

Discussion question

Psychology



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Discussion Question The essay aims to address a two-fold objective to wit to develop a preventative stress management program for an organization of your choice; and (2) to share your discoveries and comment on their usefulness to an industrial/organizational professional.

Discussion Question

Instructions: Go online to discover current resources you might use to develop a preventative stress management program for an organization (Medical Device Manufacturing) of your choice. Share your discoveries and comment on their usefulness to an industrial/organizational professional.

Stress management is the most common method of combatting the effects of workplace stressors and is defined as the interventions or trainings geared towards the provision of employees with the necessary resources to cope more effectively when confronted with stressors (Jex & Britt, 2008, 201). A preventive stress management program often has educational component, teaching techniques, a design intended to reduce the physical effects of stressors such as relaxation training, or a preventive program aimed at controlling the physiological responses to stressors such as the biofeedback training.

A Medical Device manufacturing organization may find it helpful to use and develop a preventive stress management program based on 1977 Meichenbaum's Stress Inoculation Training. This preventive stress management program has three phases: first, provision of information about stress and the conceptual framework for understanding stress; second, learning and rehearsing various coping strategies through elimination of negative self-statements; and last, application training (Jex & Britt, 2008, 201). As prospective developer of a stress management program, I

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discovered that the Stress Inoculation Training focuses on the educational and teaching component of stress management, making the employee more aware and prepare to handle future stressors.

The preventive stress management program based on Stress Inoculation Training is useful to an industrial/organizational professional as it enables the professional to be aware and knowledgeable about stress, teaches professionals of what coping strategies to use and encourage positive thinking and optimism, and applies knowledge and skills of combatting stressors in day-to-day organization's functions and in everyday lives.

Reference

Jex, S. & Britt, T. W. (2008). Occupational Stress. *Organizational Psychology: A Scientist-Practitioner Approach* (2nd ed.) (p. 180-207). Hoboken, NJ: John Wiley Sons, Inc.