

## **Stress and Coping at Workplace**

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Work-life balance is the lack of opposition between work and other life roles. It is the of equilibrium in which demands of personal life, professional life, and family life are equal.<sup>1</sup> For successfully managing work-life balance, one of the essential factors is the ability to reduce and control stress. Stress is doubtless problems faced by the current workforce. It is also becoming an increasingly worrying problem for employers. Here, we review stress in the workplace, the current legal attitude, and what individuals and employers can do to minimize stress and its damaging consequences.<sup>1</sup>

### **STRESS AND THE WORKPLACE**

While some workplace stress is normal, excessive stress can interfere with your productivity and performance, impact your physical and emotional health, and have an effect on your relationship and personal life. It can even determine win or loss on the job. You cannot control everything in your work area, but that isn't mean you are helpless, even if you are stick in a tough condition. Whatever your goal, there are few steps that can take to protect yourself from the effects of stress, improve your job satisfaction, and strengthen your well-being in and out the work place.<sup>2</sup>

### **POSITIVE AND NEGATIVE STRESS**

Stress is generally claimed as something negative, it is in reality also a positive driver. Positive stress can be experienced when someone is well focused on a particular task, motivation, feeling confident and excited about the result they hoping to achieve. These feelings can be short term feeling.

Negative stress occurs when a person feels unable to perform or to cope with a situation. It is a typical short term feelings.<sup>3</sup>

**We can further our understanding by breaking stress into its four most common types:**

1. **Survival stress:** any event that can lead to stress and as everyone has experienced, events don't always come one at a time.<sup>4</sup>
2. **Internally generated stress:** Internal stress comes from inside of yours and determine your body's ability to react to, and deal with it.<sup>5</sup>
3. **Environmental and job stress:** Your living or working environment causes the stress. It may come from noise, crowding, pollution, untidiness, dirt or other distractions. Alternatively, stress can come from events and pressures at work.
4. **Fatigue and overwork:** Here stress builds up over a long period of time. This can occur where you try to achieve too much in too little time, or where you are not using effective time management strategies.

## **STRESS MANAGEMENT**

Stress management is the ability to recognize the sources of stress and restructure yourself, your work or your life in order to cope with them. This is different from stress reduction which involves eliminating the sources of stress.

Stress management techniques:

### **1. Change your thinking:**

- Re- framing
- Positive thinking

### **2. Change your behaviour**

- Be assertive
- Get organised
- Ventilation
- Humour
- Diversion and distraction

### **3. Change your lifestyle:**

- Diet

- Smoking & Alcohol
- Exercise
- Sleep
- Leisure
- Relaxation

**Stressful situations can be categorized under the following four headings:**

- Death in the family
- Losing your job
- Moving
- Having difficult conversation
- Being the victim of a crime
- Dealing with serious illness or injury
- Divorce
- Financial difficulties
- Legal issues<sup>6</sup>

## **STRESS AND THE EMPLOYER**

An estimated 57% of all working days lost to ill-health are due to stress, depression or anxiety. Stress is the most common cause of long-term sickness absence and perhaps, unsurprisingly, employees point to high workloads, long hours and boss management style as the key triggers.<sup>7</sup>

## **WHAT ARE EMPLOYER'S OBLIGATION TO MANAGE STRESS**

Health and safety legislation obliges you as an employer to assess the risk of stress and take steps to reduce it.<sup>7</sup>

## **EMPLOYER'S DUTY OF CARE**

You should ensure that they actively manage absence, whether it is one day here or there or long term. Ensuring an open culture in which employees feel supported will help to demonstrate that as an employer you have taken the steps you need to take. Some simple

adjustments to the employees work might relieve the stress, ex. Adjusting working hours or the delegation of certain duties. If a particular issue is identified, occupational health involvement might be required.<sup>7</sup>

### **ROLE OF NURSE :**

Differentiate between job and home when you go home from working area leave your worries behind. After you get back home spend time with family, watch TV listen to music or do anything you like but don't think about office. Set a worry time

**OTHER TECHNIQUE :** Going for massage, indulging in your favorite hobby, talking about your problems to some one close to you.

Nurses interact with depressed, anxious and stressed-out patients on a daily basis. Nurses who work specifically with mentally challenged patients develop skills to deal effectively with the behaviors and feelings of clinically anxious patients. Nurses throughout the healthcare system, however, are not always prepared to handle the emotional challenges many patients undergo. How a nurse reacts to patients' stress can have an enormous effect on their general well-being.

### **AS A MANAGER**

- Adequate staffing
- Reduction of work load
- Appointing nurse specialist in ICU, CCU Critical care unit etc.
- Arrange in service education
- Skill training
- Provide time to take brake
- Arrange for picnic
- Provide basic facilities
- Arrange yoga and likewise
- Physical Exercise
- Emotional support to the staff in new position and new geographic area

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