

MANAGEMENT OF POSITIVE AND NEGATIVE STRESS IN DAILY WORK LIFE

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ABSTRACT

Stress is a fact of everyday life. We experience different incidents in our lives that turn our world upside down and cause us to feel stress. Most of these incidents we cannot control, others we can control to a certain degree. Some of us are fortunate enough not to experience these stressors until adulthood. Others experience stress as young children. Stress is a normal part of life. In small quantities, stress is good; it can motivate you and help you become more productive. However, too much stress, or a strong response to stress can be harmful. How we perceive a stress provoking event and how we react to it determines its impact on our health. We may be motivated and invigorated by the events in our lives, or we may see some as “stressful” and respond in a manner that may have a negative effect on our physical, mental, and social well-being.

Keywords: Emotions, Work Performance, Pressure, Emotions.

INTRODUCTION

Stress is the reaction to the changes and pressures in our everyday life. Some stress is good and helps us stay alert to accomplish important tasks. But constant, unrelieved stress can lead to serious physical and mental difficulties. You cannot eliminate stress, but you can learn to manage it and prevent it from damaging our relationships, work performance, and our life in general. Stress is both a physical and a mental response to events that call for change, that threaten our life’s order or safety, or that tax our physical, emotional, and mental resources. It can creep up on us and negatively affect our response to normal activities, even before we realize it.

Everyone sees situations differently and has different coping skills. For this reason, no two people will respond exactly the same way to a given situation. Additionally, not all situations that are labeled “stressful” are negative. The birth of a child, being promoted at work or moving to a new home may not be perceived as threatening. If we always respond in a negative way, our health and happiness may suffer. By understanding ourselves and our reaction to stress-provoking situations, we can learn to handle stress more effectively.

Definition of Stress

Stress is defined as the emotional and physical strain caused by a person's response to pressure from the outside world. It occurs when there is a mismatch between what the people aspire to do what they are capable of doing. In other words, stress results when the pressure to perform a certain task is greater than the resources available to perform it.

$$S = P > R$$

[S - Stress; P-Pressure; R- Resource]

REVIEW OF LITERATURE

Stress is not altogether a modern phenomenon. Stress has been of concern in the medical profession since the days of Hippocrates. Walter Cannon, a physiologist at Harvard University, formalized the modern notion of stress, at the beginning of the twentieth century. Cannon described the "flight or fight response", a heightened arousal state that prepares an organism to deal with threats. When under threat, one's body releases a rush of adrenaline in order to allow a 'fight or flight' response.

Medical research suggests that some thirty hormones are released as part of the body's automatic and innate "fight or flight" stress response. These hormones provide quick energy to cope with emergencies and exigencies. Stress hormones often build and, without release, contribute to wear and tear. Excessive stress can inhibit the body's immune system functioning and directly impair the functioning of key body systems. This is the reason why stress can increase one's susceptibility to illness, exacerbate an illness, or protract recovery from an illness.

SOURCES OF STRESS

The following are the various sources of stress:

The Environment: The environment can bombard you with intense and competing demands to adjust. Examples of environmental stressors include weather, noise, crowding, pollution, unsafe and substandard housing.

Social Stressors: We can experience multiple stressors arising from the demands of the different social roles we occupy, such as parent, spouse and employee. Some examples of social stressors include financial problems, presentations, loss of a loved one, divorce and co-parenting.

Physiological: Situations and circumstances affecting our body can be experienced as physiological stressors. Examples of physiological stressors include illness, aging, giving birth, accidents, lack of exercise, poor nutrition, and sleep disturbances.

Thoughts: Our brain interprets and perceives situations as stressful, difficult, painful, or pleasant. Some situations in life are stress provoking, but it is our thoughts that determine whether they are a problem for us.

Characteristics of Positive stress

- Motivates, focuses energy.
- Is short-term.

- Is perceived as within our coping abilities.
- Feels exciting.
- Improves performance.

Examples of positive stress

- Receiving a promotion at work.
- Marriage or commitment ceremony.
- Buying a home.
- Having a child.

Characteristics of negative stress

- Causes anxiety or concern.
- Can be short or long-term.
- Feels unpleasant.
- Decreases performance.
- Can lead to mental and physical problems.

Examples of negative stress

- The death of a partner/family member.
- Losing contact with loved ones.
- Hospitalization.
- Separation from a spouse or partner.
- Money and legal problems.
- Job insecurity.

The Physical Effects of Stress

Stress is the body and mind's reaction to dealing with a stressor an event or situation that requires changing our routine or behavior. Stress makes your heart beat faster, raises your blood pressure, and quickens your breathing. The most frequent reasons for "stressing out" fall into one of three categories:

1. The unsettling effects of change.
2. The feeling that an outside force is challenging or threatening you.
3. The feeling that you have lost personal control.

Not all stress is bad. Positive stress helps to face stressors and increases our tolerance for stress in certain situations. It can focus our energy, helping us rise to challenges and deal with boredom. But if we view a situation as unmanageable or out of control, which increased

energy, can easily turn to negative stress, or distress. At that point, it becomes a problem. Different people react very differently to stressful situations.

The Results of Stress

Stress is not something we can afford to take lightly. Unrelieved stress can damage our physical and mental health in many ways.

- It causes your muscles to tense, leading to headaches, neck ache, jaw pain, and backache.
- It brings on stomach pain, indigestion, upset bowels, or ulcers.
- It deepens feelings of anxiety, nervousness and tension.
- It increases your anger and can lead to chest pain.
- It can lead to depression, exhaustion and lack of concentration.
- It can result in restlessness, boredom and confusion.

CONCLUSION

Just about everyone who you talk to nowadays will complain about being “stressed out.” Thirty years ago, no one ever even used this term. Today it is a staple in most conversations. We often refer to ourselves as being “stressed out” when we discuss our careers as well as our personal lives. Work related stress plays a vital role in performance of employee, stress can be measured in two types those are positive stress and negative stress, positive stress can be helpful for the organization growth , but up to a certain level only. Negative stress always creates problems for employee and organizational growth. Stress may tear down the relationship between employees and management, for those purpose only organizations conduct programs for employees to reveal from stress.

Work related stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope. One of the main reasons for stress is work and work related problems. People are often pressured into working harder, and for longer hours which have major impact on both body and mind. People who don't manage stress well can have headaches, stomach pain, sleeping problems, illness, and depression. They can manage stress by journaling, meditating, exercising, talking to others, or engaging in a hobby. Management of the stress is the important element in the part of every employee work life.

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