

II Semester

CBE451: STRESS MANAGEMENT

Objectives

1. Equip students with concept, causes and consequences of stress.
2. Provide individual and organizational level techniques of Stress Management.

Unit-1:

Stress: Meaning, Nature and Symptoms of Stress. Symptoms – Physical, Psychological and Behavioural. Potential sources of stress- Environmental, Organizational and Individual factors.

Unit-2:

Individual Differences: Perception, Job experience, Social Support, Belief, Control, Hostility. Type A and Type B personality profiles.

Unit-3:

Consequences of Stress: Individual Level-Psychological, Physiological and Behavioural Consequences. Organizational Level-Absenteeism, reduced productivity and morale.

Unit-4:

Management of Stress at Individual Level: Approaches – Time Management, Diet, Physical Exercise, Sleeping, Walking, Jogging, Relaxation, Yoga, Meditation and Create Social support network.

Unit-5:

Management of Stress at Organizational Level: Approaches – Make expectations clear, give employee autonomy, create fair working environment, Employee assistance programmes.

Suggested References:

1. Luthans F, Organizational Behaviour, TMH.
2. Stephen P.Robbins, et al, Organizational Behaviour, pearson Education.
3. Moorehead and Griffen, Organizational Behaviour, Jaico Publishing Company.
4. Keith Davis and Newsstrom, Organizational Behaviour, Tata McGraw Company.
5. Stephen R Covey, 7 Habits of Highly Effective People, Covey Foundation.
6. Stephen R Covey, First Things First, Covey Foundation.
7. Dale Carnegie, How to stop worrying and start living, Carnegie Foundation.
8. Cooper, C.L., Theories of Organizational Stress. Oxford University Press, Inc. New York.
9. Karasek R and Tores T, healthy Work: Stress, Productivity and the Reconstruction of Working Life , John Wiley & Sons, New York.
10. Kouzes, James and Barry Posner, The Leadership Challenge, Jossey-Bass Publishers, an Francisco.
11. Pritchett P and Ron P, A Survival Guide to the Stress of Organizational Change, Pritchett and Associates, Inc., Dallas.
12. Sutherland V.J. and Cooper C, Strategic Stress Management: An Organizational Approach, Macmillan Business Books.