

Human relations topic
of the week-evaluate
techniques for coping
with job stress



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Coping with Job Stress This essay aims to evaluate the various techniques for coping with job stress. The following will be elaborated on: (a) what is stress and what are some of the different types of stress in the workplace; (b) why people react to stress differently; (c) the warning signs of excessive stress in the workplace; (d) and what are some of the effective ways we can cope with stress on the job. Stress is defined by Dr. Francis Massino (2007, par. 4) as “how our bodies react to some kind of change in the environment”. Stress in the workplace is a major concern because people spend an average of 40 to 60 hours a week at work. Several stress factors are present in the workplace. Especially during these times of economic crisis, workers become more wary of the threats of lay-offs or budget cuts. Other common workplace stress factors are increased demand for overtime due to budget cuts and pressure to meet rising expectations from management to maximize output (Segal, Horwitz, Gill, Smith & Segal (2010). Most workers often complain of a demanding boss and uncooperative co-workers. Even punctuality can sometimes put undue pressure to employees. Poor communication is also a typical stressor in the workplace. According to Dr. Willy Weiner (2007), reaction to stress differs from one individual to another. The reason for this is that we view and think about the events in our lives differently. People sometimes have rigid rules about things while others are more flexible. As Dr. Weiner puts it, “the way you think about it can change the way you feel about it” (Healthology, 2007, par. 13). When workers are stressed on the job, it can affect their productivity and effectiveness. Some symptoms of excessive workplace stress are fatigue, problems sleeping, anxiety, depression, loss of interest in work, social withdrawal or use of alcohol or <https://assignbuster.com/human-relations-topic-of-the-week-evaluate-techniques-for-coping-with-job-stress/>

drugs (Segal, et al., 2010). Stress can also manifest itself in the body.

Problems such as stomach problems, hypertension, migraine, muscle tension and back pains are some of the physical health manifestations of stress.

There are several ways on how we can reduce stress at work. We can reduce stress by prioritizing and organizing, that is, time and task management.

Time management would include creating a balanced schedule, not over-committing yourself, leaving early in the morning and planning regular breaks.

On the other hand, task management would encompass prioritizing your tasks, breaking projects into small steps, and delegating responsibility

(Segal, et al., 2010). Dr. Weiner (2007) points out that “ if people lose their what we call an investment in a just world hypothesis and accept the idea

that some people will fall short of their expectations and may not even be

fair”, then stress at work will be tremendously reduced. Learning to accept the state of affairs will make you less susceptible to being stressed out. In

summary, we have to accept the fact that stress at work is something which is inevitable. The question lies in how we can effectively reduce and manage

the stress so we can keep the stress levels to a minimum. Stress

management is not a hopeless case. There are several ways to reduce,

prevent and cope with stress. Foremost of these is the acceptance that things will not always turn out the way we want it to be. Each person is

different, each workplace is unique. We have to learn to be flexible.

Prioritizing and organizing is of utmost importance. Both management and employees can work hand in hand in turning the workplace a “ cool” place

rather than a “ stress” place. References Healthology, Inc. (2007). Job stress:

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