

SNS COLLEGE OF ENGINEERING



Kurumbapalayam (Po), Coimbatore – 641 107
An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

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

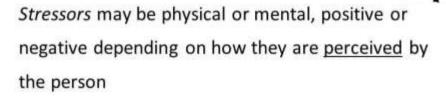


STRESS

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 + 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.







- 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

