



Cover Page



## THE MANTRA OF STRESS MANAGEMENT THROUGH WORK LIFE BALANCE

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### Abstract

Stress is a condition an individual passes through when there occurs a disturbance in ongoing happenings. Stress has no boundaries it has become part and parcel of human life. stress is primary is a dangerous potentiality, harmful/unpleasant external situation/conditions that produce stress reaction; and secondly to the internal thought, judgment, emotional state, and psychological process that are evoked by stressful stimuli. Stress makes one quality of life as well as work life disastrous. Worker's promptness, Teamwork, Customer service, work direction accountability, group behavior, peer communication and management qualities of workers are reduced due to lowered self-worth and morale in workers due to stress and conflict in work life balance.

**Keywords:** Stress, Teamwork,

### Introduction

Stress is inevitable for every individual; it is also a neutral phenomenon. Stress and strain are the two sides of the same coin. Stress is a condition of feeling experienced when a person perceives that demands exceeds the personal, social resources the individual can mobilize. In a global economy if organization wants competitive and economically sustainability in the long run, it is not just enough for them for simply employing and paying the people. One of the essential factors in successfully managing work-life balance is the ability to reduce and control stress. Stress is undoubtedly one of the biggest problems faced by the modern workforce. It is also becoming an increasingly worrying problem for employers. In this article we review stress in the workplace and employers can do to minimize stress and its damaging consequences, and therefore one can manage work life balance.

### The Facts of Stress Management

Stress is natural part of our life; without stress we would lose our energy. Even though stress is the spice of life, if it exceeds it will act like an explosive. Stress can also be a positive force, It can stimulate you to work harder and increase your focus for short periods of time. However, negative stress is more common and can adversely affect your health and performance. The increasing living costs, the rise in consumption related expenses, the tremendous invasion of a woman in the labor market are considered as factors for employees to search for an adequate combination between their private and work life. Employees are facing the obligation between meeting organizational requirements and satisfying their family needs at the same time which increases the level of stress.

Stress is the body's reaction to any change that requires an adjustment or response. There are two types of stress - Eustress and Distress. Eustress is considered as 'Good stress' and Distress is 'bad stress'. But off late stress is viewed in negative terms and the whole exercise of managing it has become the need of every individual across ages and stages in life. Individuals differ in their perceptions of stressors and their stress responses to them. Chronic stress is one of the most common health issues in the workplace. It can lead to physical consequences such as hypertension, digestive troubles, chronic aches and pains and heart problems. Chronic stress can also negatively impact mental health because it's linked to a higher risk of depression, anxiety, and insomnia. Work-life balance is an important aspect of a healthy work environment. People strive to manage & negotiate work and family spheres and boundaries between them to attain balance. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace.

The key is to find a balance between having enough stress to improve performance and ensuring that the level of stress does not impact negatively on performance and well-being. Stress is on its peaks across the western world. Recent surveys in the US by the American Psychological Association indicate that about 43% of adults suffer adverse health effects due to stress, and that between 75-90% of visits to a doctor are stress related. A similar story is playing out across the developed world. Here are some statistics from the UK:

- 70% of managers think work-related stress has an adverse effect on their home lives and therefore impacts on their work-life balance.
- In UK there are nearly 170,000 claims for stress-related illness and injury every year: 27,000 people take time off work each day because of stress. (The situation is even worse in the US, where the Workers' Compensation Scheme, an insurance scheme



Cover Page



for work-related health problems, is regularly inundated with stress-related claims. Massive payouts are becoming more and more common.)

- The British Heart Foundation has indicated that stressful jobs increase the risk of coronary heart disease by more than 50% in men and by more than 70% in women compared to less stressful jobs.

### The Focus on Work life Balance

Work determines a person's worth and place in society and it influences one's mental identity and sense of well being. The term "work" is being used to paid work or employment. Work establishes one in the community of humankind. It links a person to others, advances the goals of culture, and gives purpose to one's existence. Work is a purposeful human activity which is directed toward the satisfaction of human needs and desires. It is obvious that work needs to be satisfying the job for a mutual beneficial relationship between employee and employer.

In Indian context, the concern over work-life balance and Stress management is gradually becoming a common talk especially when it comes to job satisfaction for women employees. Work life balance is a state of balance in which the demand of both professional and personal life is equal. Each role having different set of demands and when such role demands overlap, multiple problems are faced and it creates a lot of stress. People use the term stress to describe the feeling, when it all seems too much, when they are overloaded and don't feel that they are able to meet all the demands and challenges placed upon them. The causes of stress are known as stressors and there are exactly hundreds of different types of stressors. Any event in life that a person finds threatening, difficult to cope with or causes excess pressure can be a potential cause of stress. Life and work over-lap and interact and facilitate stress. Stress related a problem reduces productivity and morale. On the other hand, if there is no job satisfaction for women employees it causes heavy stress and work life imbalance. In designing the stress and work life policies employer should think that the commitment of employees can make the difference between those companies which compete at the marketplace and those which cannot. An unbiased life for women is one where they extend their energy and effort between key areas of importance.

### The Flexible results in Work life Balance

Employees are greatest resource of an organization. Attracting and retaining the right people is critical to the success of an organization. When it comes to human environment, it focuses on human aspects that influence an employee's performance and job satisfaction. Job satisfaction has been defined as the amount to which employees have a positive sentimental direction towards employment by the organization. Job satisfaction creates innovative ideas among the employees. Individuals may become more loyal towards the organization.

Employees will be more satisfied if they get what they expected with efficient work life balance and stress management policies. Lots of research have been conducted on the areas of work life balance, stress, and job satisfaction. But a little research has been done on correlating all these three variables. Sensibly it is the satisfied worker who shows the maximum effectiveness and efficiency in his work. Work can dominate your life. Recognizing what is important and necessary and striving for what is valued will make a work-life balance and stress management feasible. Utilizing management skills will enable an employee to have a job satisfaction and coping up with stress, work, and home life.

### The Fair-haired Causes of Stress and Work life balance

Stress management is the ability to recognize the sources of stress and restructure yourself, your work, or your life to cope with them. This is different from stress reduction which involves eliminating the sources of stress. Stressful situations can be categorized into significant life adjustments, daily routines, unrealistic self-expectations, and interpersonal relationship.

There are many causes for stress in the workplace and the possibility for eliminating all of them is impossible. It also may be harmful. Sometimes stress provides positive outcomes. Stress can sometimes motivate and refresh and enable people to achieve more; the key appears to be in how individuals are able to cope with it. The banking sector can help working women by implementing organizational strategies to control or reduce some of the major causes of stress.

**Significant life adjustments:** this covers any serious changes in your life, which can be both pleasant and unpleasant.

**Daily routines:** daily routines such as fighting the rush hour traffic or meeting the deadline on an important project sap your energy. You become accustomed to your daily activities and easily overlook their cumulative effect on you.



Cover Page



**Unrealistic self-expectations:** while positive self-expectations motivate you to realize your goals, unrealistic expectations can lead to setting yourself up for failure and a lowering of self-esteem.

**Interpersonal relationships:** both personal and professional relationships require a significant amount of effort to maintain. Poor communication leads to conflict that can escalate into increased frustration and open hostility. As well as causing stress, poor interpersonal relationships can also be caused by stress.

No doubt it is important for employees to maintain a healthy balance between work and their private lives with less stress and high degree of job satisfaction. Positive thinking is the key to success; take control of your stress and anxiety by learning effective techniques to combat it. When you are relaxed, you can view each task as a positive challenge, and use stress as a spur to help you to carry it out giving you a relaxing glow of achievement afterwards. The term 'Satisfaction' refers to the simple feeling/state associated with the attainment of his/her objectives. Various theories like Maslow's Need Hierarchy Theory, Herzberg's Motivation- Hygiene Theory, and Vroom's Expectancy Model have been extended to describe the factors responsible for the Job Satisfaction of the employees in the organization.

Those who work in a profession that is extremely demanding and sometimes unpredictable, have job dissatisfaction. There are many causes for dissatisfaction at the workplace and the possibility for eliminating all of them is impossible. Sometimes dissatisfaction provides positive outcomes. This can sometimes motivate and energize and enable people to achieve more; the matter is how employees as individuals are able to cope with it. While concluding, it can be said that with the change of satisfaction determinants, level of job satisfaction also varies.

### Conclusion

Anxiety, stress, depression is rising at an alarming rate across ages and professions. Stress of work life balance is seen in every corner of the world which occurs to everyone. It becomes critical when there is no job satisfaction. Work life balance is at stake due to stress if anyone becomes unable to handle, the disturbance it may lead to various consequences such as burnout, disinterestedness, dismay, and depression thereby leading to variances in the normal functioning of one's life.

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