



EHS NEWSLETTER

The emergence of Occupational Stress – Problems

While many people develop self-confidence and a feeling of accomplishment through work, it can be a source of stress and discontent for others. The combination of employer requirements and the demands of modern life are a growing burden for individuals. Workers increasingly complain about having sleep disorders or various other problems for which there seems to be no effective medication. Some admit to having problems concentrating and maintaining their attention, while others say they are tired and burned out. Individuals complain about irritability and conflicts with colleagues or supervisors, while some workers isolate themselves and stop participating in social activities. All these phenomena are related to workplace stress, which is increasingly becoming a central concern for organizations and individuals.

Consequences of Stress for Organizations

Apart from having serious consequences for mental and physical health, the impact of stress is obvious in organizations. Among other things, stress is responsible for higher rates of absenteeism, staff turnover and lower productivity, and the direct and indirect costs of this can be considerable.

Costs of Occupational Stress	
Direct	Indirect
* Occasional absence	* Salaries for replacement staff
* Short-term disability	* Training costs for replacement staff
* Long-term disability	* Reduced productivity
* Medication	* Increased turnover of staff
* Paramedical costs	* Presenteeism
	* Deterioration of the atmosphere at work
	* Unhappy workers
	* Overtime



Accordingly, occupational stress generally occurs when demands relating to work exceed the employee's resources and ability to cope. As a result, various negative reactions may occur, be they physical, psychological or behavioural.

Physical Reactions	Psychological Reactions	Behavioural Reactions
When someone feels they do not have the capacity to deal with a situation, the whole body may react. This may be manifested in muscular tension or gastrointestinal disorders, though it may also result in sleep disorders or dermatological diseases, weight problems or increased blood pressure or cholesterol levels.	Psychologically, the individual may feel frustrated, impatient, anxious or irritable. If the situation is not addressed, the individual may become unmotivated, depressed and apathetic.	Behavioural changes have also been noted. Workers may increasingly be absent from their jobs, may have an increased tendency to consume more alcohol or take more drugs, and their productivity may diminish. Some may even consider quitting their jobs.

Cause of Stress – Life Events			
Death of spouse	Marriage	Pregnancy	Change in living conditions
Separation	Being laid off	Sexual problems	Moving
Divorce	Remarrying	Children leaving home	Change in sleep habits
Injury or disease	Retirement	Great personal success	

Tips – Reduce Stress

- * Learn to identify the signs your body is giving you (increased heart rate, clammy hands, difficulties in concentrating, etc.) as this will help you do what is necessary to reduce stress.
- * Learn to identify what increases your stress; by acting on the causes of stress, you can better control it.
- * Learn to delegate – don't shoulder all responsibilities on your own.
- * Establish a list of priorities as this will help you to better manage your time.
- * Suggest changes at work, talk about irritating situations with your colleagues and supervisor, and try to find solutions that are mutually acceptable.
- * Develop a good support network and recognize that help is sometimes necessary to get through hard times.
- * Participate in leisure activities. Apart from helping you relax, such activities will help “recharge your batteries.”
- * Exercise. In addition to the obvious health benefits, exercise will help you sleep better.
- * Reduce your consumption of stimulating foods and beverages such as coffee, tea, chocolate, soft drinks, sugar or alcohol.



EHS Alliance provides solutions for combating work related stress in various ways:

- * Stress Survey
- * Stress Audit
- * Stress Risk Assessment
- * Stress Management Plan
- * Stress reduction Training

Benefits:

- * Increase productivity
- * Reduce absenteeism
- * Develop a culture
- * Improve mental health

Why choose us:

- * Cost Effective
- * Time reduction
- * Expert Professionals
- * Result oriented

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Specific Unmistakable Signs Of Mental Health Problems

- * I sleep less or more than usual.
- * I feel tired when I wake up in the morning.
- * It is hard for me to get through my workday.
- * My workday never seems to end.
- * My appetite has decreased.
- * I am always worried or preoccupied.
- * I work harder and harder while accomplishing less and less.
- * I feel on edge at work.
- * I feel exhausted at the end of a day's work.
- * I often feel inexplicably sad and discouraged.
- * I have all kinds of physical ailments (physical pain, headaches & never-ending colds).
- * I feel like I'm "at the end of my rope."
- * I am very irritable and I get angry fast.
- * It is difficult for me to unwind.
- * Nothing seems to be interesting or pleasant.
- * I have difficulty communicating with others.

