

Competitive Exams: Write Shorts Notes On Organizational Behavior Stress

Organizational Behavior: Stress and State of Exhaustion

Stress management defines stress precisely as a person's physiological response to an external stimulus that triggers the “fight-or-flight” reaction. Stress is the “wear and tear” our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As a positive influence, stress can help compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of distrust, rejection, anger, and depression, which in turn can lead to health problems such as headaches, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart disease, and stroke. With the death of a loved one, the birth of a child, a job promotion, or a new relationship, we experience stress as we readjust our lives. In so adjusting to different circumstances, stress will help or hinder us depending on how we react to it. Stress is a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize. Stress is a physiological abnormality at the structural or bio-chemical level caused by overloading experience. Stress is an adaptive response to an external situation that results in physical, psychological and or behavioral deviations. According to DR Pestonji the stress can be categorized as

- eustress (caused when person is over-joy)
- Distress (caused when person is suddenly very sad or angry)
- Hyper-work stress (causes due to hyper activity)
- Hypo stress (this stress is caused by less than optimum activity)

General Adaption Syndrome

Over million of years the life has changed. However the body chemistry is not changed. With the change in the life style, stress have multiplies and diversified in different forms. However the body chemistry has remained the same. The theory of GENERAL ADAPTION SYNDROME states that when organism is confronted with threat, the general physiological response occurs in three stages

- Alarm reaction
- Resistance reaction
- State of exhaustion

In state of exhaustion stage, the stress has continued for some time. The body's resistance to the stress may gradually be reduced, or may collapse quickly. Generally, this means the immune system, and the body's ability to resist disease, may be almost totally eliminated. Patients who experience long-term stress may succumb to heart attacks or severe infection due to their reduced immunity. For example, a person with a stressful job may experience long-term stress that might lead to high blood pressure and an eventual heart attack

Symptoms of Stress

Physical

- heart pounding
- headaches
- sweaty palms
- indigestion
- skin breaks out
- shortness of breath
- holding breath
- cold hands
- sleeplessness
- sleep too much
- fatigue
- nausea
- diarrhea
- tight stomach
- tight muscles
- pain

Emotional

- moody
- irritability
- depressed anxious
- lack of sense of humor
- abrasive

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- hostile
- nervous
- emotional

Mental

- forgetfulness
- loss of concentration
- poor judgment
- disorganized
- fuzzy perception
- confused
- lack of interest
- math errors
- stop thinking
- diminished fantasy life
- negative self-talk

Best Way to Prevent Stress

1. Doing exercise regularly
2. Away from tobacco
3. Regular medical checkup
4. Drink lot of water