

DIDACTICS ABOUT STRESS MANAGEMENT

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Abstract. A multitude of elements, such as the ideologies that propelled the advent of modernity through the industrial revolution, advancements in technology, shifts in living standards, and alterations in societal expectations, have given rise to new challenges. Post-20th-century developments that have detrimentally impacted human existence, leading to social isolation, diminished personal efficacy, and a decrease in life satisfaction, have been termed 'stress' by researchers. The swift escalation of technological innovation and the corresponding surge in occupational advancement have introduced the notion of stress. Presently, stress is characterized as a malady of contemporary civilization. This is attributed to the substantial burden of stress that individuals grapple with in both their private and professional spheres. Such stress induces modifications in the daily routines of individuals, which in turn exert diverse impacts on one's well-being. The tensions arising from interpersonal interactions contribute to the stress experienced by an individual, adversely influencing their life. This research outlines a methodology for a thorough examination of the genuine origins of stress. It equips individuals with the tools to scrutinize their lives to pinpoint stress triggers and formulate efficacious coping mechanisms. The objective of this research is to mitigate the adverse consequences of stress and enhance individuals' life quality.

Keywords: Stress, Economic incentives, Organizational Stress, Stress Management, Work-related Stress

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Introduction

Stress, derived from the Latin "stringere," has evolved in meaning since the 17th century, encompassing disaster, hardship, suffering, sadness, and distress. It's a catalyst for behavioral issues and can strain social bonds. Stress doesn't arise randomly; it's triggered by alterations in one's immediate world. These environmental shifts affect everyone differently, with some experiencing swift and profound effects, while others may feel the impact more gradually. Essentially, stress is the strain felt when one is pushed past their mental and bodily capacity by adverse circumstances in their living and societal spaces (Cüceloğlu, 1994, 321). According to Lazarus, stress can be defined as an imbalance between the environmental

demands that people perceive and the ability to cope with those demands that they perceive (Lazarus, 1995, 3-14).

Typically, the idea of stress evokes unfavorable impressions. Yet, upon closer examination, it becomes evident that stress isn't invariably linked to detrimental effects. Individuals possess the capacity to convert stress into a positive force. Conversely, the tension and pessimism encountered during trials underscore the harmful facets of stress.

Stress factors can be attributed to personal aspects, the surrounding milieu, and occupational settings. In contemporary times, stress-induced economic and legal issues are increasingly prevalent in professional domains. The strain felt by organizational workers is a prime example of this predicament.

Education of Individual Stress Management

Stress can emerge not only due to external environmental influences but frequently stems from one's own mindset and actions. The specific attitudes and behaviors that contribute to stress include the following.

- **Impulses:** When a person is relaxed, their spontaneous reactions can enhance their performance. However, if they're experiencing stress, these same impulses may result in unproductive actions. This dichotomy highlights how stress levels can influence the impact of our natural tendencies on our behavior.
- **Impetuosity:** A sense of urgency can drive individuals to complete their current tasks with haste. They approach their workload with vigor, not hesitating to take on various duties. Yet, when overwhelmed by stress, they may overextend themselves, struggling to manage the responsibilities they've assumed.
- **Precisionism:** This motivates a person to excel within established norms. A person may become assured that their work performance is unparalleled. Employees who don't consistently perform well might experience stress when confronted with adverse feedback.
- **Work with Changeable Conditions:** It refers to the reluctance to embrace unforeseen events that arise or might arise in one's profession.
- **To Take on Too Much Work:** When individuals face numerous tasks with a looming deadline and struggle to rank them by significance, it can result in heightened stress levels. The challenge of managing and organizing these tasks effectively, without a clear strategy for prioritization, often contributes to this stress. This situation underscores the importance of effective time management and prioritization skills to alleviate potential stress.

The stress factors mentioned above may seem like elements one could encounter throughout life, leading individuals to believe they can easily overcome them. However, it should not be forgotten that adapting to changes that occur in life, and even the attempt to adapt, can be a source of stress for individuals (Kate, 1999, 22).

We can list as follows some individual stress management ways:

- **Management of one's lifestyle:** A person can manage stress by maintaining composure, avoiding feelings of anger or annoyance, and by responding with patience in challenging circumstances. This approach to handling stress helps in creating a calm and controlled environment, even when faced with potentially disruptive situations. Cultivating such patience and restraint can be beneficial for both mental and emotional well-being (Eroglu, 2013, 539-540).
- **Deep Relaxing and Rest Technic:** Deep relaxation refers to a condition where the nervous system enters a state of significant calmness, both mentally and physically, as the body shifts into a state of inactivity. This typically happens as part of an attempt to exercise dominion over one's physiological state. The key to mastering this control is the regulation of breathing (Albrecht, 1988, 223).
- **Physical Exercises:** Engaging in physical activities is a robust shield against stress. Activities like cycling, horseback riding, swimming, or jogging in natural surroundings can enhance your mood. Studies show that non-competitive and pleasurable activities are effective in reducing stress levels (Yates, 1986, 145).

Sources of Environmental Stress

Environmental stressors form the sources of stress outside an individual's work life. It is generally accepted that the main cause of stress-related symptoms is the physical environment. If we were to consider a person's environmental stress sources in categories, for example, they could be listed as;

- Midlife crisis,
- Family issues,
- Monotony,
- Economic difficulties,
- Political uncertainties,
- Technological changes (Yates, 1986: 70-75).

Education of Stress Managements in Organizations

In our era, the professional sphere is becoming more demanding, with heightened competition and a need to keep up with a rapid work rhythm. This environment often highlights stress as a significant peril in the workplace. Numerous elements at work impact the well-being of employees, including occupational accidents, poor temperature control, exposure to toxic substances, and work-related health conditions. Each of these aspects has the potential to induce stress among

workers. Within companies, stress can originate from internal dynamics as well as outside influences (Bacharach, Bauer and Conley, 1986: 10-12).

Organizations can alleviate stress by adhering to global ethical norms. For example, in the modern context, it is generally acceptable for a company to focus on profit maximization if it leads to greater economic efficiency or productivity. More importantly, generating profit is considered ethically sound when it contributes positively to society. On the other hand, companies are viewed as unethical if they resort to self-serving tactics or extractive practices. Many critics argue that there is an inverse correlation between profitability and ethical business conduct, implying that unethical behavior is often a means to financial gain. It is crucial for today's economists and business theorists to highlight the significance of ethical behavior alongside economic motivations in contemporary societies (Kulshreshtha, 2007, 37). Strong ethical practices in the workplace can greatly alleviate stress. Conversely, escalating stress levels may prompt unethical actions within an organization. Research has indicated that such pressure can cause executives to inappropriately derive profits from quality assurance sectors, conceal workplace accidents, improperly take advantage of sick leave, and engage in dishonesty with clients (Boyd, 1997, 86).

Overbearing work demands and the rush against time significantly contribute to stress within the work environment. Here, 'workload' encompasses the demands placed on an employee's output and productivity. How employees respond to these demands is crucial in determining their stress management strategies. Moreover, in workplaces with pronounced hierarchical systems, the intensity of formalities and the dynamics between superiors and subordinates may further exacerbate stress, potentially resulting in employee exhaustion. We can list as follows stress management for organizations.

- **Adhering to principles of business ethics:** Adhering to business ethics promotes a culture of mutual respect for the rights of colleagues and external parties. Observance of globally recognized ethical standards mitigates numerous potential problems that could otherwise lead to stress.
- **Employee participation in management:** In the corporate world, the act of employers engaging with their staff's opinions, whether personally or via delegates, and taking into account their proposals and feedback, is crucial for effective business administration and the mental well-being of the workforce. This collaborative approach not only fosters a sense of inclusivity but also contributes to a more dynamic and psychologically healthy workplace environment.
- **Defining roles:** Tasks allocated to employees ought to match their physical capabilities, acquired knowledge, and accumulated experience. This ensures that the responsibilities they undertake are in line with their individual strengths and skill sets, promoting both efficiency and job satisfaction.

- **Effective Time Management:** Efficient management of time requires the ranking of activities and establishing how long each will take. The key element in this strategy is the recording of tasks that need completion. As a result, the task inventory will grow with unfinished activities and shrink as tasks are finalized. Adopting this time management technique can alleviate stress among staff members.
- **Supporting social life:** During challenging times, social collectives play a crucial role by offering assistance to workers. Employees manage stress effectively as long as they are able to embrace and maintain the backing from these collectives. The solidarity and aid from such groups are instrumental in helping individuals navigate through tough situations.
- **Education:** Workers are educated on the mental and physical impacts of stress and are thoroughly instructed on management strategies. These strategies commonly encompass stress-reduction techniques and the adoption of nutritious dietary practices (Cooper and Smith, 1992: 63).

Conclusion

Didactic methodology in stress management refers to a structured and educational approach to managing stress. It often involves teaching individuals about the nature of stress, its effects on the body and mind, and strategies to cope with it. Effective stress management training is crucial for employee well-being. Companies that adeptly handle stress not only progress towards better structure but also witness a notable boost in worker efficiency, as evidenced by numerous studies. Nonetheless, the pressure on modern organizations to stay economically viable may prompt actions that defy ethical norms. Such conduct can induce stress among individuals, harming the social fabric and inflicting long-term economic impacts on nations. It is imperative for today's social scientists to urgently enforce global business ethics to alleviate societal stress. Adopting recommended stress management practices for both individuals and enterprises is believed to greatly diminish stress-related detriments. Enacting sound stress management strategies is considered essential for fostering societies that are more robust, content, and principled.

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