

EFFECT OF STRESS ON EXECUTIVE PERFORMANCE

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ABSTRACT

Stress is an inevitable reality of life. But stress isn't always a bad thing. It's a natural, physical response that can generate our fight-or-flight response. Stress can increase our awareness in difficult or treacherous situations, allowing us to act hastily in the moment. Without it, humans wouldn't have survived this long. But if stress is invariable over time, it can be unfavourable to health. So, stress prevention and management are important, and will help cope with the many things going on in life. The goal of preventing and managing stress isn't to completely get liberate of stress, but to eliminate unnecessary stress and help you cope with inevitable stress.

Keywords: inevitable strength, Life, obstacle

INTRODUCTION

Stress problems are very common with many people reporting experiencing extreme levels of negative stress. When stress is considered as something that occurs repeatedly across the full lifespan, the true incidence of stress problems is much higher. Being "stressed out" is thus a universal human phenomenon that affects almost everyone. What are we talking about when we discuss stress? Generally, most people use the word stress to refer to negative experiences that leave us feeling overwhelmed. Thinking about stress

exclusively as something negative gives us a false impression of its true nature, however. Stress is a reaction to a changing, demanding environment. Properly considered, stress is really more about our capacity to handle change than it is about whether that change makes us feel good or bad. Change happens all the time, and stress is in large part what we feel when we are reacting to it. We can define stress by saying that it involves the "set of emotional, physical, and cognitive (i.e., thought) reactions to a change." Thinking about stress as a reaction to change suggests that it is not necessarily bad, and sometimes, could even be a good thing. Some life changes such as getting a new job, moving in with a new romantic partner, or studying to master a new skill are generally considered positive and life-enhancing events, even though they can also be quite stressful. Other life changes such as losing a job or an important relationship are more negative, and also stressful. Our experience of stress varies in intensity between high and low. How intensely stressed we feel in response to a particular event has to do with how much we need to accomplish in order to meet the demands of that situation. When we don't have to do much in order to keep up with demands, we don't experience much stress. Conversely, when we have to do a lot, we tend

to feel much more stressed out. Generally speaking, people do not like experiencing the extremes of stress. This is true for each end of the spectrum of stress intensity, both high and low. Few people enjoy the feeling of being overwhelmingly stressed in the face of great change. However, most people do not like a total absence of stress either, at least after a while. There is a word for such a condition (i.e., a lack of stress and challenge) which conveys this negative meaning: boredom. What most people tend to seek is the middle ground; a balance between a lack of stress and too much stress. They want a little challenge and excitement in life, but not so much that they feel overwhelmed by it. A variety of events and environmental demands cause us to experience stress, including: routine hassles (such as getting the family out the door in the morning, or dealing with a difficult co-worker), one-time events that alter our lives (such as moving, marriage, childbirth, or changing jobs), and ongoing long-term demands (such as dealing with a chronic disease, or caring for a child or sick family member). Though different people may experience the same type of events, each of them will experience that event in a unique way. That is, some people are more vulnerable to becoming stressed out than others are in any given situation. An event like getting stuck in traffic might cause one person to become very stressed out while it might not affect another person much at all. Even "good" stressors such

as getting married can impact individuals differently. Some people become highly anxious while others remain calm and composed.

WHAT IS STRESS

Stress is body's response to any demand, according to the National Institute of Mental Health (NIMH). Many things can trigger stress and can be positive or negative. In a dangerous situation, stress will trigger fight-or-flight response and cause the following symptoms:

- increased heart rate
- faster breathing
- tensed muscles

This stress allows you to make split-second decisions and is what helped cavemen either face a threat or flee.

Our body is only meant to handle stress in small bursts. Chronic stress can lead to serious problems, lowering your immune system and interfering with the proper functioning of your body's systems. A lowered immune system means you are more prone to colds and infections. Over time, constant strain can also lead to:

- heart disease
- high blood pressure
- diabetes
- depression
- anxiety

TYPES OF STRESS

1. Acute stress

Acute stress is the most common type of stress. It's your body's immediate reaction to a new challenge, event, or demand, and it triggers your fight-or-flight response. As the pressures of a near-miss automobile accident, an argument with a family member, or a costly mistake at work sink in, your body turns on this biological response.

Acute stress isn't always negative. It's also the experience you have when riding a rollercoaster or having a person jump out at you in a haunted house. Isolated episodes of acute stress should not have any lingering health effects. In fact, they might actually be healthy for you, as these stressful situations give your body and brain practice in developing the best response to future stressful situations.

Severe acute stress such as stress suffered as the victim of a crime or life-threatening situation can lead to mental health problems, such as post-traumatic stress disorder or acute stress disorder.

2. Episodic acute stress

When acute stress happens frequently, it's called episodic acute stress. People who always seem to be having a crisis tend to have episodic acute stress. They are often short-tempered, irritable, and anxious. People who are "worry warts" or pessimistic or who tend to see the negative side of everything also tend to have episodic acute stress.

Negative health effects are persistent in people with episodic acute stress. It may be hard for people with this type of stress to change their lifestyle, as they accept stress as a part of life.

3. Chronic stress

If acute stress isn't resolved and begins to increase or lasts for long periods of time, it becomes chronic stress. This stress is constant and doesn't go away. It can stem from such things as:

- poverty
 - a dysfunctional family
 - an unhappy marriage
 - a bad job
- Chronic stress can be detrimental to your health, as it can contribute to several serious diseases or health risks, such as:
- heart disease
 - cancer
 - lung disease
 - accidents
 - cirrhosis of the liver
 - suicide

MANAGING STRESS

Stress affects each person differently. Some people may get headaches or stomachaches, while others may lose sleep or get depressed or angry. People under constant stress may also get sick a lot. Managing stress is important to staying healthy. It's impossible to

completely get rid of stress. The goal of stress management is to identify stressors, which are the things that cause the most problems or demand the most of personal energy. In doing so, we can overcome the negative stress those things induce. The [Centers for Disease Control and Prevention](#) recommend the following to help cope with stress:

- take care of Personal self, by eating healthy, exercising, and getting plenty of sleep
- find support by talking to other people to get your problems off your chest
- connect socially, as it's easy to isolate yourself after a stressful event
- take a break from whatever is causing stress
- avoid drugs and alcohol, which may seem to help with stress in the short term, but can actually cause more problems in the long term

OBJECTIVES OF THE STUDY

- To identify the types of stress in Indian women. And what are the causes of stress.
- To examine the factors responsible for the stress management.

- To make recommendation for improving stress management.

REVIEW OF LITERATURE

1. Weiss M. (1983). -The Author investigated the sources of Job stress that is linked to Job dissatisfaction, Job related tension and anxiety and reduced productivity and effectiveness. He tried to reduce sources of stress so that he can pre-vent the deleterious health consequences. Through his study he determined the potential of social support that alleviate the deleterious consequences of stress
2. Gladies J. J. & Kennedy V.(2011)- The author revealed a significant correlation between Organizational Climate and Job Stress among the women working in IT companies of India. According to him, learning how to manage stress is a very crucial issue that should be developed in IT companies so that they can reduce or eliminate the causes of stress and poor working environment.
3. Charu M. (2013)- He in his study stated that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy

and stress that directly affect the quality of work life. The main reason of stress amongst the associates of IT industry is the rapid change in technology.

4. Richardson (2008)- A classification of stress interventions has been done, those are primary, secondary and tertiary. He suggested all the employees to adopt relaxation training intervention for stress management which is the easiest and least expensive approach to implement.
5. Sinha V. and Subramanian K.S. (2012)- The study highlights that various levels of organization experience different kind of organizational role stress. It also states that stress is influenced by various factors like shortage of resources, inadequacy within a person, overload with a role, stagnation of a role and isolation and expectation of a role.
6. Pratibha G. (2010)- The impact of distress level on the quality of life is negative that may result to serious burnout problems in private banks. The distress level in the banks can only be reduced by various stress management programmes or inter-ventions that would also improve the quality of work life.
7. Sharma S., Sharma J. & Devi A.(2012)- The level of stress within a

role varies because of individual differences in mindset, age, gender, and their performance in job. However, various factors that influence stress are age where the younger employees are more stressed as compared to other employees, level of qualification, pay, authorities of control, awards, word of praise, improved designations and working couples. The study recommended a reinforcement approach that should be positive in nature so as to reduce the degree of stress at the workplace.

8. Karthik R. (2013)- Employee's performance at work is influenced by stress that can be either positive or negative. The employees perform better if they face low to moderate amount of stress. Hence, it aims at reducing the level of stress rather than eliminating stress completely.

How does stress affect ?

Stress can affect our body and, on our mind, people become tired, sick, unable to concentrate, in some situations they even suffer.



Stress affect on body

Headache

Infection

Breath lessness

Muscular twitches

Stress on body creates

Stress in emotions

Loss of confidence

Irritability

Depression

Alienation

Apathy

Stress affects on mind it on behaviour

Worrying

Muddled thinking

Negativity

Hasty decisions

Mind stress causes

Accident prone

Restlessness

Smoking & drinking

Insomnia Nervous habits (nail biting pacing)

Eating & sleeping too much /less.

Change stressors when you can

Some stress is unavoidable and the best you can do is to manage it. Some things are within your control. For example, if you know that grocery shopping on Sunday evening stresses you out because the lines are always long and everyone's picked through the best produce before you get there, change your schedule and shop on another night.

Changing simple things in your life can add up and greatly reduce your overall stress.

- Set limits
- Try not to get overwhelmed
- Involve other people
- Be active
- Be an optimist

METHODOLOGY

Descriptive type of methodology will be followed. For the purpose of this study both primary and secondary data will be collected. Primary data will be collected from women, personal survey will be conducted, Questionnaire will be prepared, Internet search engines, Telephone will be used. Secondary data will be reviewed initially using academic abstracts, bibliography database and Internet search engines.

FINDINGS

□Major factors that affect the stress on uneducated women is illiteracy, child marriages.

□Early age pregnancy lack of family support, drinking & smoking habits of husbands

□Level of stress is low in educated housewives comparatively level of stress of educated working women.

□Health issues for women are more due to stress like heart attack, increase blood pressure hormone inBalance

SUGGESTIONS

In this study I identified un educated women are not following stress management techniques because of

- lack of awareness
- Our Government have to undertake some schemes to educate, the uneducated women like conducting camps
- on stress management techniques, giving advertisements in newspapers television and radio, they can
- educate uneducated women about stress management.
- To working women management can provide fun trips,yoga, meditation and Gym facilities in the office to
- reduce the stress level.

CONCLUSIONS

Although we cannot see the stress as a permanent negative phenomenon and there is some positive stress too, but it has a lot of effects on organization members. Affected by stress, managers, staff and clients will have the special psychological moods which may lead

to actions directly reflected in activities and productivity of organisation. Therefore, stress management and its implication for more creativity and quicker cursor movement toward the organizational targets is one of the goals which have been recently developed in organizations. The organizations can prevent negative stress and its consequences by training managers and personnel effectively for better recognition and management of stress factors.

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