

Causes and Management of Stress:- A Prerequisite of Modern Way of Life.

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Abstract

In today's challenging environment, each one is coping with stress. Whether inside or outside the organisation, managers and workers of almost all countries are working under stress, affecting their efficiency and productivity. Therefore, it is very essential to study and analyse "stress" "while studying management".

Stress can be defined as the physical, mental, and chemical reactions to the outer circumstances and situations that either stimulate the individual creativity or depress their productivity.

According to Ivancevich and Matterson, "Stress is the interaction of the individual with the environment. It is an adaptive response, mediated by individual differences and/or psychological processes, that is a consequence of any external (environmental) action, situation or event that places excessive psychological and/or physical demands upon a person."

Stress management symbolises to the techniques and strategies that entities can use to handle and decrease stress in their day-to-day lives. It encompasses embracing healthy tendencies, committed relaxation techniques, and utilizing effective handling processes to pact with the encounters and stresses of everyday life. Stress is a native division of a lifetime but surviving it essentially is fundamental for general well-being.

Keywords

Stress, Lifestyle, Environment, Physical, Mental

Introduction

Stress is a biological, physical, and psychosomatic retort that appears when we confront questioning or stressful situations. It is the physique's way of making it ready to face an apparent threat or compression. While some stress can be constructive in influencing and heightening working, unwarranted or continued stress can have adverse effects on our health. Stress can be categorized into acute stress, which is short-term and immediate, and chronic stress, which is long-term and ongoing. Stress can consequence of various factors, involving employment difficulties, financial hitches, relationship complications, major life changes, health problems or environmental factors. Stress can demonstrate in physical indicators such as pains, muscle strain, exhaustion sleep instability, digestive issues, increased heart rate, and damaged immune function. Stress can also affect our sentiments and cognitive performance. Elongated or continual stress can contribute to the maturity or deterioration of mental condition disorders like anxiety syndromes,

depression, and burnout. Successful stress management embraces utilizing various coping policies, including recreational performances, exercise, mindfulness, or meditation, pursuing social support, setting frontiers, time management, and involving in agreeable activities.

Review of Literature

Handling stress is important for overall safety. This includes recognizing stressors, employing stress handling approaches, and implementing lifestyle adjustments to reduce the effect of stress. Stress has been an integral part of life because there are many things which act as a catalyst in increasing stress. Stress can be positive, such as when it helps you avoid danger or meet a deadline. But when stress lasts for a long time, it may harm your health. (Manoj Kumar, A. and Bawthra, R.,2020). The main causes of stress among youth are relationship stress, financial and psychological stress. (Dr. Deepti Bhargava & Hemant Trivedi,2018). The stress management is a leading fact that each management should concentrate so that they can keep an eye on their academic and personal life. ((Hemamalini, Ashok, & Sasikala, 2018). Good social support, whether from a trusted group or valued individual, has shown to reduce the psychological and physiological consequences of stress, and may enhance immune function. (Gebrezabher Niguse Hailu,2020). stress management skills' training has a significant impact on the psychological well-being. (Alborzkouh, P., Nabati, M., Zainali, M., Abed, Y., & Ghahfarokhi, F. S.2015). The well-documented physical and psychological health advantages of exercise are an advantage of adding exercise into a crisis management plan over other stress management strategy. (Lakshmi, Maha.2022).

Research Methodology

This is theoretical paper is based on a Descriptive study and based on secondary data taken from various publications such as Journals, Magazines, and data available on various sites.

Objectives of the study

- To examine various types of stress.
- To know about causes of various forms of stress.
- To Know the consequences of various types of stress
- To suggest some remedies to cope with stress.

Types of stress

Stress can be classified into following types: -

Eustress

Distress

Acute

Chronic

Eustress is beneficial stress. It is a positive response towards stress and provides a feeling of hope, satisfaction, and well-being.

Distress is unhealthy and negative stress. It is generally associated with loss of hope, frustration, and bad decision-making.

Acute is a sudden rise of stress that is usually begun by detectible events or provisions, such as a hovering time limit, a job consultation, or a divergence.

Chronic is a continuing form of stress that continues over a continued period, often stemming from continuing pressures.

Eustress can be explained as the desired level of stress because without stress an individual cannot perform to his full potential. In an optimum stressful environment, he will be more creative, generate new ideas and indulge in continuous learning to prove his ability.

It is an emotional and psychological feeling to cope with stress in a positive way. The desire to prove oneself induces a positive approach in an individual and leads him to discover a new inner being which is filled with a lively and positive attitude.

Sources /Causes of Eustress

- **Creativity** An aspiration to discover new things produces eustress in a person which results in building new imagination and a unique model of research.
- **Pursuing ambition** Desire to pursue one's ambition infuses him towards high energy and motivation and puts him under eustress where he is determined to perform at any level to reach new heights.
- **Motivation** It is an important factor which encourages a person to provide his best and contribute to attaining individual and organisational objectives. Positive motivation helps an individual to prove his worth.
- **Recognition** Acceptance by a peer group or applause by senior officials boosts the morale of a person and induces a feeling of eustress.
- **Acceptance changes** the Law of nature is to change. Nothing is permanent in this world. An individual must undergo a lot of changes which encompasses a stressful situation. But when an individual accepts the change and becomes ready to face all the challenging situations then distress becomes eustress.

Consequences/Results of Eustress

- **Determinant of well-being** An eustress is a determinant of well-being and brings such outcomes which play a positive factor in life and increase the levels of happiness and creativity.
- **Excitement** The feeling of eagerness about a new movie, coaster ride, meeting an old friend or having some fun-filled venture brings excitement which is a sign of eustress.

- **Facing new challenges** Eustress provides a mindful state which is joyful and healthy and accepts all the new challenges of life with determination and enthusiasm.
- **Bigger achievements** Eustress makes impossible possible. It develops so much skill set in an individual that he easily achieves that heights which were previously seems to be impossible for him.
- **Health benefits** A healthy mind leads to a healthy body. Eustress results in introducing favourable chemicals and hormones in the human body which strengthens the immune system to meet day-to-day challenges.

Distress is considered as bad stress because it is a blend of depression, anxiety, and frustration. The distress can be a root cause of psychological, physical, and mental harmness that results in lower productivity, low self-esteem, and mental harassment.

Sources/causes of Distress

- **Boredom** The routine job which is dull and boring or very hectic in terms of travelling, frequent transfers or unexpected overtime leads to stress.
- **Insecurity** If a person is working on an ad-hoc or contractual basis then he will be under continuous stress of performance issues to secure his job.
- **Lack of Knowledge** If an individual is not well-versed or he does not have enough knowledge about the given task then he will be in a situation of distress to provide output.
- **Overburden** When an individual is overloaded with work within the organisation and is given too many responsibilities which he cannot handle then it generates stressful conditions.
- **Interpersonal relations** When a person has to work with superiors or the type of peer group with whom he does not get along or feel comfortable then there are chances of conflicts and misunderstandings which may result in distress and frustration.

Consequences/Results of Distress

- **Health Disorders** Distress leads to severe anxiety, feeling of sadness, loss of interest, difficulty in concentration and suicidal thoughts. Routine problems include heartburn, blood pressure, muscular twitches etc.
- **Behavioural Symptoms** Everything which results in a change of behaviour of a person to a particular extent is termed a behavioural symptom. They may be

- negative in case of distress in which a person shows nervousness and irritation to day-to-day sounds, sleeplessness, undereating or overeating etc.
- **Family Disturbances** Distress results in quarrels and conflicts in the family and leads to spouse abuse, child abuse, separation from family members and divorce etc.
 - **Work Issues** Distress proves to be fatal for the work-life of an individual. He may face low productivity, down performance, high rate of absenteeism, aggressive behaviour towards seniors and juniors and even loss of job.
 - **Life-Threatening** When a person is managing stress, he might have dangerous thinking or may face a lot of health challenges that may result in unexpected fatality.

Acute stress refers to a short-term form of stress that develops in reaction to specific incidents or situations. It is a physical and acting reaction to superficial intimidations or encounters. Acute stress can appear in various expressions of a lifetime involving employment, associations, or familiar circumstances.

Sources/Causes of Acute Stress

- **Time pressures:** Having a dense time limit or restrained stint to whole responsibilities is an indication of a sense of resolve and stress.
- **Performance pressures:** Conditions that require people to execute at an elevated level, such as assessments, lectures, or job conversations, can convince acute urgency.
- **Unpredicted events:** Abrupt or spontaneous circumstances, such as collisions, difficulties, or disputes can initiate acute stress.
- **Social circumstances:** Collaborations with unknown folks public chattering or appearing focal incidents can affect acute stress, uniquely for entities who are more in public anxious.
- **Financial tensions:** Confronting financial obstacles such as startling prices or job loss, can lead to acute stress. Meeting unexpected financial demands increases the level of acute financial stress.

Consequences/Results of Acute Stress

- **Physical indications** Acute stress can be evident in physical indications such as fuelled heart rate, prominent blood pressure, rapid gasping, muscle anxiety, worries stomach aches, tiredness, chill out, and changes in mania or sleep emblems These physical symptoms may diverge from person to person.

- **Emotional and psychological impact** Acute stress can affect a personality's expressive and spiritual welfare. It may lead to tetchiness, apprehension, restiveness, mood droops, difficulty focusing, rushing thoughts, feelings of overthrow and a sense of being on the periphery.
- **Impaired cognitive purpose:** Acute stress can harm cognitive function and make it more demanding to think clearly, making outcomes concentrate. Recollection and concentration duration may be influenced, leading to declined throughput and performance.
- **Interactive changes** Acute stress can activate changes in conduct. Some people may become more revoked while others may reveal confrontation, prickliness or an increase in dispute with others. Furthermore, human beings may combat detrimental managing systems such as undue downing, smoking, or overdosing as a rejoinder to acute stress.
- **Effect on complete well-being** Extended or concentrated bouts of acute stress can have adverse influences on substantial and psychological health. Permanent revelation to stress hormones, such as cortisol, can cause an impaired immune system, intensified risk of cardiac disease, abdominal problems, and cerebral health illnesses like apprehension or sadness.
- **Hindrance with daily working** Acute stress can disturb with daily behaviour, work execution connections and overall attribute of life. It may lead to reduced rationale, trouble in executing obligations and encounters in sustaining healthy connections.

Chronic stress mentions to a persistent testify of stress that continues over a continuous interval of time, in general, persistent for weeks, months, or maybe years. It is a type of stress that does not dip instantly directing to a constant triggering of the body's stress rejoinder organism.

Sources/Causes of Chronic Stress

- **On-the-job stress:** High loads, severe time limits, lengthy hours of work, a deficit of job safety, modest associations with peer groups or chiefs, and restricted limits over work-related choices can all add to chronic stress.
- **Relationship issues:** Problems in personal relations, such as controversies with the other half or companion, family matters, or frail dynamics, can indicate chronic stress.
- **Caregiving reliabilities:** Providing continuing care for an infant, ageing parent, or kin member with a lingering disease or infirmity can be substantially and psychologically challenging, ensuing in chronic stress.

- **Key life changes:** Momentous life incidents such as separation, transfer, injury of a dear one, or altering to a newfound job or school can trigger off continuing stress.
- **Persistent health illnesses:** Surviving with a continuing illness, such as diabetes, heart disorder, or autoimmune syndromes, can initiate constant stress because of everyday lifespan, treatment regimes, and ambiguity about the forthcoming.
- **Distressing occurrences:** Undergoing or observing shocking outcomes, for instance, natural catastrophes, disasters, or hostility, can indicate long-term stress.
- **Ecological stressors:** Living in a high-crime region, noise contamination, traffic obstruction or other ecological components can promote chronic stress.
- **Precision and high expectations:** Placing undue pressure on oneself to converge extremely high specifications or continually seeking sustain can indicate chronic stress.
- **Technology surplus:** Continual connectivity, intelligence burden, and the burden to be continually accessible and approachability can influence chronic stress.

Consequences/Results of Chronic Stress

- **Physical health complications:** Chronic stress can cause a sail of physical health problems like abnormal blood pressure, heart sickness, exhausted immune system, gastric difficulties, sleep instability, and headaches.
- **Mental health problems:** Continuous stress can enhance the risk of progressing mental health ailments such as anxiety syndromes, depression, and fatigue. It can also aggravate current mental well-being situations.
- **Emotive disturbances:** Chronic stress can vanguard to emotional unsteadiness, temperament changes, bad temper, and a decreased competence to deal with routine confronts. It may also add to the attachments of overcome, dependence or inability.
- **Cognitive destructions:** Chronic stress can impact cognitive affairs, including memory, meditation, and decision-making capacities It may also intervene with imagination and delinquent-resolving competencies.
- **Relationship tension:** The continuing pressure of chronic stress can force associations causing tensions, abandonment, or a lack of sensitive accessibility. It can also impact interaction and accomplish the outlook of loneliness.

Approaches to Managing several types of stress.

Stress coping strategies can vary depending on the type of stress one is experiencing. Below are some common types of stress and comparable managing mechanisms:

Work-related stress:

Rehearsal time management and highlight tasks.
Assign duties when probable.
Take repeated pauses and practice easing skills.
Setting limits between employment and respective life.
Seek out support from coworkers or bosses when necessary.

Financial stress:

Establish a plan and financial strategy.
Take expert guidance or financial advice.
Gaze for ways to rise earnings or lower expenditures.
Build a savings policy.
Put into practice, self-care behaviours that are affordable or free.

Relationship problems:

Connect freely and genuinely with the other individual.
Get pairs or family psychotherapy if required.
Fix healthy confines and arrange self-care.
Exercise lively listening and sympathy.
Ask for backing from trustworthy friends or family partners.

Caregiving concerns:

Seek relief care or assistance from other relatives or family members or backing forces.
Assign duties and divide obligations with others.
Examine vacation and monitor self-care regularly.
Associate with help gathering or guiding caregivers.
Take specialised aid or advice when necessary.

Major life transformations:

Recognize and acknowledge your sensations encompassing the transformation.
Focus on adapting to the new circumstances one stage at a time.
Try for funding from contacts, households, or support groups.
Involve in tension-reducing behaviour, such as exercise or thought.
Think pursuing professional advising or psychotherapy.

Chronic health illnesses:

Pursue a treatment schedule imposed by healthcare specialists.
Inform physically about your illness and self-management approaches.
Involvement in tension-dipping behaviour such as recreation manoeuvres or interests.
Request sustenance from health care sources support gathers, or online groups.
Follow self-empathy and self-attention.

Distressing events:

Request skilled help from a therapist or guidance counsellor skilled in trauma.

Observe self-overhaul performances that stimulate recreation and restoration.
Involve in movements that bring you joyfulness and adopt a sense of well-being.
Associate with understanding allies or family relations.
Think about merging support alliances or trauma-intensive therapies.

Ecological stressors:

Recognize and minimize the experience of the stressor when feasible.
Establish a calm and peaceable domestic environment.
Prepare stress-dropping procedures such as reflection or deep exhaling.
Participate in events that raise moderation and cut down stress.
Think through obtaining support from group resources or advocacy alliances.

Conclusion

Stress is subjective and cannot be measured. A particular individual who is experiencing stress can only explain the degree and feeling that whether it is eustress or distress as the reasons behind the stress vary from one person to another and so does its effect. Two different persons might be coping with the same level of stress but for one it may be positive and for the other, it may be negative. However, Stress is an essential part of life that cannot be avoided and prepares for further action. Effective management of stress can be done by the ability and willingness of a person by making the desired changes that are necessary for a healthy lifestyle. Developing various hobbies, yoga, and meditation, and talking with friends and family are several positive instruments to manage stress. Coping with stress may differ for persons in different situations. If stress endures or becomes tremendous, obtaining skilled help from a therapist or counsellor can provide valuable assistance and support.

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