

Roll on Stress Management of the Employees of Public and Private Sector Transport undertaking in Theni District

1. Dr.S.Naganandini, Associate Professor, Nehru Institute of Technology, Coimbatore
2. B.Thirumoorthi, Assistant Professor, Nehru Institute of Technology, Coimbatore

nitsuba@nehrucolleges.com

ABSTRACT:

Human Resources play a vital role in the growth and development of any organization. No matter how sophisticated and modern the business activities of an organization become, it will be extremely difficult to sustain its growth and effectiveness unless human resources are complementary to its operations. This is more important in a service industry like transport . Now-a- days transport become a part of one's life. It provides to the needs of traders, Agriculturists, industrialists and all other sections of the society.

The transport sector is undergoing a rapid change in order to face the challenges and new development. All modern motivation theories stress reward as a basis for encouraging the desired behavior. Lack of job satisfaction and stress of employees will lead to a setback in the work, strike, lock out, labour turnover and other unhealthy trends.

INTRODUCTION:

People spend most of their time on their work because they need to earn money to serve the basic needs of life, as well as to meet some other needs, and the jobs helps them expand the relationships with community, create the link with society. Thus they always face with stressors in environment.

Stress and the negative outcomes of stress have been recognized as financially costly to any health care organization.

Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being.

IMPORTANCE OF STRESS MANAGEMENT:

Stress management can teach you healthier ways to cope with stress, help you reduce its harmful effects, and prevent stress from spiraling out of control again in the future. Stress Management involves changing the stressful situation when you can changing your reaction when you can't taking care of yourself and making time for rest and relaxation. The first step is to recognize the true sources of stress in your life.

STATEMENT OF THE PROBLEM:

Human resource is a valuable asset to an organization. The survival of a business unit depends to a great extend on its employees capacity to work, willingness to perform in their job, their motivation and above all, their satisfaction with the job. So



employees job involvement is a necessary condition to work to his optimum capacity, provided the organization creates a workable environment. High job satisfaction contributes to organizational commitment, job involvement, better physical and mental health and quality of life to the employees.

MEASURING THE LEVEL OF STRESS:

1. ACUTE STRESS:

Acute stress is the most common form of stress among humans worldwide. Acute stress deals with the pressures of the near future or dealing with the very recent past. This type of stress is often misinterpreted for being a negative connotation. While this is the case in some circumstances it is also a good think to have some acute stress in life.

2. CHRONIC STRESS:

Chronic stress is unlike acute stress. It has a wearing effect on people that can become a very serious health risk of it continues over a long period of time. Chronic stress can lead to memory loss, Damage Special recognition and produce a decreased drive of eating. The severity varies from person to person and also sex deference can be an underlying factor. Women are able to take longer duration of stress than men without showing the same maladaptive changes.

IN THE WORK PLACE:

Stress in the work place is a commonality through out the world in every business. Managing that stress becomes vital in order to keep up job performance as well as relationship with co-workers and employees. For some workers, changing the work environment relieves work stress. Making the environment less competitive between employees decrease some amounts of stress. However each persons is different and some people like the pressure to perform better. Salary can be an important concern of employees, salary can effect the way people work because they can aim for promotion and in result a higher salary. This can lead a chronic stress. In order to manage stress in the workplace, employers can provide stress managing programs such as therapy, communication programs and a more flexible work schedule.

MEASUREMENTS OF STRESS:

<ul style="list-style-type: none"> ➤ Lack of support ➤ Work load ➤ Poor payment ➤ Working condition ➤ Pension benefit ➤ Retirement benefit ➤ The way employees are treated by their bosses 	<ul style="list-style-type: none"> ➤ Job satisfaction ➤ Recognition ➤ Welfare facility ➤ Lack of job security ➤ Organizational climate ➤ Promotional opportunity ➤ Social security scheme
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STRESS MANAGEMENT PROGRAMS:

Many business today have begun to use stress management programs for employees who are having trouble adopting to stress at work place. Many people have spill over stress from home in their working environment. There are couple of ways business today try to alleviate stress on their employees. Employees Assistant program can include in house counseling programs on managing stress. Another way of reducing stress at work is by simple changing the work load for an employee.



CONCLUSION:

1. Adopt a healthy life style, 2. Avoid unnecessary stress, 3. Engage socially, 4. Accept the things you cannot change, 5. Get moving .