experience.

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**STRESS MANAGEMENT : IN ESSENCE**

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**Keywords :**

**Abstract**

Stress! The word conjures up pictures of discomfort and pain, trials and tribulations or setbacks and problems. The wonderful journey of life is struck by stress. This is a review of the book 'Stress Management' by Jennie Harding. The writer has written about the intricacies about 'Stress' and ways to deal with it positively. Having an open mind, a sense of humour coupled with a dose of honest self-observation will reap benefits. The solution to managing Stress lies in 'WE'. People are hit by waves of change and this in turn brings in a sense of powerlessness that can bring deep levels of emotional stress. Change is exciting and empowering if one can change this perception.

**Origin: Stress**

The word 'stress' comes from Old French, where estresse meant narrowness, straightness or oppression. It is associated with something that crushes you.

**Nature of Stress**

Stress has an impact on different areas of life. For instance, If one is climbing a mountain, slip and he is a left hanging on a rope over a cliff edge, those combined circumstances could be said to place you under extreme emotional stress through fear. However, if one has the tools to cope with it stress can be managed with ease.

**Scenario - City man**

A city man on the move talking to someone on his cellphone. The person he’s talking to has a problem but he feels under pressure. He’s sweating, has problems back at home. In the meanwhile, a car nearly runs into him. He senses a slight chest pain and leans against a lamp-post until he feels better and moves on.

When it comes to our physical selves we are still very much like the prehistoric man who has a strong survival mechanism that kicks in when he is in danger. This is called the ‘fight or flight’ response. Our human inbuilt stress response is designed coming towards him. He is running for his life, his heart pumping and he sees a tree and climbs on it. After some time, the animal retreats and man’s breathing slows down.
to help and protect us. However, in cases city man he has same kind of body and same ability to react, but his life is full of complicated events. Being pushed beyond your limits is good in certain circumstances. They bring out the best in people.

**The physical side of Stress**

Life events like a death of life partner, divorce, death in family, loss of job, change in financial state cause physical reactions. Physical changes happen very quickly; the breathing rate increases, the heart pumps faster, blood pressure rises and our arms and legs tense up. Sugar and fats are released into the bloodstream to give us more energy. This primes the body into a heightened state.

In the **1950s Hans Selye** a pioneer of stress-related research, created what came to be called the ‘adaptation curve’. This showed how a person reacts to a stressful stimulus from their environment, creating a peak showing what he called ‘arousal’. This is what is going on when the ‘fight or flight’ response kicks in. Then there is a dip in the curve as the system reverts to a calmer state.

**Signs of Physical Stress**

Muscular Tension, Physical exhaustion
Indigestion, diarrhea and constipation,
Poor sleep patterns
Grinding the teeth or a generally tense jaw, Headaches and migraines
Repertitive strain injury (Example: Extreme pain & swelling at the base of thumb because of typing.

**Signs of Mental Stress and overload**

A racing mind is one of the key signs of mental stress.
Finding it difficult to concentrate, Forgetfulness on a constant level
Being unable to take in new information, Rash behavior
Getting over-fussy

**Emotional Stress**

Unlike robots, human life is full of varied emotions.

Emotions are literally ‘e-motions’ or ‘energy in motion’; they are powerful and can strongly influence our lives, sometimes bringing change incredibly quickly. For instance, emotions like falling in love are very powerful.

**Significant signs of emotional Stress**

1. Depression 2. Anxiety 3. Phobias - like agoraphobia (people fear to go outside they fear particular set of circumstances. Claustrophobia is an emotional stress reaction to enclosed spaces (lifts), arachnophobia is a fear of spiders.

4. Panic attacks - For instance extreme emotional pressure due to fear of flying.

5. Feelings of abandonment or isolation.

**Dealing with Stress patterns**

- **Relaxing the body**

To relax oneself, one needs to ’take time out’ in a constructive way to help. In relaxation techniques, Touch is a vital sense in the management of physical stress. If
one is physically or emotionally stressed, a simple caring hand on the shoulder can make all the difference. If touch offered sensitively and in a respectful way, then touch remains one of the simplest and most effective diffusers of physical stress.

- Refreshing the mind

Many people feel mental stress in connection with their work. Recent scientific research has discovered that stress is one of the main reasons why people take time off work. Tight deadlines and extreme pressure to perform are factors which contribute to stress at workplace. Ways to refresh mind are:

1. **Meditation**
   This is a tool that is really worth learning as a first step towards managing mental stress. It is a way to calm the mind and find inner stillness. Regular practice also encourages a better breathing rate. Ten minutes in the morning and again in the evening is a very helpful practice to develop. There are different techniques one may try as per their convenience and liking.
   1. Breath Focus
   2. Candle Focus
   3. Mantra focus

2. **Visualisation**
   This technique will be used to try to improve sense of mental well-being. It could mean visualize a rainbow of colours, and each colour holds a meaning for you and allow one to be nourished by these colours. Visualize mountain lakes, natural surroundings takes one to a different world.

3. **Yoga**

Yoga is another amazing tool to help mental stress; it involves special stretches to the body. Yoga is a practise which brings mind and body into harmony; concentrating on the posture is a way of bringing discipline to the mind. The best way to incorporate it in your life is to join a regular Yoga class.

Note - With these entire stretches do not force any movements. Only go as far as you feel comfortable. If one has any back problems then it is best not to try yoga on your own; you need a qualifies teacher to advise you.

- **Understanding your Emotions**

Understanding emotions is a key to managing stress effectively. In daily life, as we interact with other people and situations; we experience all kinds of emotions. How we behave is directly linked to how we feel.

The million dollar question is how can we deal with our emotions ourselves? In their positive role they allow us to express how we feel and enhance our experience. If they get
out of control or start ‘running the show’ then we may find life events reflect our inner level of imbalance.

- **Cognitive behavioural Therapy**

  CBT is a rigorous and scientifically monitored way of dealing with emotional patterns. In the early 20th century, Sigmund Freud and other pioneers started working on psychoanalysis. Then, in the late 1960s and 70s, an American psychiatrist called Professor A. T. Beck spearheaded the development of treatment for depression called ‘cognitive therapy’, which emphasized people’s thought patterns in the development of depression. Thoughts play a predominant role in lives.

- **Lifestyle factors and stress**

  Lifestyle factors relate to choices we make on a daily basis about what we eat, drink or take into the body.

  **Assessing Lifestyle factors**

  If one is considering major changes to lifestyle habits it is always wise to consult doctor first for support and guidance. It is estimated that any time one in ten people will be suffering from depression of some kind. Feelings of depression can lead to certain cravings to help compensate for stress or to numb our reactions to it.

  Common dietary factors like too much refined sugar in one go can send the body’s internal chemistry into overdrive and lead to excess fat deposits. Drinking more than two cups of strong coffee a day can give one tremors and shakes and stop one from sleeping.

  Body needs pure water. We are made up of roughly 80 per cent water in total - only 20 per cent solids. One of the best detoxifying and inner-cleansing tools you can try is to drink 8 large glasses of pure spring water daily. Get away with alcohol, smoking, drug dependency.

- **More Stress-beating strategies**

  Key stress-beating strategies that go straight to core areas of life where stress may start to manifest.

  **Clearing your personal space.**

  **Stress and personal space**

  Stress levels affect one’s ‘personal space’ in many ways. In Japan and other eastern countries, there is respect for personal space and an attention to creating as clear an area as possible for living, being, breathing and meditating. Temples are cleansed and fragranced daily, but so are homes and personal shrines. Even if spaces are small, if they are clear then they can reflect a feeling of peace and openness, and a simple bowl of fresh flowers or a lit candle transmits a feeling of tranquility and balance. Clearing the clutter outside what you see and live in - creates room for the inner aspect - your inner feelings - to develop and grow.

  **Letting Go**
Clearing one’s home, car is a tedious task. But once it is done, the release creates a sense of lightness and openness, both physically and emotionally. Space clearing is an aspect of a much wider art from the East called ‘Feng Shui’. Clear open space is relaxing and soothing to mind and body, and becomes a real sanctuary. This gives a real psychological boost. A good spring clean or a new coat of paint to burn some incense to cleanse the air to put some fresh flowers in a lovely vase to bring in colours. This is a great way to begin.

**Clearing Oneself**

When people are under severe stress they tend to stop taking care of themselves. It may be that they don’t feel worthy or able to give themselves that level of care. Start to take care of yourself again. Go out for an invigorating walk somewhere, get a massage or a special treatment, or perhaps in a fitness programme for a new phase in life. Make a point at least once a week of doing something just for self that really contributes to one’s relaxation, health and well-being. The psychological boost is very significant. It creates a more enhanced sense of your inner self.

- **Building Self Esteem**
  
  Origins of low self-esteem

We may have encountered opinions and feedback which knocked our self-confidence and left us feeling unworthy.

**Forgiveness visualization**

This is a technique wherein one visualizes and forgives the people or the circumstances or the person involved, and let the feelings just dissolve in golden light. It is a useful technique to help dissolve old beliefs.

**Spring-cleaning guilt**

There is a level of inner cleansing that can be very useful to dissolve issues around guilt. Guilty feelings can really hold one back. From new experiences. Guilt can also relate back to events that happened a long time ago, and it may contribute to stress levels if feelings have not been resolved.

- **Coping with Change**

  Change is one of the deepest potential stressors at work in our lives today. It can generate anxiety, fear, worry about the future, unsteadiness and feelings of being out of control. Learn to be the navigator of your own life, so ride the waves of change with ease.

**Learning to be in present**

Coping with change is the most transformational of all stress management techniques. Change lies at the very root of life. The past is the past, it’s gone and finished with, and the future is a realm of possibilities we don’t know about yet. Learning to be in present takes practice.

**Experimenting with change**

There are certain things that one can do to embrace change gracefully.

1. A new walk - Explore a new location for walk as often as possible.
2. A new journey to work - Most of us take the same routine journey to work each day - week in, week out.
There are always other options to try. Just for a few days, make an effort to travel to work along a different route. Get off the bus and walk a it.

3. A different mode of transport - This can be made great fun. Investigate your local area.

4. A new color: What we choose to wear can become very much a habit, particularly in an office environment. A different splash of color makes to how you feel, and you will be surprised how people notice it!

**Be spontaneous** - Do something you have always wanted to do, or something you remember from childhood. Exercises to have spontaneity in Life

Coping with change is probably the most important skill to learn. The more you practice it, the more you improve, and then life events do not have such a stressful impact.

Understanding what stress is and to learning to cope with 'the inevitable STRESS' goes a long way in helping one manage stress. Challenges can turn into opportunities and situations that seem impossible can become filled with potential. Choose to start today and let your life enter a new phase of transformation...AND BEAT PEACE!

Reference

Stress Management in essence - Jennie Harding
The Paper “STRESS MANAGEMENT IN INDIAN ARMY” provides insights about the stress prevailing in the Army and the various reasons for the stress which the personnel working in are facing.

The various statistics, figures, study of reports, journals and websites are used for the entire study and research paper.

The area of the research paper is “Organisational Behaviour” and the theme is “Stress Management” and the topic for the research paper is “Stress Management in the Indian Army”.

Apart from “Organisational Behaviour” other area of management which is also used, is Operations Management, wherein a model is prepared which when implemented in the Indian Army to the armed personnel to manage stress will be highly effective.

The paper covers about stress, the various factors that causes stress, the challenges faced by the Indian Army, techniques used, recommendations and the conclusion.

After studying the factors, challenges, statistics and the problems the personnel in the Indian Army are facing or going through some recommendations are listed below.

The Model drawn below will be highly effective on its execution. The
recommendations mentioned if administered or adopted properly in the Indian Army can be helpful to the workforce thus by reducing the number of suicidal cases taking place in the Army based on the study of statistics. At the same time if managing of stress of the soldiers is given prime importance, the army workforce will be more productive and will be more stable and stress free.

**Introduction:**

Stress can be defined as a physical or emotional response to external and internal conditions. (Davis, 2007). It occurs when there is a difference between what the people aim to do what they are capable of doing.

Stress is a problem that reaches to everyone, at some point of their life. The situation that causes stress is called stressors. Stressors vary in severity and duration or time. Some stressors can be used as positive, while others can be ultimately harmful.

It is also common which every one experience it. We might feel stress or strain when we are very busy, have significant deadlines to meet, or have too little point in time to finish all the responsibilities. Some people may be particularly vulnerable to stress in situations involving the threat of not getting the success. People who are stressed are more likely to be unhealthy, inadequately motivated, less productive and less secure at work and home.

There are different approaches to stress management which are being applied within organizations worldwide, but before the approaches to be applied, individuals need to identify the source of the stress that whether it is related to work or personal.

The response to these conditions creates a reaction which is experienced by the body, which if not released, will cause physical changes that can lead to a variety of illnesses and permanent damage to the body.

Stress can be seen as positive and negative, hence resulting in both positive and negative effects.

Stress is an adaptive response to threat. It signals the risk and prepares us to take protective action. Fright or fear of things that create practical threats motivates us to face them or stay away from them. Although stress may hamper performance on complex tasks, moderate stress seems to improve enthusiasm and performance on less complex tasks. Positive stress is perceived by some to act as a motivating factor and help accomplish objectives. Negative stress takes an unbearable toll on the body and creates physical and mental problems. Hence, if not managed in the approved manner, it can lead to severe health problems like physical illnesses such as heart disease, and mental illnesses, such as anxiety disorders.

**Statistics of Stress in Indians:**

- 57% of workers in the corporate sector in India reported an increase
in stress.

- 87% of Indian Women claim feeling stressed most of the time.
- 66% of employees revealed that they find it difficult to focus on tasks at work because of stress.

Stress management is exploring different stress coping mechanisms that can be used to help improve and reduce stress symptoms in those individuals suffering. Stress Management involves controlling and reducing the tension that occurs in stressful situations by making emotional and physical changes. It involves managing of stress by incorporating natural and scientific approaches.

There are various methods which can be applied to manage stress and one such concept is of Neuro-Linguistic Programming (NLP) that can be adopted to heal stress.

Neuro-Linguistic Programming (NLP) is intended at enhancing the healing process by changing the conscious and subconscious beliefs about themselves, their illnesses, and the world.

Stress Management through Neuro-Linguistic Programming is highly effective. It consists of various physical and mental techniques like various laughter and relaxation exercises which can be used to manage the stress. If professional trainers are recruited or training sessions are conducted this can be helpful to the soldiers in the army force.

Indian Army force

The Indian Army is the land based branch and the largest component of the Indian Armed Forces. Its primary mission is to ensure the national security and defence of the Republic of India from external aggression and threats, and maintaining peace and security within its borders. It also conducts humanitarian rescue operations during natural calamities and other disturbances.

The Indian Army was founded on 15 August 1947. The Motto of the Indian Army is Service before self. The strength of the Indian Army is 1.13 million as per the statistics. It is the fourth largest in the world.

Challenges to the Indian Army:

- The Indian army has to play effectively and meet the challenges to national security. The Indian army has initiated a sequence of civic action programmes that aim not only reconstructing the assets that have got destroyed due to terrorist and also helping the people. The role of civic action programmes is vital as it helps in the reconstruction of bridges, sanitation schemes, and water supply schemes and so on. The Indian Army needs to be alert due to the growing threat from neighbouring countries. It is prepared to face all challenges to national security and halt the designs of the enemy against the conditions of nation-wide anger over the beheading of a soldier. The challenge before the Indian Army
therefore is to train its leaders to fight in the full range of conflict, with special emphasis for its leaders to be proficient in complicated warfare. The challenge for the Army would be to define and accomplish political aims in a war which may possibly be of short duration.

- Human Resource Management in the Indian Army is an extremely vital issue and also a challenge because its strength has always been its soldier. It is therefore, evident that without highly skilled, competent and dedicated soldiers in its position and heading, it matters little how lethal the weapon systems are or how tactically responsive the field formations are skilled to be. More crucial are the men behind the military hardware, who truly execute the mission.

- During this nature of work, which consists of protecting the nationals, national security and helping the people in the terrorist affected areas by doing civic activities and others, can create a lot of stress among the army workforce and managing such a stress of a heavily built army workforce is the largest challenge.

- Harsh service conditions, danger to life, less pay, lack of leadership is also another reason for stress.

**Explanation**: The diagram: Stress Cycle

The diagram shown above, illustrates how the stress generates in an individual, and when he or she fights with it, in a positive manner results into Eustress (positive stress), which further leads to high satisfaction or fulfillment and high productivity in the individual. On the contrary side, when the individual tries to run or ignores his stress it results into Distress (Negative Stress) which leads to low satisfaction and also lowers the productivity of the employee as the individual reacts to that in a negative behavior. Thus, both further leads to stress resulting into positive and negative stress.

Factors leading to stress:

- **Stress Management in defense services (Army Services) is another problem area which the workforces working in are facing.**

- **In Army Services, External factors such as the environment in which the personnel work consists of excessive physical stress on the job, mental and emotional stress such as staying away from home, during the leave period in case of emergency have to report to the work. And these external factors results into internal factors such as nutritional status, overall health and fitness level and the amount of sleep and rest. While protecting the nationals and going through rigorous training methods which sometimes leads to the fatality of the personnel.**
The stress can be triggered among soldiers due to any change or occurrence that happens. A soldier whose professional, societal, monetary and domestic needs are met adequately remains motivated to give his ultimate to the nation and stress intensity in such a soldier remains within the optimum limits depending upon his personality traits.

A number of unpredictable factors such as battle tiredness, unnoticed threats, extended field tenures, absence of adequate recreational avenues, domestic conflict or quarrel, problems related to denial of leave at the time of requirement, unplanned railway travel, inability to make sure quality education to children and inability to meet aspirations of spouse and children increase the level of frustration, leading to stress.

Deprived Leadership = Armed forces also need appropriate leaders to guide the army force and show the way to them. Poor leadership leads stress among armed forces.

Soldiers retire at an early age when they are hardly 32-38 years of age. So at this age real responsibilities of their life starts such as education of children, their marriage spouse and old parents.

Many of the officers retire at an age of 54 years due to early retirement ages strictly linked with higher promotions which are limited in number due to pyramidal hierarchy in organisation.

It is at this age that their supply of earnings suddenly shrinks and they find themselves helpless despite all qualifications and experience. Starting a fresh career at this age is not an easy proposition. This leads to high level of stress among officers and soldiers by adversely impacting their social position.

Military's highly disciplined hierarchical and restrictive environment leads to frustrations. Howsoever disturbed a soldier may be he has to show his bravery. Also military service is a long term commitment. Unlike civilians, soldiers cannot switch jobs if not satisfied.

Also, inability to be with parents and family in times of domestic emergencies weighs heavily on the minds of many soldiers.

Psychologically it's not the soldier who is going through stress but at the same time it is his family member that is his children, wife and parents are also going through severe stress of taking on the entire responsibilities of the family.

The major stressor faced by Indian soldiers is overstretched working,
short of sufficient communication, Lack of Grievance Redressal Mechanism and others.

- More than half the number of officers who left the Defence Services was from the Army. An estimated 119 officers left the force between 2004 and 2006. As people from the defence services are moving to the corporate for better offers, so hence there is an acute shortage of officers.

- Stress-One main stress which is observed in the Army Soldiers is Post Traumatic Stress Disorder (PTSD), a debilitating psychological condition triggered by a major traumatic event, such as war, a terrorist act, a natural disaster, or a catastrophic accident. It is marked by upsetting memories or thoughts of the ordeal, "blunting" of emotions, increased arousal, and sometimes severe personality change. Symptoms include: Severe Anxiety, Nightmares, Flashbacks and uncontrollable thoughts about the event.

- Incidents of aggressive clashes or arguments between soldiers and officers.

- Less promotional opportunities and centralization in the Army is another reason which leads to high amount of stress.

- Transfer of jobs from one location to another is a further difficulty for the army personnel, as when they move from one location to another they have to undergo a lot of ecological or environmental changes.

- Stringent rules and regulations in the Army.

- There are high altitude areas or locations wherein there is no network system or connectivity, so the armed forces working in these locations have no connectivity to their family members which leads to irritation and anger among them, causing stress.

- Extreme or Tremendous control over the workforce.

- The job of armed forces working in any part of the country is always at maximum risk, because nobody knows that the very other moment or a minute the war or any activity of the opposition starts they have to take action against them and protect the country and its security.

Methodology = The Methodology is based on studying the Secondary data.

Statistics : A statistical study on Armed Forces shows that:

- 67 cases of Suicides including attempted suicides.

- 67 cases of Fratricidal killings in the three services of Armed Forces during the years 2003-2007. From 2007-May 2010, 208 soldiers lost their lives in actions against
militants while 368 soldiers killed themselves during this period.

- The 31 Parliamentary Standing Committee on Defence have been informed by the Ministry of Defence that seven studies on issues related to stress management have been conducted by the Army since 2005. As per these studies, the main causes identified among troops are changing socio-economic environment in the country and domestic problems.

- Lack of Officers: As on March 4, 2010, there was a shortage of approximately 12,000 officers in the Army and this shortage adversely affects the functioning at the unit level. The Ministry of Defence India Press release of July 15, 2009; there was a deficiency of over 14,299 officers in the three services as per details given below:

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- The shortage of officers is leading to greater stress among junior and middle level officers owing to the need to perform multiple functions and inadequate time and opportunity essential for intimate administration of personnel under command.

Training Model of Stress Management for Indian Army:

When people join Army force, apart from providing the usual training, there should also be training provided to manage stress which includes various activities to be taught to them.

The Model given below can be implemented in the Indian Army to give training to the workforce to manage stress.

Fig IV:

Explanation:

Model: The Indian Army can establish a central stress training centre purposely for the Indian Army at Army Headquarters office to provide training to the army force. Both the Indian Army and the stress training centre will be connected or attached to each other. This training centre will consist of trainers who are professionals in diverse areas of providing stress management trainings. In the stress training centre the trainers will be employed at its central office and from there can be transferred to the zonal regions across the nation as explained in
the diagram. Further the zonal regions are connected to the state, union territory and district areas of their respective states and so in this the stress management training can be provided to the workforce at their zonal region in batches to the workforce. Initially in its nascent or the growing stage the trainers can be transferred at the zonal locations to provide stress management training. In this way the Indian Army Headquarters, the zonal regions and the stress training centre are interconnected to each other and the functioning of these stress training will be smooth.

The trainers will be professionals and specialized experts in the area that conducts the stress management training and also possesses various certifications in conducting the training and Neuro-Linguistic programming (NLP) trainers can also be used to give trainings the personnel in the army.

The list of well known techniques to manage stress:

- Visualization Techniques
- Meditation Practice
- Yoga
- Breathing Exercise
- Also Aromatherapy, Acupuncture, Acupressure, Reiki and other bodywork and postural techniques.

Recommendations:

The different measures to manage Stress:

- Modified leave policy.
- Episodic check of affected personnel by psychiatrists / psychologists.
- Monitoring and study of stress-related incidents.
- Organizing stress management training programmes.
- Organizing Meditation and Yoga Camps.
- Hiring of Spiritual Gurus to preach and counsel them.
- Improved or better interaction involving the soldiers and the officer.
- Laughter Therapy Clubs to get rid of the stress.
- There are various other ways of dealing with stress such as by applying good diet, so on a timely basis healthy diet plans should be given.
- Employee grievances should be taken care at an early stage, rather than it being reached at the advanced level.
- Highly skilled, competent workforce should be hired so that there is proper planning and administering of the work.
- Social Gatherings should be organised by the Indian Army for their officers and soldiers so that there is a proper balance between work and life for the workforce.
Succession Planning should also be applied to personnel who are proficient or competent, and so based on their competencies and expertise they should be promoted.

People who are competent enough that they can be the best leaders, in the Indian Army for them proper counseling and guidance should be provided.

Applying of NLP Techniques by hiring the professional NLP Trainers to relieve stress.

Best of the personnel in the armed forces should be provided benefits on the basis of their performance, which as a result can be a motivation and inspiration factor for other soldiers and officers too.

When they enter into army force, apart from medical, physical examination there should also be certain psychological tests i.e. stress tests to be used, so that if there is any problem it can be examined at the nascent stage itself.

To establish a research centre wherein different types of research on Indian Army its personnel or workforce, problems, issues should be discussed analyzed and solved.

This research centre should employ or take into service the retired army officers and soldiers which based on their experience can provide solutions to problems and at the same time their ideas can get to the bottom of or handle the biggest of the problems in the Indian Army.

The retired officers should share their past experiences with the army workforce, and how they should manage their stress during rigorous situations and if they feel stressed they should immediately inform to the psychologists or psychiatrists.

Spiritual Methods-organizing seminars or lectures on spirituality. The holy name and spiritual practice helps in giving the mental peace and also emotional balance.

More of communication as a medium should be developed between the soldiers and the top authorities.

There should be facilities provided in high altitude areas, where there are less of network options, so the personnel working there can speak to his family members, in which it helps them to overcome the emotional and mental stress.

Since their job involves numerous transfer and going through this phase wherein they have to look upon from each and every perspective, so the trainers or professionals should provide them training in handling such situations.

Some of the soldiers who are working in location which is close to their family the stress or anxiety are at
minimal level, but if they are transferred somewhere in far off location, it results in high level of stress, particularly the stress about the care of their family, hence the trainers or psychologists should help them by applying various stress management techniques.

✓ As the rules and regulations are very strict in the Indian Army, but if a soldier in need of an emergency or urgent situation requires a leave there should be some flexibility provided to them.

✓ In all the units of Indian Army a separate library system should be started which comprises books on spirituality, vedas, and books on saints which is an effective method to relieve stress.

✓ Counseling of the personnel in the army is highly effective to overcome stress. In the course of or during counseling, the soldiers can become aware of their strengths and weaknesses and at the same time sessions should be taken to develop their strengths and eliminate their weakness which rings a change in their behaviour.

✓ Identify the stressors that is the reason for stress in the soldiers and accordingly devised methods or techniques that can help the particular individual to cope up with the stress.

Conclusion:

Stress is a part of everyday life. It is an unavoidable consequence of life. It is omnipresent. A stressful event can trigger the “fight-or-flight” response. A high level of stress leads to severe health troubles. Stress does not only harm the brain but also causes serious medical problems.

It means different things to different people. Some people describe stress as actions or situations that cause them to feel tension, pressure, or negative emotions such as nervousness and anger. However, most psychologists look upon stress as a procedure involving a person’s understanding and reaction to a frightening event.

Stress Management refers to a broad range of techniques & psychotherapies meant to control a person’s level of stress. There are different ways to manage stress. It provides number of ways to manage anxiety, nervousness, exhaustion and other stress related problems. The best is to eliminate the agents that causes stress also known as stressors and find sensible and logical ways to handle these stressors. The first step in managing nervous tension is to assess the level and source of stress in the soldiers.

Stress Management is essential in today’s situation. Absence of stress management is an indication that the body is always at risk to different health problems.
The amount of stress is always based on the perceptions and responses of humans trying to become accustomed to the challenges on a daily basis. The challenges in armed forces are different than those faced by civilians, both in terms of danger of physical harm and emotional safety.

Working and protecting the nation and looking at our own self and in that situation to be mentally and physically stable are of prime importance. Working on the border, and any time an opposition standing, in that condition managing of stress plays a pivotal rule. It is necessary to keep a secure watch on soldiers who show signs of getting stressed.

The model developed if implemented in the Indian Army, can be helpful or supportive to the workforce in relieving the stress and at the same time the personnel in the army will be mentally and physically fit across the nation in facing any kind of problems and will be strong themselves to manage the stress.

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What is Stress?

OVERLOAD - is probably one of the most appropriate descriptions of what it means to be “stressed”. Too much to do, in too little time, with too little support.

Stress is the response that occurs when the body responds to challenges or difficult situations known as stressors. This response entails a release of chemicals known as stress hormones, that provide the energy and strength required to cope with the situation at hand. These chemicals are necessary and useful in the face of physical danger, and enhance an individual’s ability to perform well under pressure, for example examinations, competitions etc. Small doses of “good stress” can help to keep you on your toes and heighten performance.

However, the chemicals released can be toxic if it is in response to an emotional pressure or if it continues for a prolonged period of time, as there is usually no outlet for it. These long-term situations with a low baseline of underlying stress is the type that takes its' toll. The body’s defences remain activated and continue to release these chemicals over a prolonged period, resulting in the body’s reserves being worn away, the immune system becoming weakened over time and an individual is left depleted, overwhelmed and prone to illness.

Thus it is very important to manage stress.

Stress Management is simply acknowledging that certain things in our life have become far too overwhelming, recognizing the stressors that are causing this overwhelm, and finding creative, realistic and sustainable ways of either eliminating the stressors completely, or managing the stress that arises appropriately and effectively so that you are not sacrificed in the process.

Chronic stress has very real and very dangerous health consequences, and needs to be addressed like any other health concern.

While some workplace stress is normal, excessive stress can interfere with your productivity and impact your physical and emotional health. And your ability to deal with it can mean the difference between success or failure. We can't control everything in our work environment, but that doesn't mean we are powerless—even when we are stuck in a difficult situation.

Finding ways to manage workplace stress isn't about making huge changes or rethinking career ambitions, but rather about focusing on the one thing that's always within our control.
How to Manage Job Stress

There are a variety of steps to reduce both our overall stress levels and the stress we find on the job and in the workplace. These include:

- Taking responsibility for improving our physical and emotional well-being.
- Avoiding pitfalls by identifying knee jerk habits and negative attitudes that add to the stress we experience at work.
- Learning better communication skills to ease and improve our relationships with management and coworkers.

Tip 1: Recognize warning signs of excessive stress at work

When an individual feel overwhelmed at work, he/she loses confidence and may become irritable or withdrawn. This can make you less productive and less effective in your job, and make the work seem less rewarding. If we ignore the warning signs of work stress, they can lead to bigger problems. Beyond interfering with job performance and satisfaction, chronic or intense stress can also lead to physical and emotional health problems.

Signs and Symptoms of excessive job and workplace stress

- Feeling anxious, irritable, or depressed
- Apathy, loss of interest in work
- Problems sleeping
- Fatigue
- Trouble concentrating
- Muscle tension or headaches
- Stomach problems
- Social withdrawal
- Loss of sex drive
- Using alcohol or drugs to cope

Common Causes of excessive workplace stress

- Fear of being laid off
- Pressure to perform to meet rising expectations but with no increase in job satisfaction
- To work at optimum levels -all the time!

Tip 2: Reduce job stress by taking care of yourself

When stress at work interferes with our ability to perform in our job, manage our personal life, or adversely impacts our health, it's time for us to take action.

It is important to pay attention to our physical and emotional health. It is important that even small things can lift your mood, increase your energy, and make us feel back to our normal routine. Regular exercise is a powerful stress reliever—even though it may be the last thing you feel like doing. Aerobic exercise—activity that raises your heart rate and makes you sweat—is a hugely effective way to lift your mood, increase energy, sharpen focus, and relax both the mind.
and body. For maximum stress relief, try to get at least 30 minutes of heart-pounding activity on most days. If it’s easier to fit into your schedule, break up the activity into two or three shorter segments.

Low blood sugar can make you feel anxious and irritable, while eating too much can make you lethargic. Healthy eating can help you get through stressful work days. By eating small but frequent meals, you can help your body maintain an even level of blood sugar, keep your energy up, stay focused, and avoid mood swings.

Alcohol temporarily reduces anxiety and worry, but too much can cause anxiety as it wears off. Drinking to relieve job stress may also eventually lead to alcohol abuse and dependence. Similarly, smoking when you’re feeling stressed and overwhelmed may seem calming, but nicotine is a powerful stimulant - leading to higher, not lower, levels of anxiety.

Not only can stress and worry cause insomnia, but a lack of sleep can leave us vulnerable to even more stress. When we are well-rested, it’s much easier to keep our emotional balance, a key factor in coping with job and workplace stress. We need to improve the quality of our sleep by keeping a sleep schedule and aiming for 8 hours a night.

**Tip 3: Reduce job stress by prioritizing and organizing**

When job and workplace stress threatens to overwhelm us, there are simple steps we can take to regain control over our self and the situation. There are some suggestions for reducing job stress by prioritizing and organizing your responsibilities.

**Time Management for reducing Stress**

- Create a balanced schedule. Analyze your schedule, responsibilities, and daily tasks. All work and no play is a recipe for burnout. Try to find a balance between work and family life, social activities and solitary pursuits, daily responsibilities and downtime.

- Don’t over-commit yourself. Avoid scheduling things back-to-back or trying to fit too much into one day. All too often, we underestimate how long things will take. If you’ve got too much on your plate, distinguish between the “shoulds” and the “musts.” Drop tasks that aren’t truly necessary to the bottom of the list or eliminate them entirely.

- Try to leave earlier in the morning. Even 10-15 minutes can make the difference between frantically rushing to your desk and having time to ease into your day. Don’t add to your stress levels by running late.

- Plan regular breaks. Make sure to take short breaks throughout the day to take a walk or sit back and clear your mind. Also try to get away from your desk or work station for lunch. Stepping away from work to briefly relax and recharge will help you be
more, not less, productive.

**Task Management for reducing job stress**

- Prioritize tasks. Make a list of tasks you have to do, and tackle them in order of importance. Do the high-priority items first. If you have something particularly unpleasant to do, get it over with early. The rest of your day will be more pleasant as a result.

- Break projects into small steps. If a large project seems overwhelming, make a step-by-step plan. Focus on one manageable step at a time, rather than taking on everything at once.

- Delegate responsibility. You don't have to do it all yourself. If other people can take care of the task, why not let them? Let go of the desire to control or oversee every little step. You'll be letting go of unnecessary stress in the process.

- Be willing to compromise. When you ask someone to contribute differently to a task, revise a deadline, or change their behavior at work, be willing to do the same. Sometimes, if you can both bend a little, you'll be able to find a happy middle ground that reduces the stress levels for everyone concerned.

**Tip 4: Reduce job stress by improving emotional intelligence**

Even if you're in a job where the environment has grown increasingly stressful, you can retain a large measure of self-control and self-confidence by understanding and practicing emotional intelligence.

Emotional intelligence is the ability to manage and use your emotions in positive and constructive ways. When it comes to satisfaction and success at work, emotional intelligence matters just as much as intellectual ability. Emotional intelligence is about communicating with others in ways that draw people towards you, overcome differences, repair wounded feelings, and defuse tension and stress.

Emotional Intelligence in the work place:

Emotional intelligence in the workplace has four major components:

- **Self-awareness** - The ability to recognize your emotions and their impact while using gut feelings to guide your decisions.

- **Self-management** - The ability to control your emotions and behavior and adapt to changing circumstances.

- **Social awareness** - The ability to sense, understands, and react to other's emotions and feel comfortable socially.

- **Relationship management** - The ability to inspire, influence, and connect to others and manage conflict.

**Five skills of Emotional Intelligence**

There are five key skills that you need to
master in order to raise your emotional intelligence and manage stress at work.

- **Realize when you're stressed**, recognize your particular stress response, and become familiar with sensual cues that can rapidly calm and energize you. The best way to reduce stress quickly is through the senses: through sight, sound, smell, taste, and touch. But each person responds differently to sensory input, so you need to find things that are soothing to you.

- **Stay connected to your internal emotional experience** so you can appropriately manage your own emotions. Your moment-to-moment emotions influence your thoughts and actions, so pay attention to your feelings and factor them into your decision making at work. If you ignore your emotions you won't be able to fully understand your own motivations and needs, or to communicate effectively with others.

- **Recognize and effectively use nonverbal cues and body language.** In many cases, what we say is less important than how we say it or the other nonverbal signals we send out, such as eye contact, facial expression, tone of voice, posture, gesture and touch. Your nonverbal messages can either produce a sense of interest, trust, and desire for connection—or they can generate confusion, distrust, and stress. You also need to be able to accurately read and respond to the nonverbal cues that other people send you at work.

- **Develop the capacity to meet challenges with humor.** There is no better stress buster than a hearty laugh and nothing reduces stress quicker in the workplace than mutually shared humor. But, if the laugh is at someone else's expense, you may end up with more rather than less stress.

- **Resolve conflict positively.** Resolving conflict in healthy, constructive ways can strengthen trust between people and relieve workplace stress and tension. When handling emotionally-charged situations, stay focused in the present by disregarding old hurts and resentments, connect with your emotions, and hear both the words and the nonverbal cues being used. If a conflict can't be resolved, choose to end the argument, even if you still disagree.

**Tip 5: Reduce job stress by breaking bad habits**

As we learn to manage our job stress and improve your work relationships, we have more control over our ability to think clearly and act appropriately. We will be able to break habits that add to our stress at work - and you'll even be able to change negative ways of thinking about things that only add to our stress.
Eliminate self-defeating behaviors
Many of us make job stress worse with negative thoughts and behavior. If we can turn around these self-defeating habits, we will be able to find employer-imposed stress easier to handle.

- **Resist perfectionism.** No project, situation, or decision is ever perfect, so trying to attain perfection on everything will simply add unnecessary stress to your day. When we set unrealistic goals for ourselves or try to do too much, we are setting ourselves up to fall short.

- **Clean up your act.** If you're always running late, set your clocks and watches fast and give yourself extra time. If your desk is a mess, file and throw away the clutter; just knowing where everything is saves time and cuts stress. Make to-do lists and cross off items as you accomplish them. Plan your day and stick to the schedule - you'll feel less overwhelmed.

- **Flip your negative thinking.** If you see the downside of every situation and interaction, you'll find yourself drained of energy and motivation. Try to think positively about your work, avoid negative-thinking co-workers, and pat yourself on the back about small accomplishments, even if no one else does.

- **Don't try to control the uncontrollable.** Many things at work are beyond our control - particularly the behavior of other people. Rather than stressing out over them, focus on the things you can control such as the way you choose to react to problems.

### Tip 6: Learn how managers or employers can reduce job stress
It's in a manager's best interest to keep stress levels in the workplace to a minimum. Managers can act as positive role models, especially in times of high stress, by following the tips outlined in this article. If a respected manager can remain calm in stressful work situations, it is much easier for his or her employees to also remain calm.

Additionally, there are a number of organizational changes that managers and employers can make to reduce workplace stress. These include:

#### Improve Communication
- Share information with employees to reduce uncertainty about their jobs and futures.
- Clearly define employees' roles and responsibilities.
- Make communication friendly and efficient, not mean-spirited or petty.

#### Cultivate a friendly social climate
- Provide opportunities for social interaction among employees.
- Establish a zero-tolerance policy for harassment.
- Make management actions...
consistent with organizational values.

**Stress Management Through NLP**

**Neuro-Linguistic Programming**

NLP (neuro-linguistic programming) is the study of the structure of subjective experience, the modeling of excellence and the art of modeling. NLP’s creators, Richard Bandler and John Grinder studied and modeled people they felt represented excellence in various areas. They then developed strategies that could be taught to others. NLP provides a number of excellent tools and concepts to empower individuals to cope with or change non-resourceful or negative stress to resourceful or positive resources. With NLP you can change overwhelming, immobilizing feelings into powerful motivating forces.

**Resourceful Stress**

NLP focuses on stress in its non-resourceful state, it is important to acknowledge the benefits of it. Resourceful stress moves us to act in ways that promote our survival and well being, such as getting out of dangerous situations and motivating us to complete task e.g. income taxes. How many of us thrive on the pressure of having deadlines to meet, putting things off until the last minute? We are creating our own state of positive stress. We create (often unconsciously) situations where we are under pressure to move away from a negative outcome, such as being late finishing a project and the resulting consequences.

**Non-Resourceful Stress**

Non-resourceful stress is the stress, which damages us, physically, emotionally, and mentally. These stressors differ from person to person, as do our responses to them. Most often it is the anticipation of the event that creates stress not the event itself. The damage does not come from the event causing the stress, but rather from how our mind/body responses to the anticipation of the event or our subjective interpretation of what could happen. This is what I refer to as "What If Syndrome."

**NUTs (Negative Useless Thoughts)**

Another form of non-resourceful stress comes from those internal and at times external voices, which tell us, we "should have" "shouldn’t have" "ought to" etc. Whether we "should" upon ourselves, or let others "should" upon us, we often find ourselves knee deep in "should." Much like with the "What If Syndrome," being a "Should-head" does not only take up a lot of time and energy, but in some cases totally immobilizes us from taking any action at all. This is often described as feeling overwhelmed or stuck and can cause use to isolate, withdraw, or avoid situations. I refer to this type of thinking as NUTs (negative useless thoughts).

**Strategies for Negative Stress**

When using NLP for stress management we have found it useful to examine the following areas to learn peoples’ strategies for negative stress:

- The triggering event, which may or may not have occurred yet.
• The subjective interpretation or perception of the event. This is subjectively filtered by our senses and interpreted by our beliefs.

• The mind/body reaction (cognitive, emotional, and physical) to the event.

Levels of Logic
We experience stress on different levels. Below we have adapted Robert Dilts' model of the levels of logic to the concept of stress.

Logical Levels
Environment: What external events trigger your feelings/reactions of stress? Do you have control over these events? If you don’t have control or influence over the situation then all the worry, fear, anxiety in the world will not change them. You need to redirect that energy into something you do have control over like your perception and reaction to the events. What resources does your environment offer to deal with stress? Knowing what options are available can be very empowering and create a sense of control.

Behavior: How do you create your experience of negative stress? Examine your actions, thoughts, and feelings. Become aware of how distorted many of your thoughts may be. Having someone point them out to you may help. Notice the feedback your body offers you (true biofeedback). NLP offers ways to transform your non-resourceful behaviors, thoughts and feelings into resourceful ones, reducing or eliminating stress from your association to that event? Remember a time when your felt relaxed, in control or the way you would like to feel in that situation. Notice what was subjectively different about that experience, e.g. a time when an event triggered motivation and not debilitation. Now move those positive resources into a situation, which in the past you would have felt stressed. Notice how your feelings change, do you see new options, do you feel different now about that event. Take what works well for you in one part of your life and bring it into a part that will benefit from those positive resources. Remember, the more flexibility you have the more options you realize and the more control you have.

Capability: Notice your abilities and resources and use them to your advantage. Not everyone as the ability to create vivid images and mental movies of what could go wrong; to repeatedly find new things to worry about; and the skill to not only anticipate negative outcomes but to internally live them before the event ever occurs. Not everyone can trigger their fight or flight response and their autonomic and sympathetic nervous systems to kick into survival mode in non-life threatening situations. Just imagine
what you can do with such powerful skills to feel calm, confident, or in control. For example you could vividly create a movie or picture in your mind of the desired outcome you want and put yourself in that scene. Actually be in that scene, experiencing it fully with all of your senses. Feel how it feels. Notice the difference in your neurology.

Beliefs and Values: Our beliefs and values are key factors in determining what we allow to cause us stress. This is why one person will feel overwhelmed while another will feel challenged. Our beliefs influence our behaviors/actions and our identity/self. They are the lens and filter that color our world, magnify, minimize, or eliminating certain observations or information in our world. We distort reality to fit our belief system. Examples of distorted thought patterns or NUTs include over generalizing a single incident and assuming it will always happen or be true, thinking in extremes: all or nothing thinking, or over personalizing things, to name but a few. Research shows that beliefs, which increase one’s sense of control, both internal and external, reduce stress. The greater the belief you can handle a situation the less negative stress will impact you. Our beliefs can also allow us to view the world with optimism and passion, so why not distort with a positive bias?

If we change our beliefs our behaviors will change too.

Identity: Stress is a combination of emotions, beliefs, behaviors, and physical reactions. It is not who you are! Notice how it feels when you say; ”I am stress out,” ”I am overwhelmed,” ”I am depressed,” ”I am going crazy.” Now add, ”I feel,” before these statements. The impact feels different doesn’t it? ”I am” makes it part of your identity. ”I feel” keeps it on a behavioral level. When we think and speak on an identity level we associate into it. We also may create self-fulfilling prophecies. Keeping those messages on a feeling level allows us to disassociate from it. It is easier to change behaviors than our identity.

Beyond Identity and Spirituality: By turning beyond the limits of the self, within your belief system, whether it is to others or a higher power we many find comfort, inspiration, and strength. Many believe that at this level we are all connected.

Applying NLP to Stress Reduction

Following is an example of how we can apply NLP in my clinical practice for stress management:

Creating Instant Relaxation.

First remember an image of a time when you felt the way you would like to feel now. If you have difficulty finding it in your past then create it by vividly recalling a
person, picture or a scene from a movie or book, a song, piece of music or sound which represents the way you would like to feel. You may find yourself in a state of peace, relaxation, calm, self-control, contentment, safety, or whatever is most useful for you. You will know when you are there. Notice what happens when you move it closer, make it brighter, bigger, or more vivid. Experiment until you have created an optimal experience. If this representation were a color what color would it be? Notice how you feel when you surround yourself, both inside and out with this color. Experiment and have fun with it. This color is yours to use whenever you desire to feel that way.

**Taking Over the Controls.**

Now for a moment picture in front of you a scene of a time when you felt a little stressed out. Notice what happens when you move that image closer and make it bigger for a few seconds. Now move it back where it was. Now move it back, even further and notice how it feels. What has happened to the size of it? Make it even smaller now. How is that? Has the distance changed? Do you feel different now?

**This Is Only A Test.**

Now choose a scene where you felt more stress (knowing you can have that scene disappear if it feels too uncomfortable, just by picturing your resource color, sending the image away or focusing on the positive scene). See how far you can comfortably move that picture away from you. Notice what happens to the size. How do you feel now? Notice what happens when you make it smaller. Do not force the change. Just let it happen. How much further can you move it away from you now? Alternate between moving it further away and shrinking it. If at any time that image does not appear to fully cooperate with you then try putting a filter or a gel of your resource color between you and the scene. You can actually add the color into the scene by pouring it over the scene, coloring any unpleasant part of the scene, or whatever works for you. Some people find their stress disappears from the scene by adding music to the image. Motivating, calming, or humorous music often works well. You may find you can send what was stress into space or make it so small it disappears. Some people find it turns into something positive and decide to keep the new representation. If you do remove the stress altogether replaces it with your resource color.

**In Conclusion: Using Your Mind for a Change.**

NLP provides many empowering tools for existing optimally in our stressful world. It is easier to change your behaviors than your identity. Believe in yourself.
STRESS MANAGEMENT

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Abstract

The term stress as it is currently used was coined by Hans Selye in 1936, who defined it as the non specific response of the body to any demand for change. Stress is a feeling that is created when we react to particular events. Its body’s way of rising to a challenge and preparing to meet a tough situation with focus, strength, stamina and heightened alertness. Stress is generally considered as synonymous with distress or any kind of an emotional strain or tension or a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize. Good stress creates the necessary excitement to perform an activity. This type of stress is temporary and has no long term effects on the body. Bad stress affects the body’s immune system and has detrimental affects over the body.

Keyword: Yoga, Fight Stress

Introduction

“Numerous studies show that job stress is far and away the major source of stress for adults and that it has escalated progressively over the past few decades. Increased levels of job stress as assessed by the perception of having little control but lots of demands have been demonstrated to be associated with increased rates of heart attack, hypertension and other disorders. In New York, Los Angeles and other municipalities, the relationship between job stress and heart attacks is so well acknowledged, that any police officer who suffers a coronary strain on or off the job is assumed to have a work related injury and is compensated accordingly (including heart attack sustained while fishing on vacation or gambling in Las Vegas).

It is not the job but the person-environment fit that matters. Some individuals thrive in the time urgent pressure cooker of life in the fast lane, having to perform several duties at the same time and a list of things to do that would overwhelm most of us – provided they perceive that they are in control. They would be severely stressed by dull, dead end assembly line work enjoyed by others who shun responsibility and simply want to perform a task that is well within their capabilities. The stresses that a policeman or high school teacher working in an inner city ghetto are subjected to are quite different than those experienced by their counterparts in rural areas. It is
necessary to keep this in mind when sweeping statements are made about the degree of stress in teachers, police personnel, physicians and other occupations. Stress levels can vary widely even in identical situations for different reasons. Stress is a highly personalized phenomenon and can vary widely even in identical situations for different reasons. One survey showed that having to complete paper work was more stressful for many police officers than the dangers associated with pursuing criminals. The severity of job stress depends on the magnitude of the demands that are being made and the individual’s sense of control or decision-making latitude he or she has in dealing with them. Scientific studies based on this model confirm that workers who perceive they are subjected to high demands but have little control are at increased risk for cardiovascular disease.”

- The AIS Report.

The process of stress management is the key to a happy and successful life in modern day mechanical society. Managing stress is all about taking charge of your thoughts, emotions schedule and the way to deal with your problems. A smile in a difficult situation helps to bring positivity and helps in a rational solution. The simple realization that it is my life and only I can control my life brings about solutions, happiness and the right approach results in lifting spirits and creating a positive shift in the brain and the body. Life is very exciting at all stages and lots have to be achieved in very little time available. Hence the stress, life is to be enjoyed and not endured; hence it is always important to strike a balance between all actions and avoid stress. People resort to unhealthy ways to reduce stress that can lead to further complications resulting in life going totally haywire. Some effects on performance can be:

- Make you accident prone
- Take poor decisions
- Make wrong judgment
- Increases absenteeism
- Dull appearance
- Causing a person to be forgetful
- Increases negativity
- Lack of concentration

The present day generation looks and resorts to some quick ways to reduce stress. However unhealthy it may be some need a mention.

- Smoking
- Sleeping too long
- Overeating or under eating
- Getting angry
- Physical violence
- Being isolated
- Not interacting with family members
- Excessive drinking
Strategies to Fight Stress

- Every morning one must prepare a to do list.
- Prioritizing by ranking the activities based on their importance and performing in that order.
- Make a practical assessment of the time available from morning to evening excluding the time to travel.
- Collaborate and cooperate with people who have what all to do list similar to yours.
- Laugh while you can as it helps to release endorphins or feel good hormones in the brain which fight against pain and stress.
- Exercising is a must. You need not run a marathon but a quick jog in the morning or evening does a great job of distressing.
- Meditation for mental relaxation and effective decisions.
- A healthy and a balanced diet play a vital role in reducing stress.

**Instant Stress Busters**

**Yoga**
Look up-Stare at the blue sky (CALMING COLOR) and watch the clouds float by.

Two minute TV -Watch two minutes of your favorite TV SHOW

**Flower Power**-Flowers give you soothing feeling watch and look with concentration.

**Tech Break**-Switch off the system or make the screen blank, and get up for five to seven minutes.

**Eat Fruit**-Just casually take a break to have a fruit.

**Green Tea**-Drink green tea it increases the brains output as it induces alpha waves and throws out beta waves.

**Bundle of Joy**-Hold a sleeping baby.
Dark Chocolate can do wonders.

There are many other ways to get rid and relieve oneself of stress. But the best is to say a prayer before you leave the house and have faith that “All is well”. Always feel blessed that God has given you lots, you can get more but look at the one who has very little and is still contended.

Of course no single method is always successful. A combination of different approaches is most effective. What works for one person does not necessarily work for someone else. Interest and excitement motivates individual to greater achievements. This too shall pass approach reduces negativity and positivity.

**Conclusion**

The best generalist approach for treating stress can be found in the elegant passage by Reinhold Neibhur, Grant me the courage to change the things I can change; the serenity to accept things I CANNOT CHANGE and the wisdom to know the difference. The process of learning to control stress is lifelong and will not only contribute to better health but to a greater ability to succeed one’s own agenda colorfully.
University of Mumbai Courses

- **MMS (Master In Management Studies)**: Two Years Full time MBA program with specialization in Finance, marketing, Human Resources, Systems & Operations.

  **Eligibility Criteria**: As per Directorate of Technical Education (DTE) Guidelines.

  **Part Time Three year Post Graduate Courses**:

  - **MFM (Masters in Financial Management)**
  - **MMM (Masters in Marketing Management)**
  - **MHRDM (Master in Human Resource Development Management)**

  **Eligibility Criteria**: Graduation in any discipline with two years of work experience.

**Autonomous / Customized and AICTE Approved Courses**

(PGDM) **Post Graduate diploma Courses** (Two years full-time)

- **PGDM**: Two year full time MBA program with specialization in Finance, Marketing, human Resources, Systems & Operations.

- **PGDM in Media & Entertainment**: Two year full time.

  **Eligibility Criteria**: Graduations in any discipline with minimum 50% marks

**Post Graduate Certificate Courses / E-MBA (PGCM - 15 Months)**

- **PGCM / E-MBA**: General Management

  **Eligibility Criteria**: Graduation in any discipline with minimum 45% marks, and three years work experience

- **PGCM / E-MBA**: Transportation and Logistics

- **PGCM / E-MBA**: Entrepreneurship Management

  **Eligibility Criteria**: Graduation in any discipline with minimum 45% marks.