

## **A STUDY ON ORGANIZATIONAL EFFECTIVENESS OF STRESS MANAGEMENT IN ORGANIZATION WITH SPECIAL REFERENCE TO COIMBATORE CITY**

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### **ABSTRACT :**

The study tells us about the organizational effectiveness of stress management in workplace. In any industry there will be work stress at the same time they want to overcome from the stress. So, the study will examine the skills and effectiveness to overcome it. The general aim of this study is to determine how stress management can improve organizational effectiveness/efficiency. The organization main aim is to achieve their target at the same time they want their employees to work in peaceful manner. The study will also reveals the skills involved in stress management.

**KEYWORDS:** Stress Management, Organizational Effectiveness, Stress Management Skills

### **STATEMENT OF PROBLEM:**

Solutions to stress experienced by organizations seem to be impossible, and so prevention is always better than cure. Stress is a problem that all organizations must deal with since it can cause poor work performance and low employee morale among others. To combat a problem there should be awareness of the conditions which led to it. The study will let you to know some suggestions to overcome it.

### **THE CONCEPT OF STRESS AND ORGANIZATIONAL EFFECTIVENESS:**

Stress in humans, results from interactions between persons and their environment that are perceived as straining or exceeding their adaptive capacities and threatening their well-being (Gale Encyclopedia of medicine 2008).

Organizational effectiveness is important for the survival and growth of a company. The level at which organizations manage stress will determine the level of managerial effectiveness and when they fail to recognize the signs of stress and manage them, the organization's activities will suffer and fail. Organizations have aims and objectives and managers are effective and efficient when they contribute towards achieving these goals. Thus, every manager /employee should know their roles and play them well so as to manage stress for better result.

## **REVIEW OF SOME LITERATURE**

**AUTHOR:** JUSTINA IFEANYI NWAKWUSHUE-OKONKWO from Department of Business Administration, School of Business Studies, Delta State Polytechnic, Ogwashi-Uku, Delta State. published in 2017 under the topic STRESS MANAGEMENT FOR ORGANISATIONAL EFFECTIVENESS. The author had explained about the stress management and its types. The study also reveals what are the causes involved in work stress.

**AUTHOR:** Murielle G. Kluge ,Steven Maltby ,Nicole Walker, Nianne Bennett, Eugene Aidman, Eugene Nalivaiko ,Frederick Rohan Walker Published: February 2, 2021 under topic Development of a modular stress management platform. The author gave the clear explanation about the modular stress management. This paper playrights the conceptual design of a virtual reality-based stress management training tool and valuation of the initial prototype in a pilot efficacy study. Performance Edge virtual-reality (VR) was co-developed with the Australian Defence Force (ADF) to address the need for practical stress management training for ADF personnel.

### **OBJECTIVES:**

1. To know how to manage stress in workplace.
2. To find out the skills needed to manage the stress.
3. To analyze whether stress leads to low organizational performance.

### **REASONS FOR STRESS AT WORK PLACE:**

There are lots of reasons that employee get stress at workplace there are some reasons as follows:

1. Development of information and computerized technologies: This is the main reason that employee get stress because in this fast moving world there is day to day upcoming technologies are growing. In that way company wants to push them to beat their competitor. That impact will come to employees only.

2. Interpersonal relationship at work, especially with higher supervisors, peers, Work teams, customers, poor communications, and office polices etc.,
3. Monetary Benefits : some employee will feel that they work more but at the same time they get less pay.
4. Non Monetary Benefits: There are some employees who prefer non monetary benefits such as letter of appreciation,awards, rewards etc. In some cases this type expectation will not be satisfied by the employer in that time stress gets starts.
5. Excessive rules and regulations and higher bureaucratic burdens especially among professional groups.
6. The long-hours culture, increased workload and work intensity coupled with fixing of unreasonable deadlines.

**STRESS MANAGEMENT SKILLS (SMS):**



- **TAKE A NAP:** In human life there is a rule that the person should sleep minimum 8 hours. When its done then automatically both mentally and physically the person cant work. Taking a nap is compulsory and it will lead to lots of relaxation.

- **LISTEN TO MUSIC:** Music is the another therapy to make your mind refreshing. When you hear to instrumental music definitely your mind will get refreshed and it will lead to think differently.
- **TAKE EXPERTS ADVICE:** When we can't come to one solution definitely you can take a second opinion. When you go for other suggestion definitely that person should be expert in that field. This will give you a other perception for your stress.
- **GO FOR A WALK / TAKE A BREAK:** The world famous CEO Sudar Pitchai when he want to take a decision when he is in stress at that moment he will step out from the situation and go for walk. Then he comes with proper solution for the problem.
- **DO PHYSICAL WORK:** Any work which you do physically will give both mental and physical relief. The physical work can be in any form like de- culturing your workspace,cycle workout, cleaning your workspace etc.
- **READ BOOKS:** Book reading habit will give lots of experience and conceptual ideas. This will give mind relaxation and give you peace of mind.

#### **IMPACT OF STRESS MANAGEMENT:**

The stress leads to lots of problems to both the company and the employee are as follows:

- The most important thing is when person is stress he/she will loose his temper at workplace and in home.
- The unique ideas will not come when you are stressed.
- When coming to company point of view definitely the company target cant be achieved.
- The person cant maintain good relationship with the co-workers. This will lead to poor communication among the team.
- Mainly the person will get affected both mentally and physically.

**FINDINGS:**

- It is found that there are lots of way to come out from stress. The person should choose his way to come out from it.
- As we discussed above there are lots of skills available to overcome stress which can be followed by the individual and by the firm.
- As per the discussion the employee stress definitely leads to low organizational performance. So the company has to identify the reason and get rectified say eg: Google company is world wide company and connecting all people but at the same time it is said that cool place to work is google company.

**CONCLUSION:**

The study gives the clear explanation about the stress factors that involved by the person both mentally and physically. The study also says the impact of stress at work place. The stress is there in all the industry but the person should handle it the way that he should not be affected both mentally and physically. The company should also take care of their employee to make them feel happy to work. It is the on going process which should be followed throughout the survival.

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