

# Stress

Psychology



**ASSIGN  
BUSTER**

Stress level is an important determinant of productivity of employees. While a little workplace stress is normal, excessive stress at the workplace can interfere with the productivity of employees and impact their physical and emotional health, hence affecting negatively the overall productivity of the company. For this reason, it has become important for employers to institute programs that may help employees to reduce their stress. The effectiveness of such programs at the workplace is not guaranteed; hence they may be effective in some organizations and ineffective in others.

The effectiveness of stress management/reduction programs at the workplace is solely dependent on the approach they adopt. Different employers may choose different approaches in these programs. For instance, one approach may be based on personal support while another may be based on environmental management to reduce stressors. Programs that base on personal support can be more effective than those that are based on environmental management. However, a highly effective stress management program should be based on both personal support and environmental management to reduce stressors, as both the individual and environmental factors contribute highly to stress. Stress management programs at the workplace have been proven to be effective, especially if they are well executed, including being well customised to the needs and resources of the company.

It is important for employers to help employees manage their stress even if the employees' stress is not job-related. Employers may help through holding stress management seminars for employees and offering personal support to employees, where necessary, among other strategies. This is important because the non-job related stress of employees will equally affect

<https://assignbuster.com/stress-essay-samples/>

their productivity at work, hence compromising the overall productivity of the company. For this reason, employers should intervene whether or not the stress of employees is job-related.