


# Chapter 9

## Effects of Stress Management and Healthcare Issues

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### **ABSTRACT**

*Modern life is full of hassles, deadlines, frustrations, and demands. Stress is defined as perspective of mind or as mental health disorder. It is of equal importance compared with others in the 21st century. Stress management is a common phenomenon globally. The imbalance of any occasion creates stress. The most significant factors include separated from family, loneliness, fatigue, multi-nationality, limited recreation activity, and dissatisfaction of job opportunity, which tends to cause healthcare issues, especially sleep deprivation and depression. The long-lasting stress causes chronic mental fatigue. It has positive and negative impacts, which depend on situations. Sometimes it plays as a motivating factor for peak performance and great opportunity, or sometimes negative like when a person faces social, physical, organizational, and emotional problems.*

### **INTRODUCTION**

#### **Stress**

Stress is a rare preventable significance of modern goal-oriented life. Modern life is full of struggle, morbidity, disappointment, and demands etc. It has significantly impacted both ways of life; either positively in our lives or negatively in our lives. Stress is also a psychological factor behind that causing nervousness, anxiety like

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many other mental health problems. So, one should concern how they control these managerial strategies like planning, organizing, finding. This application is really helpful for achieving goal to minimize the stress. In other words, if we find any misbalance occurs in job challenge, and then one should need more strength and stamina, must speed their gaining power within time period. Today's work stress is recognized universal as a considerable challenge to workers' health and the wellness of their organizations. People who are in stress they are not able to motivate in their work and less productive. Therefore, if employees are not able to give their best effort in work, organization cannot achieve their desire objectives. The current scenario of work requires faster and excellent quality of work with minimum time. Today, employer's demands are best performance as both quality and quantity of work to achieve the target. Hence, to prohibit incomplete tasks, the outcome is stress. Always organizational process is long-term process, so during this procedure many employees feel degenerate with their work performance and mostly facing attention deficit disorder followed by depression (Jahanian, Tabatabaei, & Behdad, 2012).

As per psychology factors, decision making is significance as cognitive process. It is a belief of course of action within several possibilities. But in stress, employees are very limited to make any important decision; hence it is a reflection of motor activity process slow down and memory become weakened. As a result, interpersonal relationship is obstructing by conflict in the workplace, psychological panic occur in the workplace (Cropanzano, Howes, Grandey, & Toth, 1997).

## **Role of Management**

Stress arises of many reasons like- demotivation, no-one care about the feelings, no support of colleagues, no time management, feeling nervousness to taking challenges, too much work load making mad etc. Research studies have proved that the *work performance decreases*, if employees are not find appropriate *working conditions* like *Bad lighting, noise, wrong temperature, lack of oxygen* and *insufficient or no air-conditioning* create *negative environment as depicted in figure 1*. Organizational culture is one of the key factors in determining how successful an organization will be in managing work stress. It also consider in the attitudes of staffs, beliefs about the organization, their shared value systems and common and approved ways of behaving at work. It is very important that pressure of overloaded work within deadline conduct with lots of work could result under stress (Nekoranec & Kmosena, 2015).

The main causes of work related stress are as follows:

- Lack of management support
- Work related violence

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