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## Enhancing Productivity through Stress Management Techniques that Manages Individual Emotions

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### ABSTRACT:

Stress management and human emotions are intricately linked, as emotional responses significantly influence how individuals perceive and cope with stress. Effective stress management involves understanding and regulating emotions, which can lead to improved well-being and resilience in the face of challenging situations. Emotions like anxiety and fear can amplify the perception of stressors, making situations feel more overwhelming.

Emotional regulation skills are crucial for choosing healthy coping mechanisms for stress. Some health resources recommend positive coping strategies like exercise, mindfulness, and spending time with loved ones, while negative strategies include substance abuse or avoidance. In essence, stress management and emotional regulation are intertwined processes. By developing emotional awareness, practicing healthy coping mechanisms, and cultivating emotional intelligence, individuals can better manage stress, improve their overall well-being, and lead more fulfilling lives.

**KEYWORDS:** Human Emotions, Workplace, Stress, Strategies, Emotional Response, Productivity, Burnout

### INTRODUCTION

Stress management and understanding human emotions are crucial for a healthy and productive workplace. Addressing stress and emotional well-being can improve employee morale, reduce burnout, and enhance overall organizational performance. This involves creating a supportive environment, providing resources for stress management, and fostering open communication about emotions. The workplace can significantly impact human emotions, and emotions can, in turn, affect workplace performance and relationships. The relationship between the workplace and human emotions is immense. An individual who is not able to manage their emotions may feel stress in their work life. The present article is an attempt to understand the human emotion, stress and work life balance.

There are various factors which affect the emotions at workplace. Some of key components can be Job Satisfaction. Emotions play a crucial role in job satisfaction, with positive emotions like happiness and engagement contributing to a fulfilling work experience. Stress and Burnout: Chronic stress and burnout can lead to negative emotions like anxiety, frustration, and hopelessness. Another factor is interpersonal relationships in the organisation. Emotions can impact relationships with colleagues, managers, and clients, influencing communication, collaboration, and conflict resolution.

### STRESS AND EMOTIONS

Stress and emotions are closely linked, with stress often triggering strong emotional responses. The relationship between stress and emotions can be understood by emotional reactivity. Emotional reactivity refers to how intensely and quickly a person responds to emotional stimuli, often characterized by disproportionate reactions or difficulty managing emotions. It's a key aspect of [emotional regulation](#), and understanding it can help in managing psychological issues and improving relationships. Stress can increase emotional reactivity, making it more challenging to manage emotions.

The second factor is fear and anxiety. These two are distinct emotional states. Fear is a response to an immediate, identifiable threat, while anxiety is a more general, future-oriented state of worry and apprehension about potential threats. Both can be healthy responses, but anxiety disorders involve excessive, persistent fear or worry that interferes with daily life. Stress can trigger anxiety and fear, leading to feelings of overwhelm and uncertainty.

Then there is another factor known as mood swings. Mood swings are sudden shifts in emotional state and are generally a normal part of life, especially during periods of hormonal changes, stress, or significant life events. However, persistent or severe mood swings can be a symptom of underlying conditions like bipolar disorder or borderline personality disorder. If mood changes are significantly impacting daily life, it's best to consult with a healthcare professional for proper evaluation and management. Chronic stress can lead to mood changes, including irritability, frustration, and sadness.

## EMOTIONAL RESPONSES TO STRESS

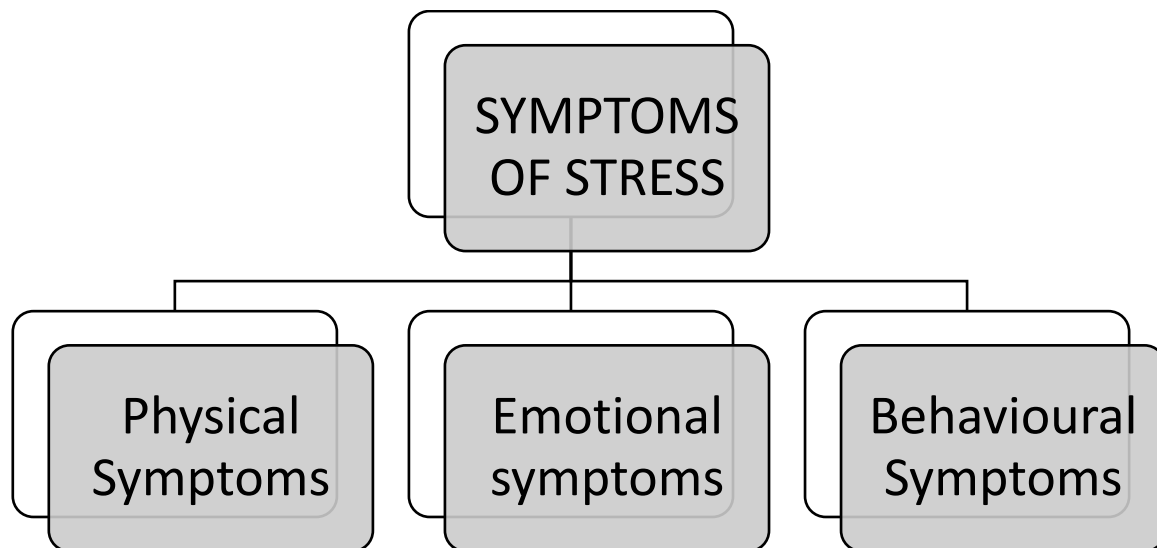
Any individual who is in stress his/her emotional response can be seen in two ways i.e. anxiety and frustration. Anxiety is a normal human emotion that can manifest as feelings of worry, nervousness, or unease, typically about anticipated events. It's characterized by a sense of dread about the future. While occasional anxiety is normal, [anxiety disorders](#) involve excessive, persistent worry and fear that can interfere with daily life. Feeling anxious or on edge, with racing thoughts and worries.

Frustration is another very vital element that occurs while an individual suffers from stress. Understanding frustration is a feeling of anger because one feels that s/he cannot get what s/he want something that causes you to feel like this. Feeling frustrated or overwhelmed, with a sense of being stuck or unable to cope. Some common responses include Firstly Anger. Feeling angry or irritable, with a sense of resentment or frustration. Secondly Sadness, Feeling sad or hopeless, with a sense of loss or despair. These are some common symptoms of stress. Modern organisations must work to cope up with all this.

## CAUSES OF WORKPLACE STRESS

**“You cannot burn a candle at both ends”** in the same manner **“You cannot have your cake and eat it too”**. The old saying means a lot in case of emotion stress and workplace. If an individual is emotionally unbalanced is obvious that s/he may have stress which impacts on his work efficiency. The main factor that causes stress is high workload. Excessive workload, tight deadlines, and lack of control over work can lead to stress. Apart from this poor Work-Life Balance also contributes in workplace stress. Conflicting demands between work and personal life can cause stress and burnout.

Lack of Support at workplace is another factor. Insufficient support from colleagues, managers, or organizational resources can contribute to stress. In some cases unclear expectations causes stress. Unclear job expectations, roles, or responsibilities can lead to confusion and stress.



**“You cannot get blood out of a stone”**. The symptoms of stress is felt by individual employees in three ways

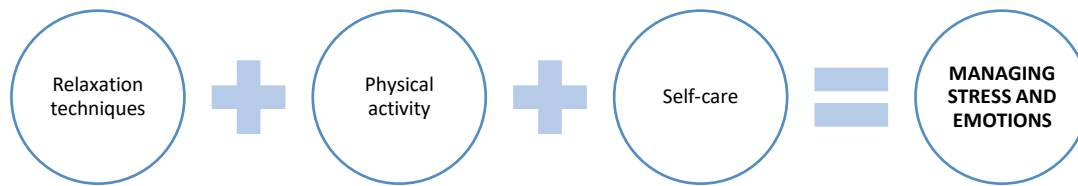
Physical Symptoms: headaches, fatigue, sleep disturbances, and gastrointestinal problems can be physical manifestations of workplace stress.

Emotional symptoms: Anxiety, irritability, mood swings, and feelings of overwhelm can be emotional effects of workplace stress.

Behavioural Symptoms: Absenteeism, presenteeism (being physically present but not fully productive), and decreased job satisfaction can be behavioural consequences of workplace stress.

## MANAGING STRESS AND EMOTIONS

Managing stress is a task which is more concerned with an individual. It varies from person to person. As every individual possess a different set of behavioural traits. Some techniques which may be adopted to manage stress and balance human emotions by individual are as follows.



Relaxation techniques are methods used to reduce stress and promote a state of calm. Common techniques include deep breathing exercises, progressive muscle relaxation, meditation, mindfulness, yoga, and visualization. These practices can help slow your breathing, lower your heart rate, and ease muscle tension. Practicing relaxation techniques, such as deep breathing, progressive muscle relaxation, or meditation, can help reduce stress and manage emotions.

Physical activity is any bodily movement produced by skeletal muscles that results in energy expenditure. It encompasses a wide range of activities, including exercise, sports, and everyday movements like walking, gardening, and household chores. Essentially, if it gets your body moving and requires energy beyond resting, it's considered physical activity. Engaging in regular physical activity can help reduce stress and improve mood.

Social support refers to the assistance, encouragement, and resources individuals receive from their social networks, including family, friends, and community members. It encompasses emotional, informational, and tangible support, playing a crucial role in mental and physical well-being. Building and maintaining social connections can provide emotional support and help manage stress.

Self-care encompasses deliberate actions taken to enhance one's physical, mental, and emotional well-being, promoting overall health and resilience. It involves a range of activities, from basic hygiene and healthy eating to stress management and social connection, and is crucial for preventing burnout and fostering a balanced life. Prioritizing self-care, including getting enough sleep, eating a healthy diet, and engaging in activities that bring joy and relaxation, can help manage stress and emotions. By understanding the relationship between stress and emotions, individuals can develop effective strategies to manage stress, regulate emotions, and improve overall well-being.

## MANAGING WORKPLACE STRESS

**“Blood is thicker than water”**. Organisation must take this on serious notes. As an employees is like blood for an organisation. The survival of the organisation depends on the performance of individuals employees. For managing emotions and stress at work place time management is a useful tool. Effective time management, prioritization, and delegation can help reduce workload stress. Communication among employees and various levels of management adds flavour at work efficiency. Open communication with colleagues, managers, and HR can help address stressors and find solutions. Organisation must see that employees must have a feeling of Self-Care: Engaging in self-care activities, such as exercise, meditation, or hobbies, can help reduce stress and improve well-being. Organizational Support is vital. Organizations can provide support, resources, and wellness programs to help employees manage stress and improve work-life balance.

The measures taken by the organisation adds benefits for an organisation in Managing workplace stress can prove very useful as it helps in employee's improved productivity. Managing stress can lead to increased productivity, focus, and job satisfaction. One more benefit of it is better health of employees. Reducing stress can improve physical and mental health, reducing absenteeism and healthcare costs. Increased engagement also seen in many organisations to manage stress. A supportive work environment can foster employee engagement, motivation, and commitment. All this leads to create a positive work culture. A culture that prioritizes employee well-being can lead to a positive work environment, improved relationships, and increased retention.

Individual emotions and stress can significantly impact the workplace, affecting not only the individual but also the team and organization as a whole. Impact on Individual Performance can be summed up as decreased productivity. Stress and negative emotions can impair cognitive function, leading to decreased productivity and performance. Impaired Decision-making is another factor. Emotions can influence decision-making, leading to impulsive or biased choices. Apart from this absenteeism and presenteeism also affect the emotions. Chronic stress can lead to absenteeism or presenteeism, where employees are physically present but not fully productive.

If we analyse the impact on emotions on Team Dynamics, there are various factors. Conflict and tension between individuals and their teams. Unmanaged emotions and stress can lead to conflict and tension among team members. Communication breakdown between individuals and the team also affects the emotions at workplace. Stress and emotions can impair communication, leading to misunderstandings and errors. This results in decreased Morale of teams. Chronic stress and negative emotions can decrease team morale, leading to decreased motivation and engagement.

Analysing the Impact of emotions on organizational performance is also crucial. The factors which contributes the most in this area are: Decreased job satisfaction among worker and management personnel. Chronic stress and negative emotions can lead to decreased job satisfaction, increased turnover, and recruitment costs. It also results in decreased customer satisfaction. Stress and emotions can impact customer interactions, leading to decreased customer satisfaction and loyalty. The vital effect can be observed as increased healthcare costs. This chronic stress can lead to increased healthcare costs, absenteeism, and workers' compensation claims.

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## STRATEGIES FOR MANAGING EMOTIONS AND STRESS

Managing stress and emotions are the vital for individual life. The mind plays a vital role in the individual performance. Individual with a balanced mind set can prove as asset for any organisation. In this competitive era where there is cut throat competition in market. Companies want to be global leader in their areas. Strategies to maintain human emotions and stress are vital. Some of the important strategies are: Employee Assistance Programs (EPA). This helps in providing access to employee assistance programs, counselling, or mental health resources can help employees manage stress and emotions.

The other strategy is Wellness Initiatives (WI). In implementing wellness initiatives, such as mindfulness, exercise, or stress management training, can help reduce stress and improve well-being. Supportive Leadership is another strategy which is highly useful. Supportive leaders can create a positive work environment, provide emotional support, and help employees manage stress and emotions. Open Communication can prove beneficial to cope up with stress and balance it. Encouraging open communication and feedback can help employees feel heard, valued, and supported. By recognizing the impact of individual emotions and stress on the workplace, organizations can take proactive steps to support employee well-being, improve performance, and create a positive work environment.

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## CONCLUDING REMARKS

One's emotion must be like a duck swimming swiftly on water. When we look from the sideways of river, it looks beautiful, a smooth move, calm waves of water. But when the same is being observed from underneath the water it will be vice versa. The duck is paddling so hard to move. Same way our emotion works. An individual must learn to balance his emotions. The organisation must maintain a balance between individual emotions at workplace. By recognizing the importance of emotions in the workplace, organizations can create a supportive and inclusive environment that fosters positive emotions, improves well-being, and enhances performance. A productive organisation always tries to provides employee friendly work environment. This makes an individual to work at its best and give its best to organisation. An emotional balance employee is more productive and efficient.

**"Make hay while the sun shines"**. Once emotions are balanced the stress is reduced. A employee will automatically becomes productive for an organisation. Both emotion and stress are directly connected to each other. The modern organisation must treat their employees as asset. Investing in employees self care makes an organisation to have a global edge over its competitor. This can only be achieved by proper strategies to combat stress and make individual employee emotionally balanced. **"All well is that ends well"**.

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