Short Communication

Wellness and Stress Management Abstract in Corporate Workers

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The concept of wellness or complete wellness refers to a completely well rounded human being. It is inclusive of a holistic concept comprising of our mind, body, and soul. However, our wellness can be compromised with the patterns of our faulty lifestyle including stress, faulty diets, sedentary life, smoking and alcoholism. In addition, the pressure to perform, factors related to urbanization, our busy schedules and peer pressure seemingly contributes more to our faulty lifestyle patterns.

Consequently, stress has become a normal part of life for most of us owing majorly to these faulty lifestyle habits. But, if left unmanaged, stress can lead to emotional, psychological and even physical problems, including palpitation, high blood pressure, chest pains and even coronary artery disease. Hence it is essential to identify the sources of stress (stressors), types of stress (Eustress and Distress), causal factors, and symptomatology and learn to deal with it effectively before it impacts ones Heart & Health. Therefore, a six pillars approach to wellness has been suggested as shown below:
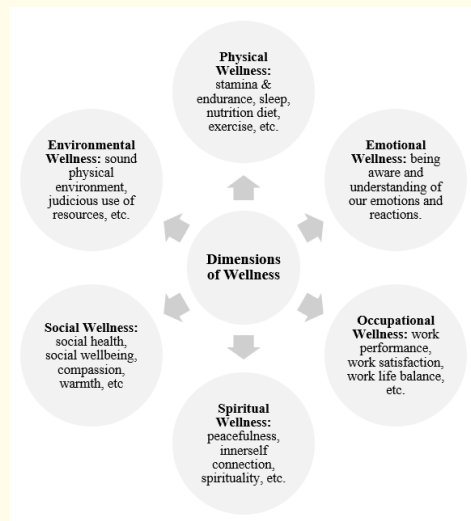
Figure

Stress can be defined as a feeling of strain, tension, psychological and physical pressure that one experiences due to external situations. Everyone is surrounded by stress, some stressors experienced are minor and others are major, and occur irrespective of our age and profession.

Stress in corporate workers is increasing day by day. Employees have to spend a lot of time at work place and its environment, co-workers, kind of work given, amount of work, strict deadlines, work pressure, constant competition and an endless rat-race are common experiences that affect the employees. Hence, high level of stress might be produced resulting in various physical, emotional and behavioural problems. They even become more prone to stress related disorders like increased rate of heart attacks, hypertension, sleep deprivation, anxiety, headache, diabetes etc.

Some of the reasons why people in big organizations experience stress are:

Workload

Excessive workload with unrealistic deadlines causes tremendous pressure and makes individuals feel overwhelmed. Being overburdened by work might make employees feel like they are constantly drowning under all these tasks, making them feel rushed and under pressure. Whereas, even insufficient workload can make people feel that their skills are being underused and they may feel a restriction towards their growth.

People related stress

Individuals, who are already experiencing stress in their daily life, feel even more stressed out in the work place. There are interpersonal conflicts among co-worker and conflicts between authority, supervisor and subordinate, like disagreements, arguments, that can create an unhealthy work environment and thereby cause stress. This results in underperformance and inability to maintain relationships with other colleagues at work and with family.

Poor physical working environment

Stress might occur due to a poor physical environment around employees. Like having excessive heat or cold weather or temperature, noise, inadequate lighting, uncomfortable seating, malfunctioning equipment, and other issues can affect the work quality and performance of employees.

Work and personal life

An individual's profession and relationships with family or with friends often takes a toll on him/her. Finishing deadlines consumes all the energy and investing time towards loved ones is another task to balance out life. If these roles are not well balanced, it can disturb the person's mental and emotional well-being, and can also bother the people around this individual as their expectations aren't fulfilled.

Lack of camaraderie

Due to the tremendous level of competition among the employees for top positions or promotions, where their colleagues will try to pull each other down at the slightest opportunity they get, the workplace environment might become stressful to deal with, also adversely affecting the person's emotional health. Thus, it's important to have mutual trust and friendship with the co-workers.

Lack of personal time

One must spend time with oneself, introspecting where one wants to reach professionally and relationally. Running in a rat race without having personal time for leisurely activities, can lead to a serious burnout. Due to the high work demands from the organizations and prevailing cut throat competition, people put so much pressure on themselves in order to succeed, which only leads to an increase in stress.

Computer related stress

An entrepreneur, your PC is your life saver to the commercial centre. Through the Internet, you can contend with different associations around the globe. Taking in the most recent projects and utilizing them to showcase and advance your items is fundamental for progress. Keeping present and in front of your rivals expects you to remain current with all advances in programming and frameworks. Being all time on computer, also increases your stress.

Technology

Regardless of what business you are in, technology has made your organization a 24-hour task. Your clients can be exceptionally particular, and to keep them glad you should be accessible to them constantly. You could actually be open throughout the day and night, and a large number of your clients may need to get in touch with you at what used to be considered off hours. Stress increases when there is no time for rest.

Some of the simple techniques which can be used for coping up with stress are:

Track the stressor

Employees in the work place should be able to recognize the stressor, whether stress is due to workload, or conflict etc. For this, employees should record their feelings and information regarding their environment. Keep a journal to identify stressful situations and how to respond to them.

Develop appropriate response

Instead of being threatened or fighting the stress with unhealthy responses, such as having fast food, alcohol, drugs, etc, employees should indulge in healthy responses, such as exercising, yoga, playing sports, eating healthy food, and getting involved in hobbies.

Sufficient sleep

For effective performance of the employee, they should at least have 6hrs of sleep, so that they are focused and able to concentrate. Thus, in organization, there should a fixed amount of time to work. On attaining the time limit, they should be given off, so that they don't overwork.

Get support

Employees must accept the stress they are experiencing. Organizations must provide such an environment where employees facing stress can talk to supervisors, contact psychologist. Other co-workers must form an effective interpersonal relationship, so that employees can open up about their stress. At home, there should be understanding with family members, encouraging employees to ask for the support they need.

Learn to relax

Taking in between breaks or going to get some refreshments or stretching the body, deep breathing, and mindfulness can reduce stress. Continuously sitting at the desk affects the body and mind. It reduces the concentration, making the work ineffective. So, allowing in-between breaks, some off time to rest, play rooms to keep the employees healthy and active is an effective way to keep stress at bay.

Setting up stress management workshops

Organizations can set up workshops for stress management. Providing professional counselling sessions can help employees cope with stress. Being able to communicate to someone without fearing judgment helps cope up with stressful situations.

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