

# Stress Management

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**Abstract**— stress has been known as a public health problem. Stress is an everyday reality. Stress is a term very commonly used to define feelings of a person connotation or exhaustion linked with work load or over requiring work. The process of stress is highly individualist in nature. Researchers show that person responses to stress differ according to the stressor and varied environmental and personal factors. Growing studied suggests that women and men are stressed by different types of situations. Two models are used that are traditional model and bucket model. Traditional model show the idea that stressors could lead on to the perception of not being able to deal and that this results in physical and mental tiredness. Bucket model works on theory which assumes that human body is like a bucket that filled daily with unpleasant experiences and after sleep emptying for a fresh start the next day. Occupational stress has many theories:-

1. Cybermatic and system theory
2. The demand and-control
3. The person-environment fit theory. To cope up with stress some light exercise are very helpful. Athlete people often have a strong spirit and are less involved in physical and mental fatigue.

**Index Terms**—Sources of Stress, Models of Stress, Traditional Model, Occupational Stress.

## I. INTRODUCTION

### 1.1 Introduction to stress:

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Stress is a term very frequently used to describe feelings of a person in tensions or exhaustion usually associated with work overload or over Requiring work . Stress is natural occurring event in an individual's daily life. In other words, stress is believed to be any pressure which exceeds the one's capacity to keep psychological and/or emotional stability [2]. The generally accepted definition today is one of interaction between the situation and the individual. It is the physical and psychological state that results when the resources of the individual are not sufficient to manage with the demands and pressures of the situation. Thus, stress is more possible in some situations than others and in some individuals than others [3]. The phenomenon of stress is highly individualist in nature. Recent researchers clearly show that individual responses to stress differ according to the stressor and varying environmental and personal factors .some people have high power of tolerance for stress. On the other hand some individuals are not able to perform good except appropriate level of stress that activates and energizes them to put forth their best efforts. This shows that individual differences may be responsible for some to interpret these stressors, gloomy stress or distress (which detracts from their efforts) and as positive stress (which stimulate them. These effects may be short term and disappear quickly or they may last long time [2].study shows that four work stressors (i.e. demands of the job and patients' expectations, disturbance at work and home, administration practice and interference with family life) state job dissatisfaction and lack of mental wellbeing [1].

### 1.2 Sources of Stress:

Growing proofs suggests that female and male are stressed by different types of situations. Men were more affected by finances and work-related stress (stressors), whereas females are more likely to list family and health-related events .Moreover

working long hours influenced women and men differently. Women who work more than 60 hours a week had less aware about control and report greater levels of stress than women who worked fewer hours.. However, men who worked more than 60 hours show increased levels of control [4].

### 1.3 Models of Stress:

#### 1.3.1 Traditional Model:

Stressors lead to a realization of stress which can lead to mental, physical and emotional tiredness which can result in short term safety and long term health benefits. This is what they called the Traditional model. This model sought to show the idea that stressors could lead on to the realization of not being able to deal and that this might result in physical and mental tiredness, which could have both short and long term effects.

#### 1.3.2 The 'Bucket' Model:

A person is like a bucket filled with thoughts at the start of the day and drained at the end of it. Normal processes at whole night and at weekends normally restore the bucket. This model began from a very simple picture of fatigue. Human body is like a bucket that could be 'infused' daily with unloveable experiences, with sleep and recuperation emptying it for a fresh start the next day [5].

#### 1.4 Occupational Stress:

A number of factors responsible for workplace stress, ranging from technological change and universal competitive pressures to toxic work environments and managerial bullying .Heavier workloads and increased business trips also affect stress levels [6]. Occupation stresses have several theories:

- 1) The "person-environment fit theory
- 2) The "cybernetic and systems "theory
- 3) The "demand-control" theory [7].

#### 1.5 Coping with stress and work stress through exercise:

Anyone can be affected by stress at any time, but the extent to which we experience stress depends on one's life-style and is, therefore, largely self-imposed. Person's Lifestyle is including

different factors such as exercise, nutrition, leisure, attitude and way of dealing with stress, that regular exercise and healthy eating habits are the uttermost among of them. Proofs indicates that positive or healthy changes in these behaviors can change the individual's response to stressors and may reduce stress. Exercise is an appropriate strategy for physical fitness, prevention and coping with stress. Aerobic exercises increase person's ability versus stress. This type of exercises induced to slower heart rate and rapid recuperation from stress injuries. Professional sports also increase person's ability versus stress. The people, who exercise regularly, are fit and resist versus stressors easier than others. It is more probable that athletes will be involved in other positive and healthy behavioral paradigms. Because they will attempt for correct diet, adequate rest and relaxation, and Stress management in their life, and physical and mental well-being will be among the most important of their personal priorities. Athlete people often have a strong spirit and are less involved in physical and mental fatigue. Light exercises not only can greatly reduce stress, but also prevent from stress. Walking, running and swimming resulting in stress reduction [3].

### Literature Review

**U. ROUT (1999):** This paper compare job stress, job satisfaction and mental wellbeing of male and female general practitioners (GPs) with the help of questionnaire study. Female GPs showed positive signs of mental well being in as compared with a normative group. Whereas, male doctors showed higher anxiety and depression scores than normal. Although there was no major difference between male and female GPs in the job satisfaction scale both genders were unhappy about their, hours of work, rate of pay and amount of work they do. Multivariate analysis disclosed three job stressors that were predictive of high levels of dissatisfaction of job for both male and female GPs; these were: time, career and goal achievement, Pressure, interruptions working environment. This finding suggests that specific stress management programmes for both male and female doctors need to be done and evaluated. service for male and female doctors who suffer psychological pressure

from their work, There may be substantial benefit in providing a counseling

**Adnan Iqbal et al. [2011].** Once teaching profession was viewed as a 'low stress occupation' and they have been desire for occupy, light workloads, flexibility and other bonuses such as foreign trips for study and conference. However, some recent studies suggest that faculty in university is the most stressed occupational group. The present study was conducted to evaluate the faculty thoughts towards occupational stress using established questionnaire based on data collected from five departments of private university. Research findings on the coping strategies that faculty used to handle stress were also reviewed. From this study, it is suggested that the top management and University . in order to reduce the stress among the faculty members, Administration should focus their attention on faculty stress, mainly on two areas (student Interactions and Professional Identity. Care should be taken to make even reserved faculty feel a part of the institution thorough regular meetings and support.

**Hossein Hajiyousefi et al. [2015]** Stress is an everyday reality in the aviation scenario. This paper compares work stress between athlete and non-athlete pilots in 2 Iranian's airlines. In this regard, by reviewing previous researches and interviewing with aviation experts, 33 occupational stressor variables based on spiel berger job stress questionnaire (1984), were identified. Validity of the questionnaire was approved by 19 experts and reliability was determined by cronbach's alpha coefficient ( $r=0.73$ ). The questionnaires were distributed among the pilots in 4 airports. Independent T-test was used to compare occupational stressors between athlete and non-athlete pilots. The results showed that no significance difference in managerial occupational stressors between athlete and non-athlete pilots but there is significance difference in organizational occupational stressors between athlete and non-athlete pilots, but there is.

**Lauren A.Gentry et al. [2007].** Stress has been recognized as a public health problem. However,

few research has been done on sex differences in sources of stress and coping strategies in Hawaii. In this study, we hypothesized that: 1) women will show higher levels of stress than men; 2) women stressed by family and health related stressors while men's stress is related to finances and work-related issues; 3) women will respond using adaptive coping strategies more frequently while men will show using maladaptive and avoidance strategies more frequently; 4) in the readiness to use stress management strategies there will be no gender differences. Method. Cross-sectional telephonic survey of 1518 participants was conducted during the summer spring and of 2006. Results. Women reported higher stress levels, but there was no difference in the experience of social stressors and health stressors between genders. From personal factors, Men perceived more stress. There were no gender differences in the perceived ability to handle stress. However, men were more likely to use maladaptive and avoidance coping strategies but women were to use adaptive coping strategies more likely. There were no significant gender differences in stages of change for stress management. Conclusion. Based on this study, techniques can be developed to help people better handle stress. These techniques for women may focus on increased use of adaptive strategies such as talking to friends and family, praying and, while techniques for men may introduce the use of adaptive coping strategies such as actively fighting causes of stress and exercise. This study concludes that sex differences in stress levels and coping in Hawaii are similar to previous mainland studies conducted. More research into specific stressors and handling strategies may help tailor interventions that are more effective and comprehensive.

**Mate Siakwa et.al [2014]** this study assessed stress and their attendant coping mechanisms employed by the senior most members in the Cape Coast University. The illustrative survey research design was employed in conducting the study. 214 senior members were sampled through the use of the sampling procedure. Questionnaires were used to ask for the required data for the study. Illustrative statistics such as mean scores, frequencies, and standard deviations were used to

examine the data on the research questions. analysis of variance (ANOVA) included in Inferential statistics were used to compare relationship among variables , post hoc multiple comparisons analyses (Tukey) and Pearson correlations. The study found out that senior members least experienced disorders related with stress . The most common stress related disorders found in the senior members of the university were pains of any kind, sleeping disorders, and feeling disturbed. and also found out that respondents found interpersonal relationships, research work, teaching and professional development as stressful. The respondents adopted handling strategies such as approaching, distancing, selfcontrol, social support, taking responsibility, escaping avoidance, problem solving and positive judgement. It is recommended that the university should consult with industries to find out solutions to the problems ,so long as provide academic senior members with the needed research skills.

**JAME S B. AVEY et al. [2009]** stress in Workplace is a major concern for human resource managers. Although substantial practical and scholarly attention has been devoted to stress management over the years, the time has come for new views and research. Findings from the emerging field of positive organizational behavior, this study offers research findings with implications for fighting occupational stress. especially, data related to large sample of working adults across different industries suggest that the positive resources of hope, optimism, and resilience i.e psychological capital may be super key to better understand the contrast in perceived symptoms of stress, as well as thoughts to quit and job search behaviors. The article gives the practical strategies aimed at hold and developing employees' psychological capital to help them better adjust with workplace stress. © 2009 Wiley Periodicals, Inc.

**Sathyapriya.J et al.[2012]** the analysis shows that the majority of women employees belong to the age group of 26-30 years and more than one third of the women employees are B.E.(IT) graduates. The results show that about two-third of women employees belong to the income group of Rs.

25001- 30000 monthly and the majority of women employees are married and about more than one-third of total women employees have the total experience of 2-4 years and also followed by less than two years (29.33per cent), 4-6 years (25.00 per cent) and more than six years (6.67 per cent). The results indicates about 58.66 per cent of women employees are facing high level of organizational stress followed by very high( 21.67 per cent) and medium level(19.67 per cent) and there is a significant difference between the organizational stress levels among the women employees in IT sector. The factor analysis for effects of stress on women employees reveal that there are seven independent groups of dimensions are extracted that account for a total of 70.49 per cent of variations and these factors are grouped in to disturbance, difficulties, sadness, concentration, treatment, interest and tension. The multiple regression analysis show that disturbance, difficulties and sadness are statistically significant at one per cent of level and these factors are negatively influencing the job satisfaction of women employees. The tension is also statistically significant at five percent level and it is negatively affecting the job satisfaction of women employees. But, the treatment is statistically significant at one per cent of level and it is positively influencing the job satisfaction of women employees.

**MEGAN HAJECATE FORMAN et al. [2010]** Hurricane Ike struck the coast of Texas on September 13, 2008., a branch of the US(United States) Department of Homeland Security named The Federal Emergency Management Agency (FEMA), planed a Project named Disaster Case Management Pilot (DCM-P) to help residents of the impacted areas recover from the destruction caused by the whirlwind. DCM-M (manager) employed by the three larger recipient organizations selected for the project by FEMA served as the link between the desired resources and victims. The purpose of this study was to find out stress levels among the disaster case managers those were employed through the ten smaller faith-based organizations that make up one of the larger recipient organizations which are providing case management services to victims. Questionnaires based on Job Stress Survey



developed by Spielberger and Vagg were mailed to 145 disaster case managers employed by the faith-based recipient organization. Of the 145 questionnaires which were mailed out, only 89 were completed and for data analysis purpose they were mailed back. Frequency and severity scores for each of the thirty stressors Based on answers selected by the respondents identified through the instrument were calculated. scores were calculated for two subscales, the job pressure index and the lack of support index the job stress index and Based on severity and frequency scores for the stressors. Findings concluded that both the most severe and the most frequently experienced stressors were caused by aspects of the job itself related to job pressure. Furthermore, many of the same items that were rated as having the highest extremity of stress were also the most frequently experienced stressors.

**Mahnaz Shojaee et al. [2014]** Using Ryff's positive psychological theory as a conceptual framework, this research was focused on well-being or mental health to explore the degree to which by personality traits and demographic factors predicts the Nova Scotian youth and young adults mental health. by taking benefits from different developmental, this theory covered all critical features of well-being personality and clinical theories. Employing Ryff's inclusive theory that covered six dimensions including self Independence, positive relations with others, purpose in life, environmental mastery ,self-acceptance and personal growth, and the researcher studied the relationship between the locus of control and mental health components. from Mount Saint Vincent University: One hundred and seventy-two students were randomly selected and participated in this study. Measures: Three measures completed by all participants, Ryff's Psychological Well-Being Scale, Rotter's Locus of Control Scale, and Demographic Questionnaire.

Method: bivariate correlation, ANOVA and hierarchical linear regression that are Quantitative methods were used to explain the relationships between variables based on research hypotheses. Results: The statistical analysis of data disclose that there was a positive and linear association

between the all six well-being components and internal locus of control. Conclusions from the current research demonstrated that individuals are in higher levels of mental health that have an internal tendency of locus of control in comparison with individuals with external locus of control. Hierarchical linear regression disclose that locus of control, gender, marital status, citizenship status can predict 41% of the variance in participants' mental health.

**Azam Moradi et al. [2013]** Purpose of this research was to Meta – analysis about researches on relation between mental health, religious orientation and depression in Iran. Therefore five questions were proposed about relationship between religious orientation, mental health and depression. For answering these questions, from among researches on relation between mental health and religious orientation and depression which have been done at throughout of Iran, 10 researches for meta–analysis were acceptable in terms of methodology and have inclusive criteria, were selected. These 10 researches about relation between mental health and intrinsic religious orientation contained 7 effect sizes about relation between extrinsic religious orientation and mental health contained 5 effect sizes, about relation between religious orientation and mental health contained 3 effect sizes, about relation between intrinsic religious orientation and depression about relation between religious orientation and depression contained 3 effect sizes. size of relation between mental health and intrinsic religious orientation was 0/272, effect size of relation between mental health and extrinsic religious orientation was -0/135, effect size of relation between religious orientation and mental health was 0/296, effect size of relation between intrinsic religious orientation and depression was -0/171 and effect size of relation between religious orientation and depression was 0/409 Based on results of this meta –analysis effect. effect size of rate of relation between intrinsic religious orientation and mental health, extrinsic religious orientation and mental health, religious orientation , mental health and intrinsic religious orientation and depression is moderate and effect size of rate of relation between religious orientation and

depression is above of moderate based on Cohen's interpreting criteria, showed by meta –analysis results. These results clear the important of providing ground for strengthening intrinsic religious orientation

Ref. No.	Year	Tech./Method	Parameter Included	Findings					
1	1999	Surveys, Questionnaires	Type of behavior, sources of stress	The results of this study showed some differences between male and female GPs in terms of job stress, mental wellbeing and coping			a part of the Healthy Hawaii Initiative (HHI).		
					5	2014	Inferential statistics were used to compare relationship among variables which included analysis of variance (ANOVA)	Stress, Coping Strategies, Models, Theories, Academic staff, Stressor	The sources of stress among special major areas and the ranks of academic senior members differ.
2	2011	Cross sectional survey method.	Academic stress, Coping strategies, Faculty Stress Index (FSI), Saudi Arabia, Rewards and recognition	For Administration of University and management, it is important to focus their attention on faculty stress, mainly on two areas That are student Interactions and Professional Identity to reduce the stress among the faculty members	6	2009	Psychological Capital(PsyCap)	positive psychological capital, stress, turnover intentions	find significant inverse relationships between employees' PsyCap, measures of intentions of Voluntary Turnover and , their symptoms of job Stress.
					7	2012	Data collection method	Occupational Stress; Organizational Performance	Findings indicated that the employees suffered high levels of job stress. The reported stressors were found to have positive and/or negative association with the health related with physical of the employees, their overall satisfaction about their jobs as well as their commitment
3	2015	OOS/MOS	athlete, aviation, crew, exercise, job stress, sport	There is statistically significant difference in OOS between athlete and non-athlete pilots There is statistically significant difference in MOS between athlete and non-athlete pilots					
4	2007	A cross-sectional random-digit-dialing telephone survey that collected data from a stratified sample as	Gender Differences in Stress , Sources of Stress , TTM	Although the magnitude of gender differences was small, the results of study suggest the existence of significant gender differences in experiences of stress.					
					8	2010	Job Stress Survey (JSS)	Levels of job stress, identify the stressor, rank of factors	Items related to job pressure items exhibited higher mean scores in both severity and frequency, than lack of support Related items.
					9	2014	Locus of	Mental	with Rotter's Locus

		Control	Health, LOC, Autonomy, Self-Acceptance, PG(Personal growth)	of Control Scale in the randomly sample of the young population each of the all six components had a direct, significant and positive association	the individual level, women employees should be supported by the family and friends.
10	2013	Allport's theory of religious orientation	Mental health, depression	Effect amount of the relationship between overall religious orientation and dejection is well above average.	<p><b>A. References</b></p> <ol style="list-style-type: none"> <li>1.U. ROUT, " Gender differences in stress, satisfaction and mental wellbeing among general practitioners England", VOL. 4, NO. 4,1999.</li> <li>2. Adnan Iqbal, Husam Kokash," Faculty Perception of Stress and Coping Strategies in a Saudi Private University: An Exploratory Study", Vol. 4, No. 3; August 2011</li> <li>3. Hossein Hajjousefi, Hassan Asadi, Afsar Jafari," The Analysis of Occupational Stressors among Pilots; Exercise, as a Strategy to Increase Flight Safety", Vol., 5 (12),2015</li> <li>4. Lauren A. Gentry, Jane J. Chung, Nandar Aung, Stefan Keller, Katie M. Heinrich, &amp; Jay E Maddock," Gender Differences in Stress and Coping among Adults living in Hawai'I", Vol 5,2007</li> <li>5. Mate Siakwa, Grace," SOURCES OF STRESS AND COPING STRATEGIES ADOPTED BY ACADEMIC SENIOR MEMBERS IN THE UNIVERSITY OF CAPE COAST", Vol. 4, June. 2014.</li> <li>6. JAME S B. AVEY, FRED LUTHANS, AND SUSAN M.J ENS EN," PSYCHOLOGICAL CAPITAL: A POSITIVE RESOURCE FOR COMBATING EMPLOYEE STRESS AND TURNOVER", Vol. 48, September–October 2009,</li> <li>7. Ahlam B. El Shikieri, Hassan A. Musa," Factors Associated with Occupational Stress and Their Effects on Organizational Performance in a Sudanese University", Vol.3, 2012.</li> <li>8. MEGAN HAJECATE FORMAN, " JOB STRESS IN DISASTER CASE MANAGERS WORKING WITH HURRICANE IKE RECOVERY", August 2010.</li> <li>9. Mahnaz Shojae, Carmel French," The Relationship between Mental Healths Components and Locus of Control in Youth", May 2014.</li> <li>10. Azam Moradi, Seyed Mohammad Ghalamkarian , Atefeh Heyrat," A Meta-Analysis about Researches on Relationship between Religious Orientation and Mental Health and Depression in Iran", Vol., 5 (7),2013..</li> </ol>

### Conclusion

Based on papers, interventions can be developed to help people better cope with stress. Interventions for female may stress on increasing the use of adaptive strategies such as praying and talking to friends and family members, where as interventions for men may introduce the use of adaptive coping strategies such as exercise and actively fight causes of stress. Findings from these papers also indicated that employees suffered high levels of job stress. Job stressors which affects the employees includes lack of promotion opportunities and feedback, lack of participation in decision making, over workload, working conditions not satisfactory. All these stress also affects the physical health of employees, their performance. Allport's theory of religious orientation explains the psychological structure of religion and how religion effects on mental health. Allport gives that it is only the intrinsic religious orientation that ensures mental health. His premise is that extrinsic religion is less remedial and preventive than intrinsic religion. It is also concluded that the sources of stress among major specialty areas and the ranks of academic senior members differ. That could be a source of stress for assistant lecturer would not necessarily be a stressor for a professor. It is also given that effective use of individual and organizational strategies may reduce the possibilities of stress among employees. At the organizational level, pre and post departure training, language training, cross-cultural training is needed to be implemented and should be regularly monitored. At the