

- Personnel management

Stress management and effectiveness in the workplace

Panay News · 19 Feb 2021 · 11 · By Mrs. Lorraine Valerie G. Patriarca, ADAS II Schools Division of Guimaras Contributed article)

STRESS is a growing phenomenon which affects anyone, anywhere in various ways. The causes of stress at the workplace range from personal problems to work overload, physical working environment, work situation, conflicts among colleagues and currently, the occurrence of COVID 19 pandemic which threatened our health, safety and even our career. Due to this reason, stress at work has even become a greater problem because of more demand on task at hand, fear, worry and the shift of our system to the new paradigm of work. This scenario aggravated the stressful situation which eventually threatened the employees making them more distressed which may lead to mental disorder.

In fact, stress is the primary cause of our struggles and challenges in our workplace today which most often lead to uncertainties and severe impairments of our physical and mental health and redound to lowering the level of our performance. It is indeed threatening to live a life of torment and darkness in our workplace.

This doom situation decreases our efficiency and effectiveness as an employee our productivity causes a domino effect towards the fluctuation of the over all performance of the organization. Study tells that people with high-stress jobs have twice the risk of developing serious depression or anxiety compared with others in less stressful occupations.

Hence, stress is the primary cause of the issues occurring not only in our family but for most in our workplace that threatens the stability and our job, life, and our society, it is vital for us to start growing our tools to manage our stress and devise some mechanisms to cope with this threatening stresses in our lives to at lessen the effect of stress if not to tally eradicated such as:

- * Determining the primary source of stress. There is a need to find out what causes this distress and its consequences so that we can distance ourselves from these stressors.

- * Managing time properly. Know how to pace tasks accordingly, controlling one's time effectively and prioritization of tasks to be handled first and doing them ahead of the set deadline will help avoid procrastination.

- * Learning how to adapt to the situations and deal with stress in a constructive manner by doing something useful to you and to others will help lessen the effect of stress

- * Finding time to have leisure and relaxation. A relax mind and body can work on tasks on time and well. Learn the skills of relaxation, motivation, and increasing self-confidence.

- * Establishing rapport with colleagues, finding a support group and learn to seek help for yourself and others. With friends to run to when stress occur is very important so that you can have somebody to lean on the moment you are down and need somebody to confide with will help relieve your stress. Once you establish and internalized these coping mechanisms and stress management strategies, rest assured that no amount of stress can break you down.

Consequently, these will redound to having best physical and mental health which in turn lead to a higher achievement and improved performance of employees in their workplace.