



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit V - EMPLOYEE COACHING & COUNSELING

Topic - Stress Management Techniques



STRESS MANAGEMENT TECHNIQUES



STRESS

Stress is the body's response to a demand (stressor)

Stressors are events or situations which:

- require change,
- create internal, emotional conflict, or
- pose a threat



Stressors may be physical or mental, positive or negative depending on how they are perceived by the person

Stressors + perception = STRESS



STRESS MANAGEMENT



Definition:

Stress management refers to a set of techniques and strategies to control an individual's stress levels, improving mental and physical well-being.

Importance

Enhances employee productivity.

Reduces absenteeism and turnover.

Improves organizational culture and morale.



CAUSES OF STRESS IN THE WORKPLACE (STRESSORS)

- Workload pressure and deadlines.
- Lack of job security.
- Interpersonal conflicts.
- Poor work-life balance.
- Role ambiguity or role overload





SYMPTOMS OF STRESS

➤ **Physical Symptoms:**

- Fatigue, headaches, muscle tension.

➤ **Emotional Symptoms:**

- Irritability, anxiety, depression.

➤ **Behavioural Symptoms:**

Reduced work performance, absenteeism, substance abuse.



STRESS MANAGEMENT TECHNIQUES - INDIVIDUAL LEVEL



- **Time Management:**
Prioritize tasks using tools like to-do lists and calendars.
- **Physical Activity:**
Exercise regularly to release stress-reducing endorphins.
- **Mindfulness and Relaxation Techniques:**
Meditation and deep breathing exercises.
- **Healthy Lifestyle:**
Balanced diet, adequate sleep, and limited caffeine/alcohol intake.
- **Hobbies and Social Support:**
Engage in activities that provide joy and connect with supportive peers.



STRESS MANAGEMENT TECHNIQUES - ORGANIZATIONAL LEVEL

Job Redesign:

Clarify roles and reduce excessive workloads.

Flexible Work Arrangements:

Options like telecommuting and flexible hours.

Employee Assistance Programs (EAPs):

Counselling and wellness programs.

Skill Development:

Training to enhance problem-solving and time management skills.

Supportive Leadership:

Open communication and recognition of employee contributions.



BENEFITS OF STRESS MANAGEMENT

- Enhanced employee well-being and job satisfaction.
- Improved productivity and performance.
- Lower turnover and absenteeism rates.
- Stronger team dynamics and workplace relationships.



RECAP

QUESTIONS???

THANK YOU