

CHAPTER-14

EVALUATING THE EFFECTIVENESS OF STRESS MANAGEMENT TECHNIQUES FOR ALLEVIATING WORKPLACE STRESS

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ABSTRACT

The abstract provides a comprehensive overview of workplace stress and management techniques, drawing from a thematic analysis of existing literature. It emphasizes the complexity of workplace stress and the effectiveness of various interventions in mitigating its impact. The study highlights the positive outcomes of interventions such as flexible work arrangements, stress management training, and cognitive-behavioral workshops on psychological well-being and job satisfaction. The review underscores the importance of considering individual differences and organizational dynamics in implementing stress management strategies. Overall, the abstract presents valuable insights into the multifaceted nature of workplace stress and the strategies employed to address it, contributing to a better understanding of employee well-being in organizational settings.

Keywords: *Workplace Stress, Holistic Approach, Stress Management Training, Cognitive-Behavioural Technique, Psychological Health.*

1. INTRODUCTION

Workplace stress is a pervasive issue affecting employees across various industries and organizational structures, contributing to reduced job satisfaction, increased absenteeism, and diminished productivity. Recognizing the detrimental impact of stress on employees and organizational outcomes, there has been a growing interest in identifying and implementing effective stress management techniques within the workplace (Lagrosen, S., & Lagrosen, Y. 2022). The nature of workplace stress is multifaceted, lack of autonomy, and organizational change (Goel, M., & Verma, J. P. 2021). As organizations increasingly acknowledge the importance of fostering a healthy work environment, the need to evaluate and implement evidence-based stress management techniques becomes paramount. These techniques aim to mitigate the negative effects of stress, enhance resilience, and promote overall employee well-being. Several stress management interventions have been proposed and implemented in diverse organizational settings. These interventions range from individual-focused strategies, such as mindfulness meditation and cognitive-behavioral techniques, to organizational-level initiatives, such as flexible work arrangements and employee assistance programs. While many organizations have embraced these interventions, the effectiveness of various stress management techniques remains a subject of ongoing research and discussion (Holman, D., et al 2018). This study seeks to contribute to the existing body of knowledge by systematically evaluating the effectiveness of different stress management techniques in alleviating workplace stress. The objective of the study includes to evaluate the effectiveness of various stress management techniques in alleviating workplace stress.

2. REVIEW OF LITERATURE

Kröll, C., et. al 2017, explores stress management interventions in the workplace, focusing on flexible work arrangements (FWAs) and stress management training (SMT). Including flexitime and telecommuting for FWAs and cognitive-behavioral training, relaxation techniques, and multiple SMT for SMT, the study, based on conservation of resource theory, hypothesizes positive impacts on psychological health, job satisfaction, job performance, and absenteeism. Analyzing 43 studies with 22,882 employees, it finds positive associations with psychological health and job satisfaction but inconclusive results for job performance and absenteeism. Moderator analyses reveal no significant effects, emphasizing outcome complexity. Tetrick, L. E., & Winslow, C. J. 2015 explores the intersection of workplace stress management interventions and health promotion, emphasizing the significance of employee well-being for individuals, their families, and organizations. The authors approach the analysis through the lenses of primary, secondary, and tertiary interventions, employing the job demands–resources model by Bakker and Demerouti (2007) as a framework. The review highlights a distinction between stress management interventions, primarily focused on remediation by restoring depleted resources caused by the work environment, and workplace health promotion and wellness programs, which take a more preventive approach by enhancing job and personal resources for all employees. Cooper, C. L., & Cartwright, S. 2018 explores the proactive management of occupational stress with a focus on the interplay between employee well-being, organizational health, and financial success. Lazarus emphasizes the need for a robust theory of psychological stress capable of elucidating the diverse ways individuals appraise and adapt to transactions with their environments. Lazarus outlines three primary strategies derived from traditional research methods for mitigating workplace stress. The first involves modifying the conditions of work to make them either less stressful or less counterproductive for effective coping. This approach aligns with the idea that altering the environment can directly impact stress levels. The second strategy focuses on assisting individuals who struggle to adapt to unchangeable or challenging work conditions, aiming to enhance their coping mechanisms. This approach recognizes the importance of supporting individuals in navigating and effectively dealing with stressors beyond their control.

3. RESEARCH METHODOLOGY

The research employs a secondary data methodology, focusing on a comprehensive review of existing literature related to stress management techniques. Through a systematic thematic analysis of the reviewed literature, this study aims to

identify patterns, key findings, and emerging themes to gain a understanding of the effectiveness of stress management interventions.

4. DISCUSSION AND FINDINGS

The findings from the literature suggest that a combination of proactive, holistic, and tailored interventions can positively impact employee well-being. While each study contributes unique insights, there is a common thread emphasizing the importance of considering individual differences and organizational dynamics in the implementation of stress management strategies.

i. Flexible Work Arrangements (FWAs) and Stress Management Training (SMT):

- (Kröll C. et al. 2017) found that both flexible work arrangements (FWAs) and stress management training (SMT) were positively associated with psychological health and job satisfaction. The meta-analysis provided evidence supporting the idea that interventions aimed at improving the work environment and providing stress management training can contribute to positive employee outcomes.

ii. Workplace Stress Management Interventions and Health Promotion:

- (Tetrick, L. E., & Winslow, C. J. 2015) review highlighted the importance of adopting a comprehensive approach to workplace stress management. It identified a trend toward incorporating stress management into broader health promotion programs. The review underscored the significance of not only addressing stressors but also enhancing job and personal resources.

iii. Psychological Stress in the Workplace and Coping Strategies:

- (Lazarus, R. 2020) emphasized the need for a sound theory of psychological stress that considers individual variations in appraising and adapting to environmental transactions. The author outlined three strategies for reducing workplace stress: altering work conditions and transactional approaches based on relational findings.

5. CONCLUSION

The exploration of stress and management techniques in the workplace, as derived from the literature, reveals a occupational stress and the diverse strategies employed for its mitigation. Findings from interventions such as flexible work arrangements, stress management training, and cognitive-behavioral workshops consistently demonstrate positive impacts on psychological health and job satisfaction.

Proactive strategies, including preventive measures and resource enhancement, emerge as critical components for fostering employee well-being.

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