

International Multidisciplinary
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CORPORATE STRESS OF MANAGERS

MOHIT BHATARA AND SUSHIL KUMAR

Abstract:

This paper illustrates about the stress which is now becoming a common part of almost every working person, especially in corporate sector. For this research purpose we have covered Managers of top companies. The basic aim of this work is to find out the reasons and impacts of stress of human beings.

KEY WORDS:

Corporate Sector, Stress Of Human Beings, etc

INTRODUCTION

Stress is normal in one's life, it was there, it is there and it will be there. Stress comes in layers and it is a costly affair. Management is always needed to handle a group of human beings suffered from stress. It is natural that managers will have a lot of stress to manage various activities. The purpose of this research work is to find out the reasons of stress among managers. We have analyzed that how stress has impact on managers. For our research purpose we have examined 100 managers from top companies in India, who are working in MNCs at senior positions.

The objectives of Study

1. To know the reasons of stress in managers.
2. To know the level of stress in managers.
3. To find out the solution of stress in managers.

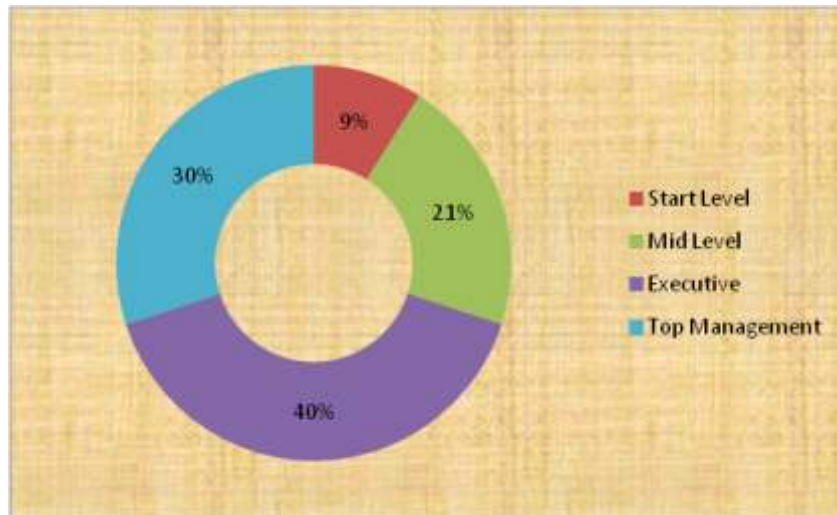
Methodology

A survey has been done for data collection to fulfill the purpose. We have run a management development program and got the feedback from the concerned participants. From the participants, the male candidates were 74%, between the ages of 45-50 years and female candidates were 26%, between the ages of 40-45 years. The data was taken through emails after the completion of training program.

Participation of Managers

Gender	Percentage
Male Candidates	74%
Female Candidates	26%

Level in Organization



The following are the main finding of our research work:

1.92% managers said that stress is caused by work and with more responsibilities, the level of stress is increased

2.71% managers said that organization does not support to handle stress and even they do not bother about the stress of their employees. The organizations also believe in that it is manager's problem as they are being paid for this.

3.Majority of the managers said that the level of stress is now much more than it was 7- 10 years ago. Due to the introduction of high technology like black berry / internet etc. the level of stress has gone very high.

4.Most of the managers are agreed that if they have proper coach for stress handling, it would be beneficial for them.

5.Stress is also caused by expecting more output with utilization of minimum resources to reduce the cost.

6. The level of stress is equal between bosses and subordinates.

7.Physical exercise is very good to handle stress, but with mechanical life, people do not have time and resources like gyms etc. in offices for this.

8.Managers said that they can get relief from stress temporarily only either by physical or mental means.

9.Entertainment is also a good solution but it needs time and money.

10.Decision making and job responsibilities are major factors in increasing the stress. Is stress there in corporate life? How it affects managers? 92% of the managers said that stress is caused by work. It was less when advanced technology was not there.

Category	Percentage
Work is main source of stress	92%
Health fitness is beneficial in stress handling	22%
We can manage the stress very well	16%
We need a trainer to handle our stress	11%
We have more stress due to technology	28%
Our employers does not help us to handle stress	71%

Demand: Good managers are always in demand. They are needed because of their working capabilities. Physical demand also matters, which is there in terms of frequent travel, frequent meetings, late sittings and round the clock availability, which also results in stress. It includes handling of different personalities at same time and managing the show in coordination from worker to director. Resources are always limited and work is always unlimited. 78% managers were strongly agreed on this.

Sources of Stress for Managers

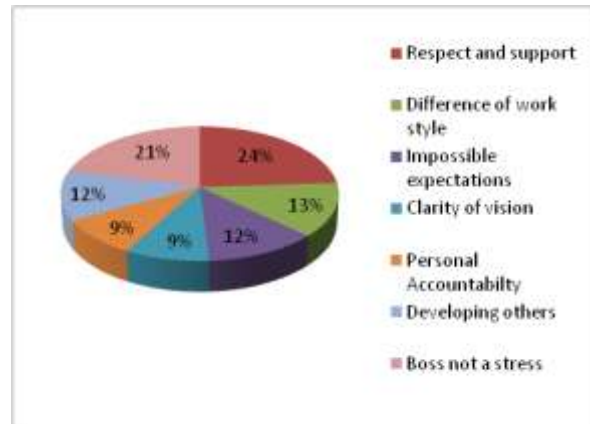
Sources	Percentage
Development of others	8 %
Maintaining relationships	4%
More and more expectations	7%
Job Insecurity	9%
Team Work	8%
Change in Management	7%
Lack of clarity	2%
Politics	22%
Work pressure and targets	12%
Difference in work style	11%
Balance with Personal Life	4%
Others	6%

From the above table, it is clear that the politics play a vital role in stress. Manager has to look after so many things to maintain the whole balance. It has been noticed that the stress is there because of other factors other than work. Most of these factors are not as important in either career or in work productivity, but managers have to handle them to survive.

Role of Boss in Stress

The manager has to please his boss in any case. Also he has to please boss of his boss, if any there. If boss is happy, the manager can manage most of the things and if not, the stress is increased. Most of the time, the boss is demanding and managers have to take care of this, does not matter how important it is for productivity. Sometime managers have to do boss's personal work as well to keep him happy. Getting a good boss is also a good luck.

How Boss is a reason of stress



Role of Subordinates in Stress

Not only boss, managers have to handle their subordinates also. So stress is there from both sides, from top and from bottom as well. This is as shown below:

Source	Percentage
Lack of competency	34%
Respect and support	17%
High expectations	14%
Clarity of goals	12%
Negligence and carelessness	9%
Difference in work style	5%
No stress from subordinates	9%

Beside this, managers have to coordinate with their colleagues also. Colleagues also give stress. 69% managers said that most of the time colleagues are also involved in politics, which affects their work and results in stress.

How managers manage stress

We checked with managers that how they manage the stress. The following table will clarify that how the stress is being managed.

Individual Approach	Percentage
Exercise	26%
Boundary maintenance	14%
Outdoor hobbies like golf and other games	7%
Rest / Vacation	11%
Indoor hobbies, like reading, T.V etc.	12%
Misc. like sleep / long drive / shopping etc.	8%
Hobbies like cooking, gardening	12%
Prayers / meditation	10%

The above is an individual approach to manage the stress. The managers adopt the above resources to manage stress at their level. Beside this now most of the good companies are cautious on this matter and they have also started working on the issue to help their managers to get relief from stress so that they can produce more. The following table will clear the role of employer to handle stress.

Action	Percentage
HR Trainings	16%
Flexible schedule and balance with personal life	18%
Time off, vacation	14%
Gym Facility	9%
360 degree support	11%
Cultural support	12%
Coaching / programs / camps	6%
No facility	14%

It is clear that trainings play an important role in stress management. Some companies are still ignoring this issue. Recent trend is that companies are organizing trainings and camps to help employees, like “Art of living” classes are being organized at various corporate offices. Yoga shivers are also being organized by some companies. Manufacturing companies, where work force is more, are keeping full time doctors and nurses and they utilize the same facility for stress management.

Conclusion

It is sure that the managers suffer from stress. It is very important to manage the stress otherwise managers may lose their health and they will not be able to perform well for long. If managers cannot cope up the stress, they may suffer from other diseases like blood pressure, migraine, heart attacks and so on. If organizations are helping to reduce stress, it is good for the managers and if not, they must put their personal efforts to reduce the stress. Maintaining balance with personal life and spending enough time with family is very help full. With the complex nature of work, stress will continue to increase and following are some tips to handle the stress:

1. Take a balanced diet, spend some time for physical exercise, and go for routine medical checkups.
2. Get an expert advice time to time.
3. Give short breaks in work and do not work continuously for long hours.
4. Change is very important. Do not do the same work for long time.
5. Listen to music regularly.

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