

3. Stress Management and Management Professional

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In spite of the fact that stress has become an inescapable part of an individual's life in this era, it is very difficult to manage completely due to its unlimited range of causes. Today, the present era is moving towards new technologies and amenities. Despite this, today, the human is deprived of happiness and peace and continues to experience a stressful environment. No matter what the situation is, a person does not get tired from work as much as a person who tired by any stressful event. Today, the entire environment is dominated by stress. Society and institutions cannot be deprived including employees and managers working in the industries. Stress at the workplace comes due to various reasons. Simply, it is a feeling of unrest, insecurity, and restlessness among people. This also corrupts the working environment of the industries and hinders the progress also. Nowadays, Stress is the biggest issue in this global world.

Industrialization is a necessity of human society and also a manifestation of national progress. The development of a country and society is possible through strong industrialization and only management professionals can able to control and manage industries properly.

Stress is a type of torsion that mostly arises due to the imbalance of work and powers. In the adverse circumstances, created by stress, a person is unable to demonstrate his / her strength and ability and the state of stress continues to dominate it. It remains unchanged until stress is diagnosed or performed. Diagnosis of stress is an extreme necessity as it empowers a person to mentally tolerate and fight with stress.

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Occupational stress is the uproar in which a person cannot get out even after wishing it, until the diagnosis & removal of it by any suitable technique. (Singh, N, 1997).

Finally, it has found that the conditions of work and the ability to discharge duties are the mother of stress. A person who is in a state of tension feels discouraged and extremely physically exhausted unable to feel mentally present at the work place. If the tension persists for a long time, then it creates the possibility of suffering from many serious physical, mental and behavioural diseases. If appropriate facts are considered, it is perfectly clear that stress does not only cause mental damage rather it also affects the entire human system and takes a destructive form which is like poison for both, the individual and the industry. (Srivastava, 1999).

Over the past few decades, occupational stress has become an important issue in the industries and different researches in this field show that every organisation is now giving due importance of its bad impression on the human body and mind and further some steps for removal or reduction of stress are also being followed in this direction. Hence, management of stress is a necessity of the current industry world, otherwise, an organisation cannot grow. Negligence of stress management will bring bad and worst situations in the organisation. In special conditions, it may lead up to the bind-up of the organisation.

Nevertheless, many research studies have been organized to investigate the effect of different techniques on the stress of employees in this world. As previous studies show that management professionals in the manufacturing and service industries are facing high-stress levels in the organisation which indicates poor management or lack of proper stress management.

Therefore, management of stress and tension is a very important task. Without it, no industry can progress. If the industry ignores the use of stress management techniques, then it may have to face many problems in the near future.

Therefore, industries should away from all the potential clutter. Stress plays a major role in the systematic progress of industry which cannot be ignored, therefore managing stress is the most important and essential thing through proper and effective techniques. However, a person tries his level best to reduce the stress gravity or eliminate the cause of stress, but positive steps should also be taken by the organization level.

In order to reduce the level of stress, many researches have been done different researches in this field. Western countries and India, where the utility of stress management is being increased because the healthy and pure environment is the basic needs of any organization otherwise organization cannot progress smoothly. The stress and stress management of the management professionals working in industries is a very important task that should address through available resources in the organization.

We are living in a universe of anxiety and stress. Hence, the need of great importance is to investigate to profound into the root of stress, pervasive among management professionals and help them to get information on 'Stress Management' and also help them to comprehend their position better with their shifted obligations.

If the manager feels mentally and physically stressed, and disturbed due to internal and external factors of the industry, they cannot become responsible employees. Various researches have proved that a stressed manager can never be able to make the right decisions at the work place.

Management professionals are playing a significant role to strengthen the organization system as a bridge between case labour and the top authority of the organization. Without coordination & cooperation of management professionals, an organization cannot run effectively, hence proper & effective stress Management is the backbone of every organization.

3.1 Concept of Stress:

Stress is one of the main burning issues of the society, be it human, or organization, no one is unfamiliar with its terrible destructive potential. Stress and anxiety have the most popular in the world & everyone knows its bad effect on the human beings.

The word stress has been taken from the Latin word 'Stringere' which intends to draw 'Tight' means creation of restlessness. Different words have been used as synonymously for stress such as anxiety, pressure, frustration, discomfort, uneasiness, malaise, exertion, fatigue, unrest & strain, etc. (Palmer, 1989).

Stress is a reaction against disturbing factors available in the environment which creates a situation of mental unrest and unhappiness. Stress is a psychological and physical disturbance of mind and body of a human being against the condition which comes from different ways, it may be from the internal and external of the organization. Stress is the immediate reaction of an unacceptable act/ situation which affects an individual's mind & psychological balance. (G. Kavitha, 2015).

Stress always comes in the form of mental unrest and produce some outer symptoms in the environment so that other person can understand that one's having stress or upset mood. Stress is nothing but it is something related to unexpected response against a particular act, thinking, and behavioural activity.

Every human has own perception depending upon his past experience when any present situation/activity mismatch with his perception called stress, Normally, it disturbs the whole psychological and physical balance of the body.

Stress is an ordinary response of the body when changes come suddenly. It may be mentally or physically. As per medical science, stress is a biological change in the hormones which affect the mind, nervous system and other sensory organs of the human body which makes human unrest physically and mentally. (Singh, 1984).

3.2 Occupational Stress:

Occupational stress is a balance between employee's work pressure and their abilities based on available resources in the organization. If it is at a standard level, it will be called a healthy job environment. If it is above from the standard level, it will call stress or anxiety. Therefore, the equilibrium between work pressure and employee working ability must be recognized for better results and progress of the organization. (Sharma, 2004).

Stress comes through different internal and external factors of the organization called Occupational Stress. Every profession in this world opens the door of different conditions and situations to the employees at the workplace which always be judged with the stress level of employees because stress is a parameter to define that the working conditions & environment of the organization is healthy or not.

Stress and strain or mental pressure during the working hours show that the organization has not sufficient and essential resources for a healthy environment. Nowadays industries are facing a lot of internal and external challenges which is a barrier in the progress, out of these barriers, stress is one of them. The modern organisation is giving due attention to occupational stress and its management through different techniques so that the organisation can achieve a desire goal without any hurdle.

Stress also comes due to bad working conditions, political pressure, role conflict, work overload, political pressure, poor HR policy, lack of welfare schemes, absence of fringe benefits, physical problem, family issues & unrest at the workplace.

Occupational Stress is a fatal subject that makes an industry intrinsically hollow. Though it is beyond the financial components, it can be considered to be fully responsible for the progress or destruction of the industry.

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Occupational stress arises due to the absence of chaos or lack of all the necessary resources, facilities and other essential things present in the industry. It is essential for every employee to function properly.

In this way, the management of Occupational stress is a very important and essential thing for every organization. In this context, Management Professionals working in the industry cannot be deprived of it, because, they make strong to the organization through which the system of organization is implemented.

3.3 Causes of Stress:

Causes of stress at the workplace mainly depend on the working environment of the organization. However other different factors are also responsible for creating Occupational stress and cannot be limited in a specific parameter.

The aspect of work design is most important to manage internal activity in the organization. It is essential to every organization so that an organization can run properly with maximum output from management professionals. The factors which come from outside and put stress-related hazards cannot be ignored for creating stress among management professionals. (Pareek, U,1981).

The situations, conditions, and pressures that cause stress at the workplace are known as stressors. Stress is a result of some external & internal factors but sometimes, it may be self-generated basically, stress depends on perception, which means how management professionals deal with the situation effectively according to their past experience.

In the world, the industry has a wide variety and expansion, but out of these, manufacturing and service industries are at the top and further these industries have a complete extension in own also. The field of manufacturing and service industry is very large and various other small and sub-industries also come under its purview.

3.3.1 Causes of Stress Among Management Professionals in Manufacturing and Service Industries:

Here some major causes and important reasons for stress are being discussed under the study, which are as below:

1. Internal Factors of the Organisation
2. External Factors of the Organisation
3. Physiological, Psychological and Behavioural Factors of Human beings (Sharma, R.A, 2004).

1. Internal Factors of The Organisation:

Different causes of stressors within organization which are responsible for stress at the workplace are known as the internal factors of the organization. It creates or produces stress among employees. (Arora, B.K, 2009). Broadly all these factors are as below:

Work Overload, Role Conflict, Lack of HR Policies, Poor Working Conditions, Lack of Motivation, Hazards Things, Unclear Job Role, Interpersonal relations at the workplace, Organizational Structure and Climate, Lack of Performance Feedback and Reward System, Poor Job Description of the Employees , Role Ambiguity, Under Participation, Powerlessness , Intrinsic Impoverishment, Low Profitability, Organizational Changes, Poor Career Development opportunities, Goodwill of the Organization, Physical Hazards, Long Working Hours, Time Pressure, Lack of Proper Resource, Lack of Equipment, Absence or few Promotional Opportunities, Harassment, Discrimination, Poor Relationships with Colleagues or Bosses, Inadequate or Strenuous Working Conditions / Environment, Over Supervision and Tight Deadline etc.

2. External Factors of The Organisation:

The external factors are following: Environmental Changes, Lack of Social Support, Pollution, Daily Hassles, Political Pressure, Government Policies and Statutory Conditions and Technological Changes etc.

3. Physiological, Psychological & Behavioural Factors of Human Beings:

The physiological, psychological & behavioral factors are following: Negative Thoughts, Memory Loss, Feeling of Insecurity, Lack of Confidence, Irritation by everything, Wrong interpretation of things, Unreasonable group & political pressures, Fear, Doubt, Loss of Mental Control, Aches and Pains, Chest Pain, Nervousness, Tease, Upset Mood, Unrest Feeling, Major Life Events, Lack of Autonomy, Boring Work, Insufficient Skills for the Job, Individual Characteristics and Diseases etc.

3.4 Effect of Stress:

The basic & common effect of stress makes a human being abnormal in different ways. Normally, people feel unrest mentally, psychologically & physically in stress situations. Management professionals, in such conditions, may feel distressed, depressed, irritate, upset mood, disturbed thinking, anxious, unable to take decisions & other physiological & psychological symptoms.

Stress affects the working abilities of managers & the working environment within the organization. It may sometimes directly & indirectly affect the progress of organizations (Pareek, U, 1981).

Hence, if employees are under stress in the organization, this situation will open the door to an unhealthy working culture. In an unhealthy organization, management professionals neither give their best performance nor survive in this competitive world and organization cannot achieve its goal also.

Stress not only affects management professionals to execute their managerial duties and decision-making process but also affects the organization progress with less productivity.

3.4.1 Effect of Stress on Management Professionals:

Effect of stress on management professionals can be categorized into three major parts which are as below:

1. Physiological Effects
2. Psychological Effects
3. Behavioral Effects.

1. Physiological Effects:

Researches in the field of medical sciences have already concluded that metabolism, high or low blood pressure, non-response of sensory organs, disturb immune system & different other physiological symptoms arise due to stress at the workplace. However physiological symptoms come due to other reasons also but stress is one of the major causes of physiological effects in the human body (Mc Grath, J.e, & Dunnette, MD, 1976).

2. Psychological Effects:

The psychological effect is something hidden effects that come due to high stress or acute stress among management professionals. Sometimes, such effects are very difficult to identify because these effects directly related to thinking, perception, feeling, behavior & past experience of a human being. A small thing/ word can create psychological symptoms among peoples but a similar situation is nothing for others.

Hence, a situation / condition produce stress among employees, it depends on person to person. The second aspect of psychological issues depends on what you are observing from external & internal factors in such a manner that the option of acceptance or rejection may open for response.

Simply, if they are accepting it, it means no stress or low stress (Healthy Stress) and if they reject it or unable to accept, it means they are feeling stress which is harmful to them as well as organization also.

Major job-related psychological symptom is irritation, frustration, low confidence, fear, unwilling of work, non-interest, ignorance, overthinking, confusion, doubt and loss of memory, etc.

3. Behavioural Effects:

Third and the major effect of stress is behavioral changes in human beings. Stress can be seen in the form of behavioral alteration or diversion in a common attitude. People react immediately or behave in different ways in the response of a particular moment/ activity /incident which is not acceptable normally. Therefore, such diversion or alteration in behavior are known as a behavioral effect due to stress.

Some behavioral symptoms are habit diversion, use of alcohol, the disorder of sleeping time, aggression, lack of punctuality, absenteeism, withdrawal, exhaustion, addictive /excessive behavior, risk-taking behavior, suicidal talk & heavy eating, etc.

Furthermore, lack of mental presence at the workplace can be seen as a common symptom among management professionals which represents that a person is physically present but absent mentally. Here, stress is only the major reason for such situations. Normally, mental absence and lack of intellectual ability are the major reason for an accident at the workplace also.

3.5 Stress Management:

Everything in the world and organization is depending on management which means planning, organizing and controlling different activities and resources in the best manner for the outcome. Hence management is more important in every manner and we cannot deny its importance in stress management also. Stress management is also important like personal management, HR management, and general management in the organization.

In the present world, modern industries are giving due importance to stress and its management because stress is directly related to the working ability and efficiency of human resources. Human resource is the assets of every organization, if an employee or manager is under pressure or under stress cannot take good decisions. Hence stress management is the necessity of every organization.

Stress and anxiety have marked a significant increase in the present world and researchers and practitioners are trying to find some effective techniques to reduce the stress level. However, some effective techniques have been already marked but constantly in search of more new techniques / strategies to cope with stress, is a subject of research.

Occupational stress management is very important for every organization to grow effectively with available external and internal resources in the organization. Attempt to reduce the stress or strain at the workplace can be done through some relaxation methods only, it may be physically or mentally. So the technique which enables to resolve the stress problems at the workplace is known as a stress management technique.

Stress management consists of two words in which Stress means 'Strain' or anxiety or tension or mental & physical unrest whereas 'Management' means the adoption of effective and assertive techniques which help to reduce or remove the stress

effectively. Stress management is nothing but it is a method to remove or reduce the gravity of stress at the workplace (Singh,N, 1997). Stress management is a wide range of procedures and psychotherapies planned for controlling an individual's degree of stress, particularly high stress for the purpose of improving regular working conditions. Different internal, external, psychological and physical factors should be managed with some effective techniques depend on maximum output.

3.5.1 Need of Stress Management Among Management Professionals:

Management professional is the key person of industry who run the administrative and controlling functions in the organization. They are playing a vital role between top authorities and supervisory level / lower level (caseworker) so that proper coordination can be managed.

Management professionals at every level are important, hence the stress management of management professionals (Managers) is a necessity so that the organization can run perfectly.

If the managers are suffering from stress continuously in the organization, it will block the way of progress in this competitive world. If an organization wants to live in the present competitive world, stress management of management professionals cannot be ignored and, stress should be managed with some effective and suitable technique at the workplace.

Stress management helps management professionals to manage stress with good mental and physical abilities. Without management of stress at the workplace, employees and management professionals are unable to work effectively and will waste their energy to fight with stress and the other causes that are responsible for these situations. Management of stress increases the capacity and ability of management professionals.

In view of the aforesaid, effective solution of stress at the workplace is necessary and it depends on the selection of suitable technique which helps to manage the stress of managers who are working in the manufacturing and service industries. Physically & psychologically fit manager can able to follow the basics & essential management rules.

Therefore, the importance of stress management is an essential thing in every manner with some effective and suitable techniques as per the need of the managers and organization.

3.6 Coping Strategies for Stress Management:

It has been already proved by previous researches that stress can be managed by different methods and techniques but the selection of effective techniques has the same importance so that maximum benefit can be achieved in minimum time. If the stress management technique is not effective as per need, it is a wastage of time and labour both. People are using different types of methods and techniques to cope with stress in personal and working life.

The review of the literature shows that people are using different methods and techniques to cope with stress as per their needs and purpose. Some popular techniques are music, visit the historical place, walking, to watch movies, meditation, yoga, physical exercise, running, playing, making friends, reading books, to read epic literature, mindfulness, counseling, etc (Carver,Nash, 2010).

But out of all these available techniques, yoga and meditation are being widely used to cope with stress by people in different professions.

Stress Management Practices refer to the broad spectrum of practices which help in controlling a person 's level of stress, especially chronic stress. Stress Management acts as an antibody that helps in several ways to cope with the demands of life,

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including job demands that seem challenging to handle by an individual. Stress Management Practices also provide several ways to manage anxiety and maintain the overall well-being of an individual (Kumar, 2017).

It also includes identifications of the sources of stress in your life. There are mainly four ways of dealing with a stressful situation. Two are concerned with the situation and two are related to our reaction to the stressful situation."

The approach for stress management was client-centred. The client-centred approach applied to the field of stress management has been well documented, Evans and Reynolds,1993; Palmer, (1992). It is important to establish a working relationship underpinned by mutual trust and respect. The client-centred intervention is being undertaken, the client must realise that they own the problem and are responsible for implementing the programme whereas the consultant facilitates the intervention."

3.7 Stress Management Models:

The approaches and techniques of stress management are mainly based on the health realization model, Transactional model and ABC model of stress management. The details of three models are given below."

i. Health Realization Model:

The health realization/innate health model of stress is also founded on the idea that stress does not necessarily follow the presence of a potential stressor. The health realization model focuses on the nature of thought, stating that it is ultimately a person's thought processes that determine the response to potentially stressful external circumstances. In this model, stress results from appraising oneself and one's circumstances through a mental filter of insecurity and negativity, whereas a feeling of well-being results from approaching the world with a "quiet mind"."

This model proposes that helping stressed individuals understand the nature of thought—especially providing them with the ability to recognize when they are in the grip of insecure thinking, disengage from it, and access natural positive feelings will reduce their stress."

The health realization model of stress suggested by Lazarus focuses on individual's appraisal of stressors concerning their coping skills the health realization model focuses on the nature of thought, stating that it is ultimately a person's thought processes that determine the response to potentially stressful external circumstances. In this model, stress results from appraising oneself and one's circumstances through a mental filter of insecurity and negativity."

ii. Transactional Model of Stress:

Transactional Model of Stress is a framework which emphasized on the appraisal to evaluate harm, threat and challenges, which results in the process of coping with stressful events Lazaurus, 1966; Lazarus & Folkman, (1984). The transactional model of stress and coping argues that an individual's experience of stress is ultimately a system of appraisal, response and adaptation.

Specifically, the transactional model suggests everyone go through two stages of appraisal before feeling and responding to stress. In their primary appraisal, they evaluate the situation to decide if it is relevant to them. In particular, individuals evaluate whether it will bring about the possibility of gain or harm. If it doesn't, they don't worry about it. If it is relevant, they decide if it is positive or dangerous. If they feel it is dangerous, then they move into making a secondary appraisal. In these appraisals, they decide if they can cope with the situation – usually by examining the balance of situational demands the transactional model of stress and coping argues that they can either adopt problem-focused or emotion-focused coping styles. Problem-focused approaches involve attempting to deal with the situation itself, trying to change it into something more palatable – such active coping can be

difficult but, if successful, and results in a real change in circumstance. In contrast, an emotion-focused approach involves changing the relationship with the situation in a way that reduces the stress it causes.

This can involve denial, avoidance or cognitively re-framing the meaning of the event. Whilst this doesn't change the nature of the problem itself, it does change the effects it has on an individual. Lazarus and Folkman suggested these sorts of strategies include disclaiming (denial), escape-avoidance, accepting responsibility or blame, exercising self-control (of thoughts and behaviours related to the situation) and engaging in positive reappraisals (finding a positive spin on the situation). Emotionbased coping may be particularly suitable to situations which cannot be influenced in a meaningful way."

iii. The ABC Model of Stress Reduction:

"The ABC technique was also created by psychologist Dr. Albert Ellis and was later adapted by Martin Seligman. The letters ABC stand for; A – adversity, or the stressful event. B – Beliefs, or the way that you respond to the event. Then C – consequences, the result of your beliefs leads to actions and outcome of that event.

Essentially, the more optimistic our beliefs are, more positive outcome. This model of stress management is useful to work out as we are realizing our feelings when we get stressed like threatened or response like anger or frustration or irritation when we are emotionally triggered. This will help us to regulate emotion and freeze response." The Four A's of Dealing with Stressful Situations are as follows:

Change the situation: Avoid the stressor and alter the stressor

Change your reaction: Adapt to the stressor and accept the stressor

What you did to make yourself feel better matters a lot. Some of the ways of dealing with stress are given below.

Avoid Unnecessary Stress:

We should learn how to say “no” when it is too much for us to handle. Know our limits and stick on to them. Whether in our personal or professional life, taking more than we can handle is a guaranteed recipe for stress.

Avoid people who can cause stress– If someone consistently causes stress in your life and you can't turn the relationship around, limit the amount of time you spend with that person or end the relationship entirely." Control your environment – "If the evening news makes you anxious, turn the TV off. If traffic makes you tensed, take a route which is longer but less-travelled and reduces your stress."

Try to avoid hot topics of discussion– If you get offended over topics of religion or politics, avoid them from your conversation list. If you repeatedly argue about the same subject with the same people, stop bringing it up or excuse yourself when it's the topic of discussion.

Prioritize things – Analyze your schedule, responsibilities, and daily tasks. If you have seen too many things on your plate, distinguish between the “should” and the “musts.” Drop those tasks that are not truly necessary to the bottom of the list or discard them entirely.

Alter the Situation: If you are not in a position to avoid a stressful situation, try to alter it. Figure out what you can do to change things so the problem does not present itself in the future. Often, this involves changing the way you communicate and function in your daily life.

- **Express your feelings instead of bottling them up**- If someone or something is bothering you, speak out your concerns openly and respectfully. If you do not voice out your feelings, resentment will build in and the situation will likely remain the same.

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- **Be willing to compromise-** If you are asking someone to change their behaviour, you also be willing to do the same. If you both are willing to bend at least a little, you will have a good chance of finding a happy middle ground.
- **Be more assertive-** Do not take an inferior position in your own life. Deal with problems straight, doing your best to foresee and avert them. If you have got an exam to study for and your talkative roommate just got home, say directly that you only have five minutes to talk.

Adapt to the Stressor:

If you are not in a position to change the stressor, change yourself. You can acclimatize to stressful situations and regain your sense of control by changing your expectations and attitude.

- **Reframe the problems.** - Try to view stressful situations from another and a more positive perspective.
- **Try to look at the big picture-** Take perception of the stressful situation. Ask yourself questions like, how important it will be in the long run. Will it matter to you in a month or a year? Is it worth getting upset over? If you get an answer no, focus your time and energy elsewhere.
- **Adjusting your standards of performance-** Perfectionism is a major source of unavoidable stress. Stop setting yourself up for failure by setting up perfection. Set reasonable standards for yourself and others, and learn to be okay with “good enough.
- **Focus on the positive side of things-** When stress is getting us down, take a moment to reflect on all the things we appreciate in your life, including our positive qualities and gifts. This simple strategy can help us keep things in perspective.

3.8 Stress Management Techniques Employed for Developing the Intervention Programmed:

Stress management is a wide range of techniques intended at regulating levels of stress in individuals, especially chronic stress, generally with the intention of and for the betterment of everyday functioning. In this study, the term 'stress' refers only to stress which has negative consequences or distress in the terms advocated by Selye (1956). The techniques which were selected in the study were Problem-focused and Emotion-based coping may be particularly suitable to situations that cannot be influenced in a meaningful way.

Stress management techniques can fall into two categories: problem-focused coping and emotion-focused coping. Stress management techniques that are more general and range from cognitive (mindfulness, cognitive therapy, meditation) to physical (yoga, art, Progressive muscle relaxation, deep breathing) to environmental (music, humour, nature) were adopted in this study.

3.8.1 Stress Management Activities Conducted to Reduce the Level of Stress:

a. Use of Mind-Body Techniques in Managing Stress:

During stress management programs, the use of quite a lot of mind and body techniques is practiced to commence the relaxation response.

Employing mind-body techniques, we acknowledge that our thoughts impact our body, as our body impacts our mind. Mac Laughlin (2001) states our well-being is enhanced by the promotion of self-awareness and self-care through using integrative techniques. Mind and body medicine takes into consideration the connectedness between the mind and body and its impact on overall health. It embraces several well-defined strategies such as relaxation, meditation, yoga, biofeedback, imagery, autogenic training, hypnosis and spirituality” Mac Laughlin, (2001).

Regular practice of relaxation techniques reinforces what is learned during the session and facilitates generalization of the relaxation response. According to Andrasik, (1990), following the mind-body technique, individuals learn to heighten body awareness and reduce physiological arousal leading to more automatic relaxation. In short, individuals can develop valuable self-regulation skills that help to relax the central nervous system, decrease sympathetic arousal, and help retrain the autonomic nervous system – producing homeostasis and supporting general health and well-being.

b. Breath Work:

Breath work is a specific body-mind therapy that utilizes our state of consciousness and breathing intentionally with a purpose. Breath work utilizes the movement of our diaphragm when drawing in deep, slow breaths. During this breath, there is no pause between the inhalation and exhalation.

This is sometimes called circular breathing. Breath work is a therapeutic tool that can affect not only the physical aspects of our bodies but also the emotional, mental and spiritual aspects as well.

The primary benefits of breath work are allowing the body to get into a state of relaxation and release feelings of stress. As our bodies and our breath become deeper, we learn to physically relax the exhale. Once this becomes well-practiced, we find that this type of breathing can release deeper emotional and mental patterns as well. Diaphragmatic breathing or breath work is also often used as part of meditation practices.

Paul's (2007) research showed students who meditated or used diaphragmatic breathing resulted in significant increases in students' academic learning and achievement. According to Paul, Diaphragmatic breathing is known to counteract the fight or flight response symptoms that are often associated with anxiety.

c. Meditation:

Meditation can also be used to thwart stressful situations, as it is a technique to develop concentration and awareness to create a calming effect; diaphragmatic breathing is central to any meditation practice, Paul (2007).

Meditation and diaphragmatic breathing are also often used as part of meditation practices. Meditation practice includes a variety of elements that can vary from person to person.

Ways of practicing meditation. Meditation can be practiced, by sitting up, lying down or in an inverted position. Some of the people who meditate may use chanting, and breathe work as part of their practice. Some meditations, such as loving kindness meditation, can be used to express and nurture gratitude within and between oneself and others. Tang (2007) recommends meditative techniques that are easier for novices, to begin with, are concentration on meditation, mantra, and mindfulness meditation, which rely on mind control or thought work which can include focusing on an object or paying attention to the present moment.

It is easier to begin by concentrating on something instead of trying to be void of thought. Tang (2007) also states that using compact discs for practice instruction occupies the novice's wandering mind through continuous sensory input, maintaining and facilitating the state of mind.

d. Positive Self-Talk:

Positive self-talk can be used to focus attention and increase self-confidence William and Leffingwell, (1996).

Positive thinking and optimism are effective stress management tools. Along with these Motivational stories of differently-abled people were told.

a. Cognitive Restructuring:

Cognitive restructuring focus on the good not the bad; think in terms of ‘wants’ instead of ‘should’. It’s best if our thinking is related to our goals. Challenging negative thinking – stopping the negative thoughts individuals may have about a situation or themselves. Examples of negative thoughts include expecting failure, putting oneself down, feelings of inadequacy - a thought such as “Everyone else seems to understand this except me.” To gain control of negative thoughts or worries, one must first become aware of them. Next, try to stop it by oneself when they occur. Students can try to replace with positive affirmations or at least confront or question any irrationality of the thoughts.

Some of the activities under Behavioral/ Physiological coping techniques are Progressive Muscle relaxation, play therapy, or Exercise therapy and breath work was used in this study. Behavioral Coping is defined as a series of constantly changing cognitive and behavioral efforts to manage specific external and/or internal demands that are appraised as taxing or exceeding the resources of the person.

e. Progressive Muscle Relaxation:

This technique invented by Edmund Jacobson help to reduce physiological stress. Jacobson’s (1938) Progressive Relaxation is a detailed treatise on neuromuscular hypertension, its deleterious effect on health, and how progressive relaxation is the successful and correct response for treating the stress. The technique involves tensing and relaxing specific muscle groups throughout the body in a particular sequence. This is an exercise, both tedious and arduous, requiring strict concentration and a degree of perfection in performance. Becoming proficient in progressive relaxation allows one to get rid of residual tension, which is the essential feature of the technique. Overall efficacy of progressive muscle relaxation and applied relaxation show great efficacy in decreasing anxiety.

f. Play Therapy or Exercise Therapy:

Play or Exercise therapy comes under behavioral coping strategies. It refers to a way of dealing with stress by doing something or taking action to reduce the stress experienced. Physical exercise especially aerobic exercise is the most beneficial for reducing stress. It releases neuro chemicals in the brain that aid concentration. Even a short walk is sufficient to relieve stress for some people. The use of exercise as a strategy for coping with stress and improving psychological health has been studied extensively over the past two decades Ross and Hayes, 1988; Rostad and Long, (1996).

g. Music Relaxation Intervention:

Music can have an intense effect on both the emotions and the body. In the words of The American Music Therapy Association, music therapy is “the clinical and evidence-based use of music interventions to accomplish individualized goals within a therapeutic relationship by a credentialed professional who has completed an approved music therapy program” (AMTA, 2018). In the realm of music therapy, music relaxation intervention is a type of intervention in which music therapists incorporate relaxation inductions into the music experience to help clients promote relaxation or alleviate stress responses Grocke & Wigram, (2007). Some parts of the brain, the cerebellum, processes rhythm, and the frontal lobes interpret the emotional content of music. And music that’s powerful enough to be “spine-tingling” can light up the brain’s “reward center”, much like pleasurable stimuli.

h. Humour or Laughter as a Relaxation Technique:

Jauregui (2007) describes laughter as a positive emotion, characterized by a subjective feeling of pleasure and a series of easily recognizable facial, bodily and vocal expressions: a more or less pronounced smile, zygomatic muscles of the eyes contracted, fast and rhythmic abdominal exhalations that produce the characteristic

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“ha-ha” sound, agitation of the whole body, and activation of certain neuro chemical circuits gives us energy and helps to lighten the load; relaxes muscles in the face. Humour, laughter, learning, and health have a long and successful, interwoven legacy that has persisted for centuries and played an important role in human culture since the beginning of recorded time. Book of Proverbs 17:22: “A cheerful heart is a good medicine, but a crushed spirit dries up the bones,” William F. Fry is the pioneering investigator who pursued laughter and healing as a field of study and created the term gel otology, the study of laughter. Laughter resulted in increased ventilation, increased muscle activity, increased minute volume, and the creation of forceful exhalation that could mobilize and remove pulmonary secretions. Laughter-induced eustress has an impact on cortisol and catecholamine concentrations, which are products of both the hypothalamus-pituitary-adrenal axis and the sympathetic nervous system. Humour reduced cortisol and catecholamine levels as well as increased the production of antibodies, constituents of the adaptive immune system, as well as endorphins, the body’s natural pain killers.

Some other Healthy ways of stress management technique to relax and recharge are:

- **Go for a walk and spend some time in nature-** Or at times, call a good friend and spent quality time chatting. Sweat out your tension with a good workout. Taking a long bath and playing with a pet also helps in reducing stress.
- **Do something you enjoy every day-** Make time for leisure activities that bring you joy, whether it be stargazing, playing the music Work in your garden for some time and speak to flowers when you feel stressed after a long day. Curl up with a good book before sleeping is a good way of relaxing. Listen to music soothes your mind.
- **Include relaxation in your daily schedule-** Not to allow other obligations to encroach you. That time is your time to take a break from all responsibilities and recharge your mind.

- **Try to connect with others-** Spend time with positive people who enhance your life. A strong support system will safeguard you from the negative effects of stress.
- **Keep your sense of humour-** This includes the ability to laugh at you. The act of laughing helps your body fight stress in several ways. Various studies have proved it.
- **Exercise regularly** - Physical activity plays a key role in reducing and preventing the effects of stress. Make time for at least 30 minutes of exercise, three times per week.
- **Eat a healthy Diet-** Well-nourished bodies are better prepared to cope with stress. Remember, a twenty-minute walk has been proven to be a better tranquilizer than some prescription drugs." **Be careful of what you eat-** Try to begin your day right with breakfast, and keep your energy up and your mind clear with balanced, nutritious meals throughout the day.
- **Reduce the intake of caffeine and sugar-**The temporary “highs” caffeine and sugar provide often end in with a crash in mood and energy. By reducing the amount of coffee, soft drinks, chocolate, and sugar snacks in your diet, you’ll feel more relaxed and you’ll sleep better.
- **Get sufficient sleep-** Adequate sleep fuels your mind, as well as your body. Feeling tired will increase your stress because it may cause you to think irrationally.
- **Tune in to one’s body-** Mentally scan your body to get a sense of how stress affects your body each day. Lie on your back, or sit with your feet on the floor. Start by looking at your toes and work your way up to your scalp, noticing how your body feels.
- **Organize yourself-** Take better control of the way you’re spending your time and energy so you can handle stress more effectively.
- **Love yourself by giving positive feedback-** Remember, you are a unique individual who is doing the best you can.

- **Reward yourself by planning leisure activities into your life-** It helps to have something to look forward to.
- **Regularly take rest-** Sleep 7-8 hours at night. Take study breaks. There is only so much your mind can absorb at one time. It needs time to process and integrate information. A general thumb rule is to take a ten-minute break every hour. Rest your eyes as well as your mind.
- **Be aware of yourself-** Be aware of distress signals such as insomnia, headaches, anxiety, upset stomach, lack of concentration, colds/flu, excessive tiredness, etc. Remember, these can be signs of potentially more serious disorders (i.e., ulcers, hypertension, and heart disease). Enjoy yourself. It has been shown that happier people tend to live longer, have fewer physical problems, and are more productive. Look for humour in life when things don't make sense. Remember, you are very special and deserve only best treatment from yourself. Read a comic book."

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