

Stress And Work Life

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33rd DAE Safety & Occupational Health Professionals Meet

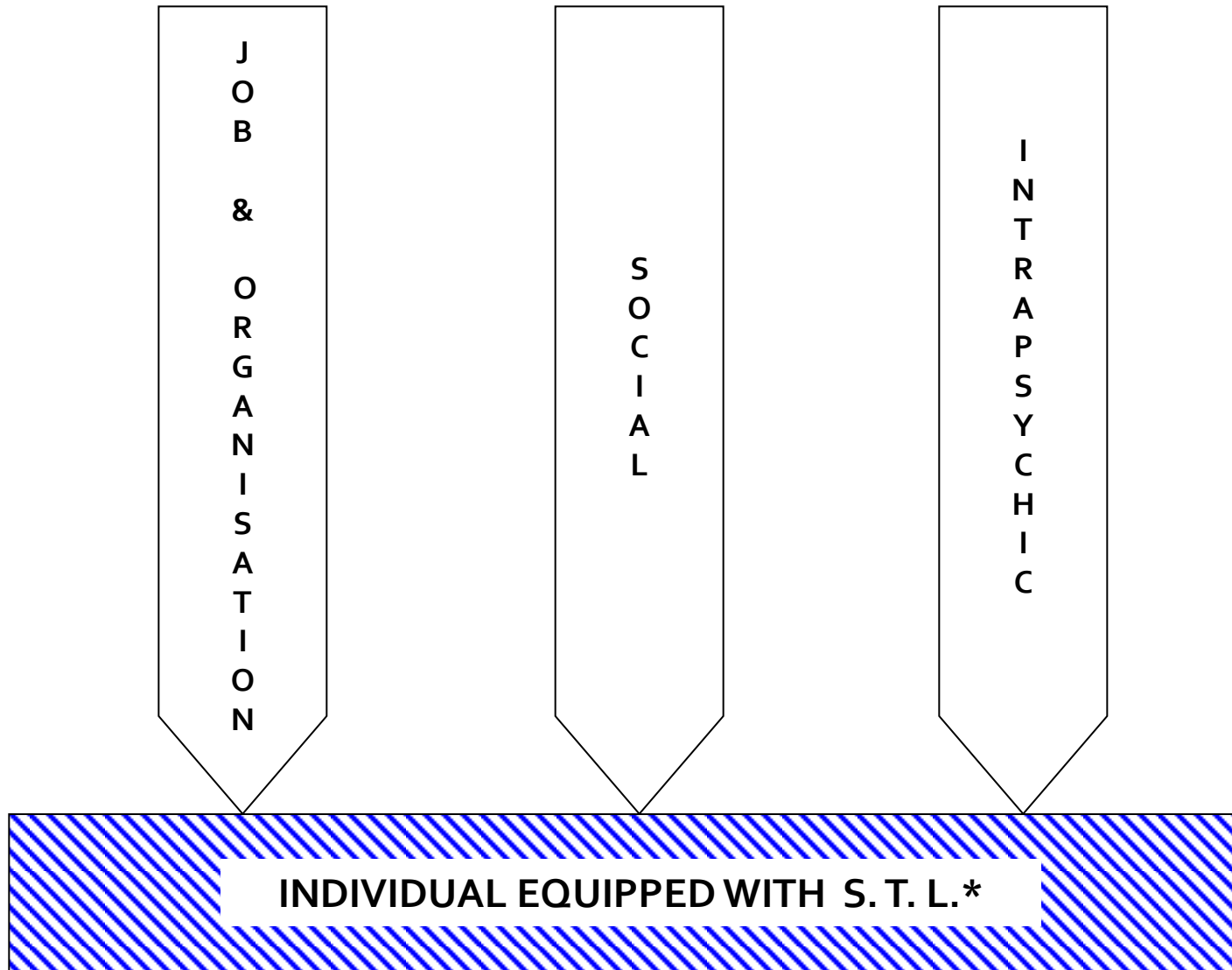
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1.
Models
Of
Stress

STRESSORS OR LOADS

Stage - I



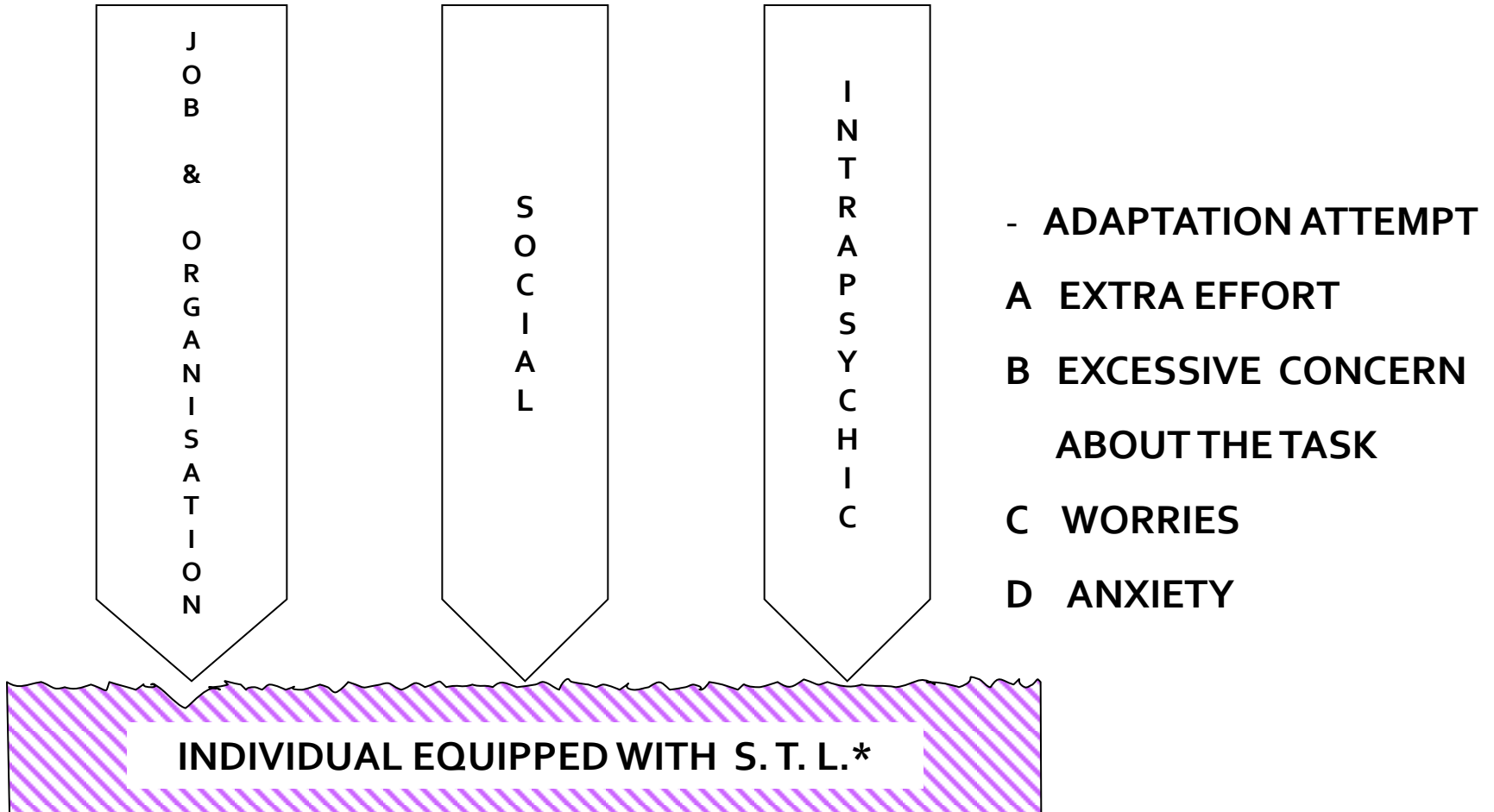
ORGANIZATION – INDIVIDUAL NORMAL INTERACTION PATTERN

** Stress Tolerance Limit*

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STRESSORS OR LOADS

Stage - II



** Stress Tolerance Limit*

STRESSORS OR LOADS

Stage - III



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- A. EXTRAORDINARY EFFORT
- B. WORRY AND ANXIETY INVOLVING THE SELF
- C. ONSET OF PHYSIOLOGICAL SYMPTOMS (PSYCHO – SOMATIC/ SOMATO – PSYCHIC)
- D. AGGRESSIVE TENDENCIES (EXTRAGRESSION, INTROGRESSION, IMGRESSION)
 - COPING WITH PHYSIOLOGICAL SYMPTOMS
 - DRUGS
 - PALLIATIVES
 - ANALGESICS
 - TRANQUILISERS ETC.



INDIVIDUAL EQUIPPED WITH S. T. L.*

MAJOR SURFACE DISFIGURATION – FRANTIC COPING

* *Stress Tolerance Limit*

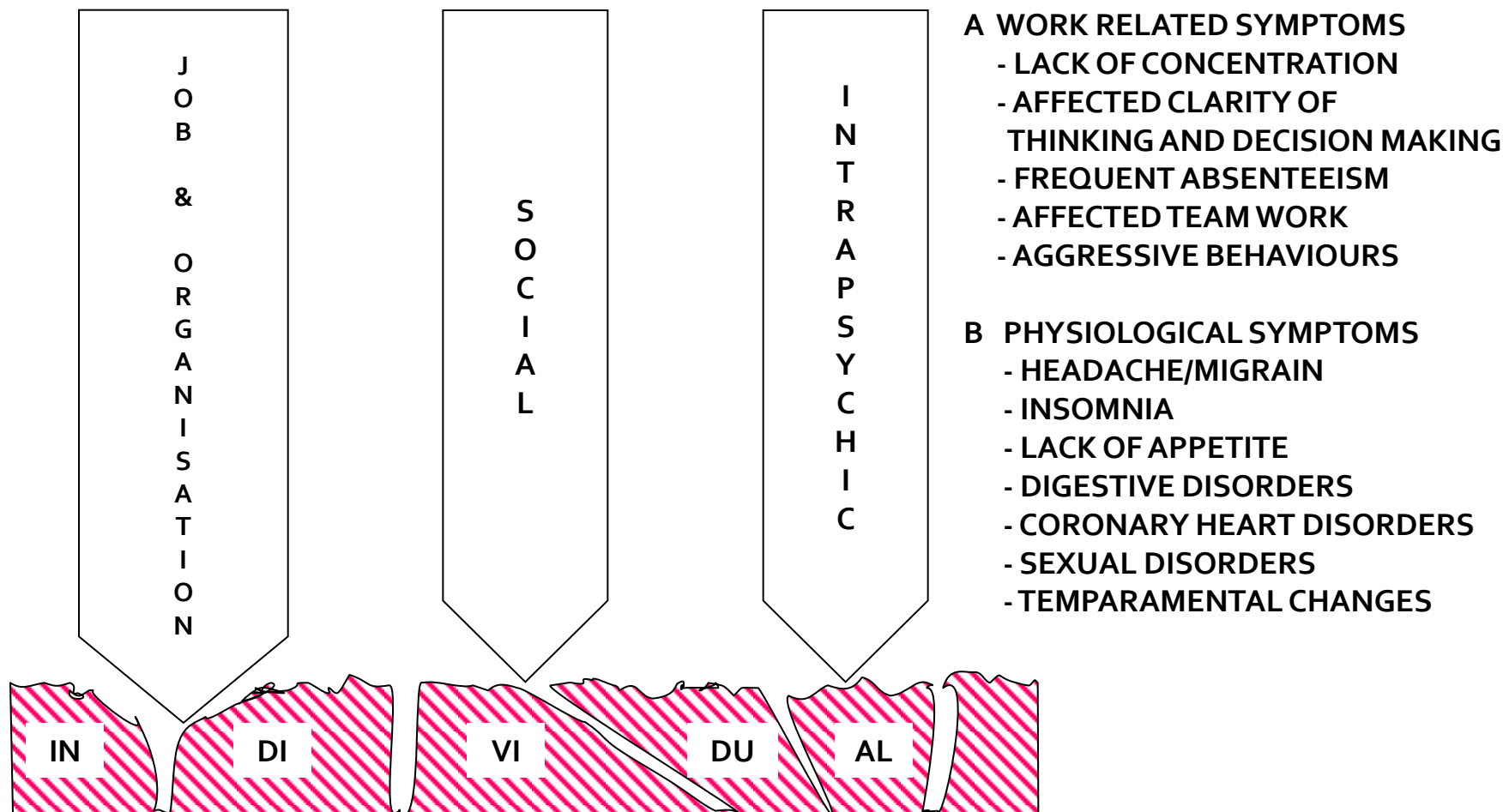
COPING STRATEGIES AND INTERVENTIONS

There are two major categories of interventions for coping with stress:

- I. CHEMICAL INTERVENTION STRATEGIES ALSO CALLED **DRUG OR MEDICATIONAL** STRATEGIES.
- II. NON – CHEMICAL INTERVENTION STRATEGIES ALSO CALLED **NON – DRUG OR MEDITATIONAL** STRATEGIES

STRESSORS OR LOADS

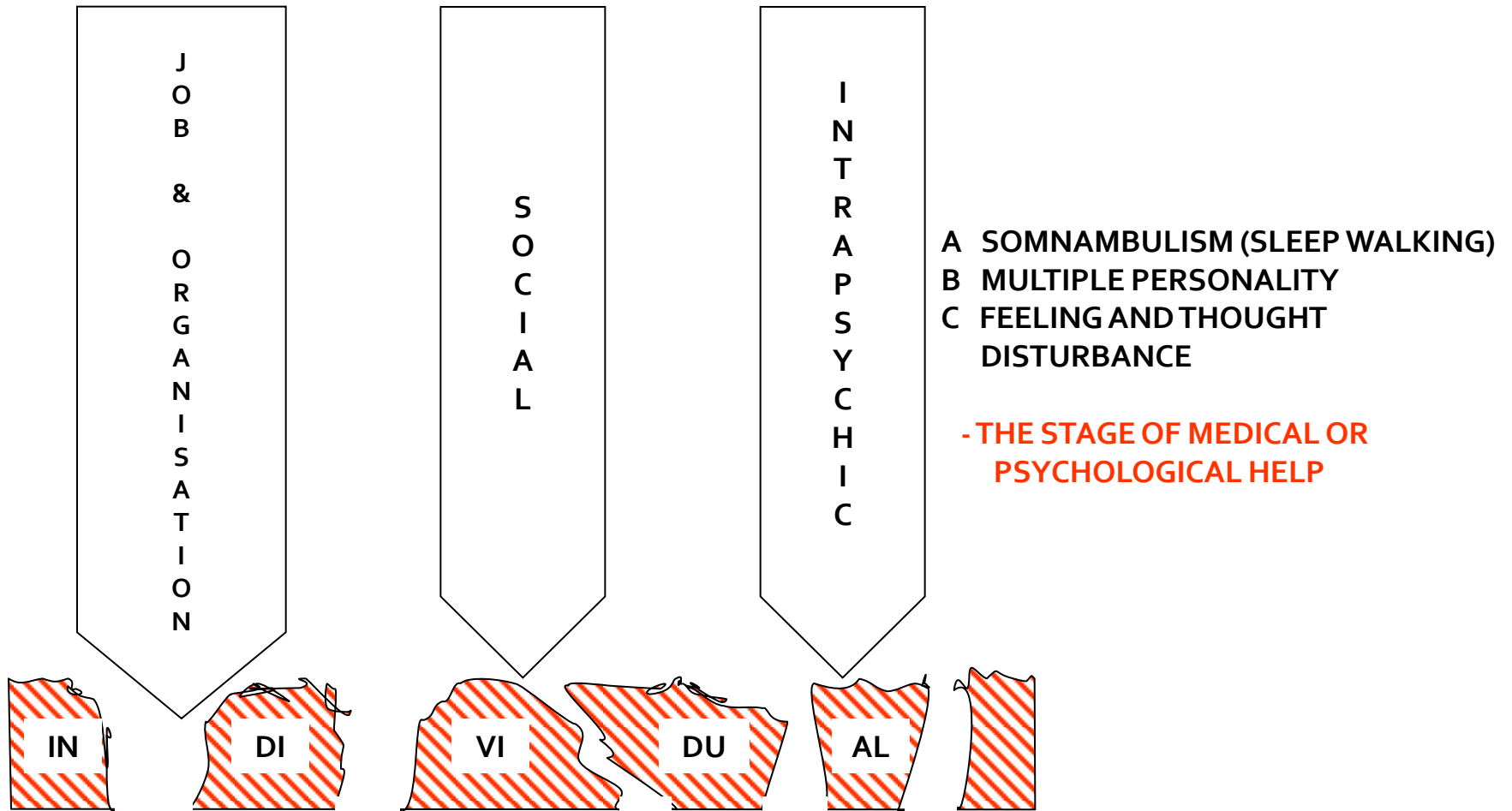
Stage - IV



BREAKDOWNS AND CRACKS – FAILURE IN COPING

STRESSORS OR LOADS

Stage - V



DISINTEGRATION OR FALLING APART - DISSOCIATIVE PERSONALITY

STRESS TOLERANCE LIMIT

(S. T. L.)

The four major components of S. T. L. are:

I. DEPRESSION – PRONENESS

II. ANXIETY – PRONENESS

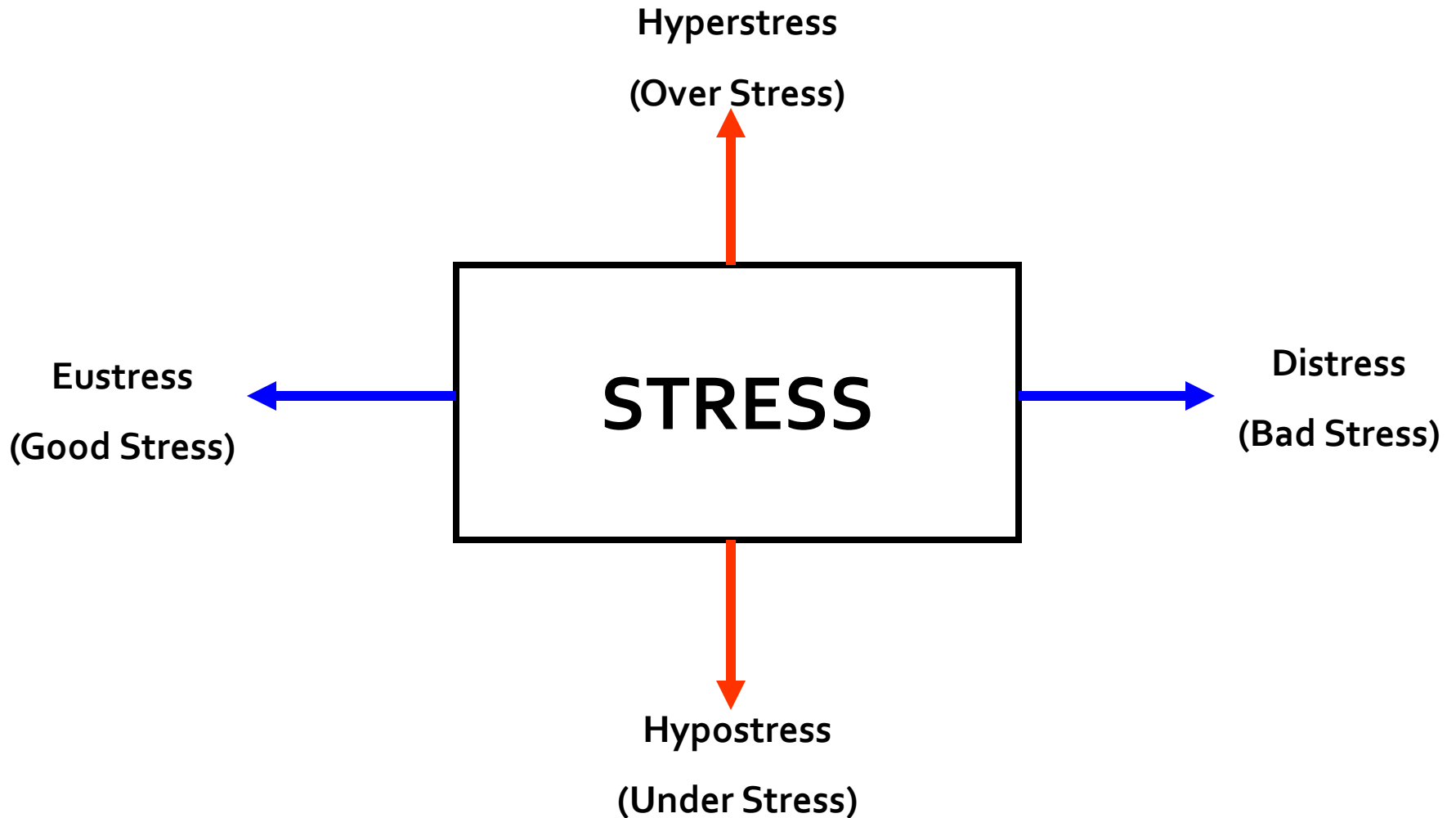
III. ANGER – PRONENESS

a. ANGER – STATE

b. ANGER – TRAIT

IV. TYPE – A ORIENTATION

STRESS CLASSIFICATION



 *Feeling Dimension : Eustress & Distress*

 *Activation Dimension : Hyperstress & Hypostress*

(Source: Gmelch, 1982)

2.

How Organizations deal with Stress

- "PRAVACHANA " Approach
- "ANALYTICAL " Approach

3.

While dealing with STRESS,
the focus has to be on:

- Physiology of Stress
- Psychology of Stress
- Organizational side of Stress

4.

STRESS AUDIT as an OD intervention:

1. Quantify the STL dimensions
 - a) Depression Proneness
 - b) Anxiety Proneness
 - c) Anger
 - d) Type-A Orientation
2. Quantify the Organizational Role Stress Dimensions
3. Quantify the Organizational Role Efficacy Dimensions

5.

Critical ORS Dimensions in Indian Organizations:

- a) Inter-Role Distance Stress
- b) Role Erosion Stress
- c) Role Ambiguity Stress
- d) Resource Inadequacy Stress