Impact of Stress and the Need to Manage It

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Abstract

The work environment – whether it be in the private sector or the government sector – has become very stressful these days. The reasons are multifarious – lack of resources, flawed staffing patterns, an unhealthy competitive atmosphere, friction between rules and reality – it’s just the beginning of a long list. It’s easy to write off stress as subjective – as something that an individual worker has to take care of herself/himself. But when stress has become such a major problem, affecting the physical and mental health of the workers, it becomes the responsibility of the management to assist its employees in handling their stress. The management should try to frame its human resource policies in such a way that stress doesn’t become a fact of life for its employees. A small amount of stress is required for stimulation – to push oneself to perform better. But beyond that, stress has no beneficial effects. It is natural for the management to feel that investment in stress management is frivolous or unnecessary. Fortunately, evidence of the alarming correlation between stress and the health of employees and the organization exists in the form of surveys undertaken by academicians and industry analysts. The actions that cause stress (unreasonable targets, micro management, insufficient staff etc.) may yield good results in the short term, but this policy cannot be sustained in the long term. Therefore, a case can be made for effective stress management – it is humanitarian and also good for business.