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# EMPLOYEE STRESS MANAGEMENT WITH FIVE P'S

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Stress is a condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning. Managing stress in employees is the key process for any organization growth. In this paper we discuss five measures to manage stress of an employee, positive thinking, proper knowledge, Protein food and exercise, Peaceful and dynamic environment and Proactive Culture and Values.

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Keywords: Human resource, Employee stress

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## INTRODUCTION

Stress is the psychological and physiological reaction that takes place when one perceives an imbalance in the level of demand placed on the capacity to meet the demand on individual. Stress is a condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning. Stress is an inevitable reality and everyone needs to find their own ways of beating it.

Today human resources are important assets to the organization. HRM plays strategic role and integrate HR Strategies to corporate strategies and business strategies. The organization and HR will maintain stress releasing measures in ever department and every aspect of employee growth in the organization. The peaceful proactive and positive stress environment provides support to all employees to optimum use of skills and competencies within the organization or outside

the organization. Ever manager and employee are goal oriented role players. The employee can maintain physiological, Physical, creative and social strength to manage the change. Hence the employee is a change agent. The stress releaser always works with real eternal power in his mind and body.

Objectives of the study are 1) To identify the various causes for stress that effect the employee in the organization atmosphere. 2) To assess the perception of the personnel towards their job stress. 3) To know the causes and consequences of stress among employees. 4) To identify different ways in which the employees can manage the stress. 5) To suggest the ways to manage stress. 6) To identify the impact of stress of working women. 7) To study the kind and level of stress faced by the employee

## CAUSES OF STRESS

Performing almost all types of jobs inevitably leads to stress through the intensity may vary

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from job to job. Some stressors at the level of an individual may arise in the context of organization life and personal life like career development, different type of personalities, life and career changes and role of perceptions. Group level stressors are caused by group dynamic behaviors. Sexual harassment is yet another group level stressor. Sexual harassment refers to unwelcome conduct of sexual nature that affects the job related performance of an employee. The general sets of organizational stressors are work demands, role demands, interpersonal relationships at work, organization structure and climate, organization leadership and group pressure.

Generally stress is two types, Eustress and Distress. Eustress is the health, positive and developmental stress response. This may lead employee to new and better ways of doing their work. It denotes the presence of the optimal level of stress in an individual. Distress is the unhealthy and negative stress response. It denotes the presence of high level of stress in an individual which affects his performance and efficiency adversely. Every person in the society always wish to lead happy life. Every person will set their goal and try to achieve it. In the process of human life several internal and external forces will change our minds and influence our work. The effective employee who have emotional quotient and intelligent quotient will manage stress in proper way.

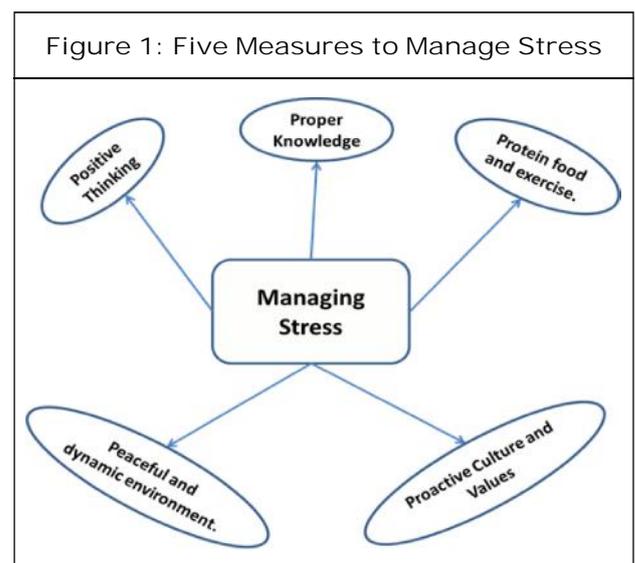
Stress may be positive or negative. Positive stress enhance the capabilities of employees and to achieve their individual organizational objectives. Negative stress affects the employee performance and efficiency adversely. Hence every employee and every organization should maintain positive stress and control negative stress.

## MANAGING STRESS

Stress management is a good tool in the hands of HR and all managers to know the real causes of future effects and motivate and train people in different ways to achieve individual and organizational objectives. Market leadership, employee retention and customer delightment are the main objectives of the modern organizations.

The following five measures shown in Figure 1 are the effective ways to manage the stress of an employee in an organization. The productivity of an employee will be increased if he works without stress.

**Positive Thinking:** A great person says if you think positive you will be. When the employee has positive thinking, accepts the change and adopts the change, then he will be a change agent. If an employee utilizes the opportunities available in the job then it will increase the employee capabilities and also it will used to reach the goal. In case of negative situations also the employee should put their efforts in positive way to succeed in that assignment. It is required to put whole effort and accepts the results in positive way. Hence the employee should balance the emotions



and knowledge in all situations with power of positive thinking to become a role model in his organization

**Proper Knowledge:** Knowledge leads to skills, capacities, competencies and core competencies. In the universe we have unending knowledge. The employee has work in any position in the organization to become a good learner. So the employee has to acquire and update the knowledge to increase the competencies. Surely with this power of knowledge the employee will become creative and dynamic to become a valuable asset to the organization. Acquiring knowledge and use the right knowledge in the right situation is required. Hence if the employee has proper knowledge he will not have any stress. Bhagavad-Gita says "You are not a body or mind, you are the powerful element of eternal energy".

**Protein Food and Exercise:** The Upanishad says every human have gross body, subtle body and casual body. A human will not do his duties perfectly without having proper health. Healthy body and healthy mind is very important to perform job effectively. An employee can manage stress if he is physically fit and healthy. Hence ever organization and employee should maintain protein food and exercise to protect health and also to manage stress levels.

**Peaceful and Dynamic Environment:** Different circumstance and surroundings influences the employee behavior and work patterns. If organization maintain dynamic and challenging environment, the employee will work with professional dynamism and need to develop new techniques with the power of their core

competencies. With these changes the employee can reduce her stress levels.

**Proactive Culture and Values:** Culture is the ideas, customs, and social behavior of a particular people or society. maintain good culture and values. The employees in any organization should also maintain the proactive culture and values to align with the organizational culture to reduce the stress of an employee.

The above five steps are remedial measures to manage the stress. Hence every employee should follow these five steps and to work as a proactive manager to lead his entire stages of career and life in successful way with stress free and happy mind.

## CONCLUSION

Stress is an inevitable reality and everyone needs to find their own ways of beating it. The organization should take the necessary steps to control the stress

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