

Discussion board forum

[Business](#), [Human Resources](#)



The unfortunate fact of the matter is that stress is very much a part of life. This is worse still, continual and perpetual levels of stress are not only harmful to an individual's physical health, they are also harmful to the way in which an individual identifies with their work experience and chooses to complete certain tasks. As a direct result of this, certain employers have sought to focus upon means by which stress reduction techniques and coping mechanisms can be engaged. For the past several decades, this has been the primary voters to which companies and businesses have sought to promote the well-being, happiness, and satisfaction of their employee base. However, there are certain advocates that indicate that this is an incorrect approach. Instead, these individuals promote the understanding that a far more effective technique is to modify the job, organizational structure, or management style as a function of reducing the impact of such stressors itself. Unfortunately, there are a number of key drawbacks with respect to this particular approach.

The first of which has to do with the fact that stress itself will still be exhibited regardless of the organizational structure or approach that management might take to seeking to assuage this particular issue. As such, even if efforts are made to change the dynamic by which stress is passed on to the stakeholder, it is virtually impossible to diminish or otherwise read an entire organization or business/group of stakeholders from known stressors. Whereas it is of course admirable that firms are seeking to perform such a function as a way of shielding their employees from the detrimental physical and mental aspects that stress create, thereby considering the Golden rule and how the importance of treating others as one wishes to be treated itself

is important, the difficulty and application of this particular approach is considered the fact that if stakeholders were successful in seeking to reduce the impact stress individuals at the lower end of the organizational chart, the stress will necessarily be transferred to managers and leaders within the organization.

Rather than moving the stress from one part of the organization to another, a far better approach is to understand that stress is a very real part of life and that the firm/organization/or group of stakeholders must take it upon each other to reach out and assist their fellow employees in situations in which extreme personal or departmental stress is being exhibited. In perfect application, Christian concepts of Mark 12: 31 should be employed; thereby encouraging individual employees to reach out to their fellow employees, even if they are located in different spheres of the company and seek to ameliorate whatever stress they may be experiencing at any one given time. Although it is not possible to implement personal ethics that clearly reflect Biblical principles in each and every job space, it can be encouraged and understood that assisted fellow employees that are facing a very difficult and stressful time on the job is a value that any given organization places as a top priority.