

# Stress Management among Virtual job employees in Telangana Region

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## ABSTRACT

Stress Management is defined as wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the purpose of improving everyday functioning. About 500 million people around the world are considered to be suffering from neurotic, stress related and psychological problems. The purpose of this paper is to study the causes of stress among the employees of Virtual job Employees. The empirical study includes the method of questionnaire to examine the stress levels among the 210 employees. The main findings of the study are majority of employees are stressed due to long hours, and dealing with the customers. This Paper highlights the stress and its relation with Performance with respect to the Employer Brand. In this paper it is recommended to adopt Time Management techniques for employees and to have a cognitive therapy. This article pays attention to the causes, effects and management of stress and therefore could be helpful for employees to cope up with the stress in a more constructive, proactive way.

**Keywords:** Chronic, Cognitive therapy, employer branding, neurotic, Stress, Time Management, Virtual job.

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## I. INTRODUCTION

**“Stress is not what happens to us, it's our response to what happens” “The greatest weapon against stress is our ability to choose one thought over another”**

Stress is a state of mental or emotional strain or tension deriving from adverse or demanding circumstance. **Stress** is defined as “a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs.” **Stress management** consists of bringing changes to the life if one is in a constant stressful situation, preventing stress by practicing self-care and relaxation and managing response to stressful situations when they do occur.

Stress is a common problem that affects almost all of us at some point in our lives. Learning to identify when you are under stress, what is stressing you, and different ways of coping with stress can greatly improve both your mental and physical well-being. Stress is what you feel when you have to handle excess than you are used to. When a person is stressed, their body responds as though they are in danger. It makes hormones that speed up the heart, makes to breathe faster, and gives a burst of energy. This is called the fight-or-flight stress response.

Some stress is normal and even useful. Stress can help if one needs to work hard or react quickly. For example, it can help employee to finish an important job on time. But if stress happens too often or lasts too long, it can have negative impact. It can be linked to headaches, an upset stomach, back pain, and trouble sleeping. It can weaken the immune system, making it harder to fight off disease. It can make employee moody, tense, or depressed. Employee relationships may suffer, and they may not do well at work.

## II. STATEMENT OF THE STUDY

Stress has become a crucial problem in every organization. There are various factors which are leading to stress such as cutthroat competition, family responsibilities, autocratic leadership style, less qualified staff, work culture, disorganization of work and work schedules. If the Working and living conditions are not improved and required commitment of workforce in the work place is stabilized, the problem of stress cannot be effectively solved.

## III. OBJECTIVES OF THE STUDY

- To study the different kinds of stress and their effects on employees.

- To identify the factors causing stress among the employees.
- To understand the relationship between Stress and Performance
- To learn the effect of Stress on Individual and Coworker.
- To find out the remedies for Stress.

#### IV. HYPOTHESIS

Here In this study to analyze the status and causes for employee stress, Around 210 employees of age group between 30-50 years from well-organized companies have been taken as measure.

#### V. RESEARCH METHODOLOGY

- **Source of Data** includes Primary data and Secondary Data.
- **Primary Data:** The primary data collection is done through a structured questionnaire which contains open and closed questions.
- **Secondary Data:** The secondary sources for the study are internet and books.
- **Statistical Tool:** Simple percentage method is used for the analysis

#### VI. REVIEW OF LITERATURE

Stress – the simple word can cause anyone to cringe and feel on-edge. Stress is how the body reacts to any kind of requirement, threat or change being experienced. It is usually associated with a feeling of being overwhelmed. What stresses one person out may not faze the next person based on the way in which they perceive the stressor. This is why it is important to understand the causes and effects of stress, as well as how to identify your own stressors and ways to properly manage your stress. In today's scenario managing stress has become crucial part in everyone's life. Reducing stress in your everyday life is important for maintaining overall health, as it can improve individual's mood, boost immunity, promote longevity and allows person to be more productive. When an individual gets more stressed, they are at high risk of developing a range of illnesses – from the common cold to severe heart disease. Stress has such a powerful impact on person's well-being because it is a natural response that is activated in the brain.

The process of stress management is considered as one of the keys to a happy and successful life in modern society. Although life provides numerous requirements that can prove hard to handle, stress management provides a number of ways to handle anxiety and maintain overall well-being.

A large variety of conditions, situations and pressures can cause stress to any one person at any given moment. These stress-causing situations and pressures are known as "stressors." Stressors can be from external and/or internal factors, such as:

##### Common Internal Stressors:

- Chronic worry
- Pessimism
- Negative self-talk
- Unrealistic expectations/Perfectionism
- Rigid thinking, lack of flexibility
- All-or-nothing attitude

##### Common External Stressors:

- Major life changes
- Work or school
- Relationship difficulties
- Financial problems
- Children and family

The symptoms of stress can be experienced mentally, physically, emotionally and behaviorally

Stress Warning Signs and Symptoms	
Cognitive Symptoms	Emotional Symptoms
<ul style="list-style-type: none"> <li>■ Memory problems</li> <li>■ Inability to concentrate</li> <li>■ Poor judgment</li> <li>■ Seeing only the negative</li> <li>■ Anxious or racing thoughts</li> <li>■ Constant worrying</li> </ul>	<ul style="list-style-type: none"> <li>■ Moodiness</li> <li>■ Irritability or short temper</li> <li>■ Agitation, inability to relax</li> <li>■ Feeling overwhelmed</li> <li>■ Sense of loneliness and isolation</li> <li>■ Depression or general unhappiness</li> </ul>
Physical Symptoms	Behavioral Symptoms
<ul style="list-style-type: none"> <li>■ Aches and pains</li> <li>■ Diarrhea or constipation</li> <li>■ Nausea, dizziness</li> <li>■ Chest pain, rapid heartbeat</li> <li>■ Loss of sex drive</li> <li>■ Frequent colds</li> </ul>	<ul style="list-style-type: none"> <li>■ Eating more or less</li> <li>■ Sleeping too much or too little</li> <li>■ Isolating yourself from others</li> <li>■ Procrastinating or neglecting responsibilities</li> <li>■ Using alcohol, cigarettes, or drugs to relax</li> <li>■ Nervous habits (e.g. nail biting, pacing)</li> </ul>

## VII. TYPES OF STRESS

### Acute Stress

Acute stress is the most common type of stress among humans around the world. It deals with the pressures of the near future or dealing with the very recent past. This type of stress is generally misinterpreted for being a negative connotation. While this is the case in some circumstances, it is also a best thing to have some acute stress in life. To overcome with the acute stress doing any form of exercise or Running can reduce this stress. It is a short term stress and as a result, does not have enough time to harm.

#### The most common symptoms are:

- Emotional distress — few combination of [anger or irritability](#), [anxiety](#) and [depression](#), the three stress emotions.
- Muscular problems such as tension headache, back pain, jaw pain and the muscular tensions results to pulled muscles and tendon and ligament problems.
- Stomach, gut and bowel problems such as heartburn, acid stomach, flatulence, diarrhea, constipation and irritable bowel syndrome.
- Transient over-arousal leads to elevation in blood pressure, rapid heartbeat, sweaty palms, heart palpitations, dizziness, migraine headaches, cold hands or feet, shortness of breath and chest pain.

Acute stress can crop up in anyone's life, and it is highly treatable and manageable.

### Chronic stress

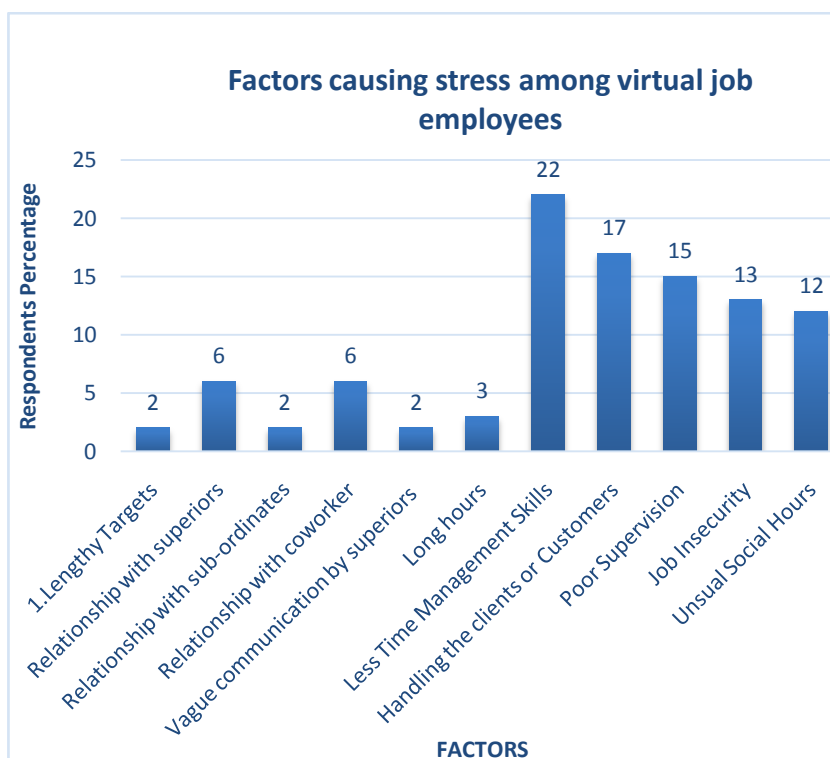
[Chronic stress](#) is unlike acute stress. It has a wearing effect on people that can become a very serious health risk if it continues over a long period of time. Chronic stress can lead to memory loss, damage spatial recognition and produce a decreased drive of eating. The intensity varies from person to person and also gender difference can be an underlying factor. Women are able to take longer durations of stress than men without showing the same maladaptive changes. Men can deal with shorter stress duration better than women can but once males hit a saturation, the chances of men indulging into mental issues.

Chronic stress kills through suicide, violence, [heart attack](#), [stroke](#) and, [perhaps, even cancer](#). People moves to a final, fatal breakdown. Because physical and mental resources are depleted through long-term attrition, the symptoms of chronic stress are problematic to treat and may require extended medical as well as behavioral treatment and stress management.

The worst aspect of chronic stress is that people get used to it. They even forget it's there. Individuals are immediately aware of acute stress because it is new; they ignore chronic stress as it is old, familiar, and sometimes, almost comfortable.

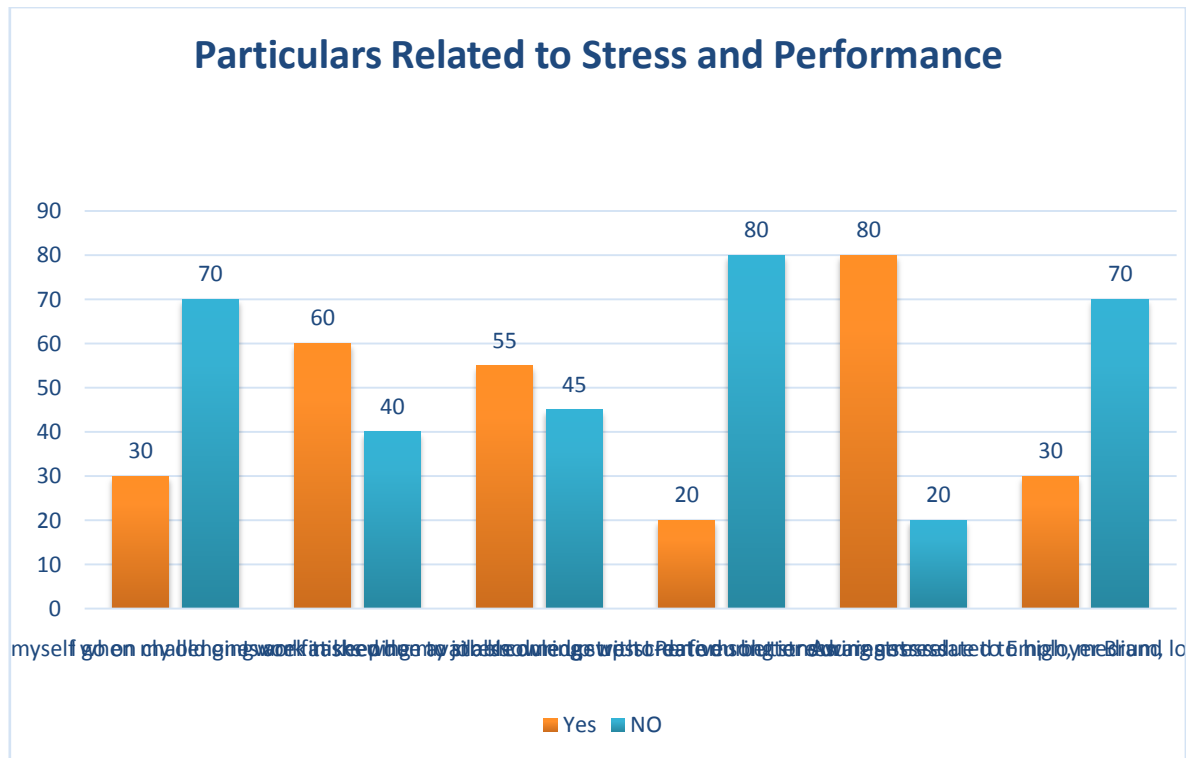
**Table: 1 Factors causing stress among virtual job employees are**

Factors	Respondents Percentage
1.Lengthy Targets	2
2.Relationship with superiors	6
3.Relationship with sub-ordinates	2
4.Relationship with coworker	6
5.Vague communication by superiors	2
6.Long hours	3
7.Less Time Management Skills	22
8.Handling the clients or Customers	17
9.Poor Supervision	15
10.Job Insecurity	13
11.Unusual Social Hours	12



**Table: 2 Particulars Related to Stress and Performance**

Particulars Related to Stress and Performance	Yes/no
I start New Tasks myself when my old ones are finished due to stress	Yes-30/No-70
I go on challenging work tasks when available during stress	Yes-60/No-40
I work at keeping my job knowledge up-to-date during stress	Yes-55/No-45
I come up with creative solutions during stress	Yes-20/No-80
I Perform better during stress due to Employer Brand	Yes-80/No-20
Awareness related to high, medium, low priority of jobs.	Yes- 30/No-70



## VIII. RESULTS AND OBSERVATIONS

From the Data analysis it is observed that Majority of virtual Job Employees Job Performance is directly proportionate to Stress with reference to the reputation of the organization. It is Observed that Time Management Skill play more important role in the Stress levels among virtual job employees of Telangana region. Initially they assume that virtual job is more flexible later they realized that handling family and virtual job has become difficult without managing Time. It is studied that many of the virtual employees come across acute stress. From Data Analysis it is also predicted that, Poor Supervision, Job Insecurity, Unusual Social hours, handling the customers or clients are the basic factors that causes stress among Virtual job employees. It is also analyzed that employees could not generate new ideas under stress but they are updating related to job due to stress. Employer brand is also playing an important role in stress. Employees from reputed organizations are ready to take stress and perform better to retain the organization.

## CONCLUSION

The study has highlighted to the reasons causing stress to the virtual job employees and explored the behavior of these employees in Telangana region. It is recommended that the employees must be provided with categorization of Tasks such as High Priority jobs, Medium Priority jobs, and Less Priority jobs. Hence the remedies for high stress scenario can be handled through clear communication related to organisation strategies and its belongingness towards their employees. It is also suggested that Counselling to the employees related to customer or client approach will decrease the stress levels among the employees. There must be entertainment trips by the organization to decrease the stress levels of Virtual job employees.

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