

Understanding Stress Consequences of Occupational Stress

at
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[Dharmen Dhaaryate Lokah]

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Stress Sessions: Objectives & Scope

- What is stress?
- Is stress essentially bad?
- Who are responsible for stress?
- Stress management: techniques at work place
- Managing stress: wholesale techniques

What is Stress?

- A dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important.
- Biological explanation:
 - Stress
 - Pituitary gland secretes adrenalin hormones creating additional energy
 - If not used adrenalin is metabolized and misbalances mechanism of body causing 'executive diseases.

Is stress essentially bad?

- Low, optimum and high stress and their effect on effectiveness

Sources and Symptoms of Stress

- Sources:
 - Environmental sources
 - Organisational sources: role stressors
 - Individual factors
 - Individual differences
- Symptoms:
 - Physiological: muscular, digestive, cardiovascular
 - Psychosomatic: sleep disturbance, high blood pressure, bowel irritation, loss of appetite, fatigue, loss of libido
 - Behavioural: low performance and productivity, absenteeism, interpersonal conflict, isolation, sudden change in habit, poor eye contact, inattentive, castigation, over talking

Categories of Stress

- Eustress: due to over-joy
- Hyperstress: due to hyper activity; solution is good planning
- Hypostress: due to less than optimum activity; solution is to keep optimally busy
- Distress: due to modern life anxiety and coping problem; solution is planning with yoga psychology

Managing Stress

- Stress Management:
 - Self Management
 - Cognitive Approach
 - Time Management
 - Role of Superior
 - Role of Roles
 - Role of Organisation

Stress Management Techniques

Applied by self:

- Time Management
- Challenging irrational belief
- Managing anger
- Maintaining diary and introspection
- Balance among food, sleep, exercise, entertainment, habit
- Laughter

Applied by organisation:

- Ensuring objectivity and equanimity
- Role Intervention
- OCTAPACE

Stress Management or Stress Understanding: Wholesale Method of Stress Issues

- Silence: staying in present; see the game of mind
- Nishkama Karma
- Duality to Equanimity
- Saakchhe baava
- Sattwa guna
- Welfare for all
- Surrender