

Levels, Problems and Ways & Means of Handling Stress - A Study Among Professional in Tirunelveli – South India

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It is good to plow you from anger and your energy into something positive.

Lee Lacocca.

Abstract- Working in an organizational setup is more challenging and on such reasons stress is caused. Stress is a reaction to a continued excessive pressure or responsibility when one feels that he/she is unable to cope up adequately to a particular incident or a situation. The selected professional practice for the study is the professionals of doctors, lawyers and engineers who are all prone to more amount of stress and work pressure as they are deal directly with human beings who all behave differently on reasons of their ability, health and other psychological problems. It is good and important to all of them to understand their position and the position of their clients. Once it is understood, the implication of stress in their personal, organizational and social life will be reduced.

Keywords: Stress, Stressors, Situation, Implication.

INTRODUCTION

Stress is the one that has been defined as a response to danger or demand in the environment that disturbs the physical and psychological balance of human being in all spheres of life. The causes of stress are called stressors which vary in type and in severity. These stressors have more impact in women than men as they perform dual job in the present day society of shouldering the responsibility of family affairs to a larger extent and jobs. Thus for working women in an organizational setup, the work is more challenging and on such reasons stress is caused. Stress is a reaction to a continued excessive pressure or responsibility when one feels that he / she is unable to cope up adequately to a particular incident or a situation. According to

Oxford Medical dictionary Stress “A physical or a psychological stimulus that can produce mental tension or psychological reactions that may lead to illness.

Arnold & Feldman (1986)¹ the reaction of individuals to new or threatening factors in their work environment. It is because the work environments often contain new situations, the definition suggest that stress is inevitable. This definition also highlights the fact that reactions to stressful situations and individualized one can result in emotional, perceptual, behavioural and psychological changes. Williams and Huber (1986)² defines stress as a psychological and physical reaction to prolonged internal and/or environmental conditions in which an individual’s adaptive capabilities are overextended. A common stressor in everyday life is having the feeling of too much to do, rushing to make appointments and having a packed schedule often results in stress. The psychological stressors include worries related to family and organization which can be supplemented with not being recognized for the performance of job ably and efficiently. Stress is the “wear and tear” experienced by the body as adjusting to a continually changing environment; it has physical and emotional effects and can create positive or negative feelings. As a positive influence, stress can help compel to action; it can result in a new awareness and an exciting new perspective. As a negative influence, this in turn can lead to health problems.

Thus, stress is associated with constrains and demands of a given situation. All that, which prevent one from doing the desired things are constraints and demands refer to the loss of something desired. ‘Stress’ has been basically derived from Latin language, which indicates ‘hardship, strain, adversity or affliction’. It has

¹ Arnold & Feldman, (1986) Organizational Behaviour, New york, McGraw Hills Publications, Pp: 4 – 8.

² William & Huber (1986) Human Behaviour in Organisations, South Western Publishing House, Pp: 33.

become an inevitable part of people's life in modern world. In every walk of life individuals face with excessive stress. At the global level stress is an increasing problem in organizations to most of the employees particularly to the women flock. Employees complain about the stress created in trying to balance work and family responsibilities. Job stress is the harmful physical and emotional responses that occur when the requirement of the jobs do not match with capabilities, resources or needs of the workers. It has been found that most illness is related to unrelieved stress. Positive stress adds anticipation and excitement to life, and man thrives under a certain amount of stress. Deadlines, competitions, confrontations, and even frustrations and sorrows add depth and enrichment to lives. Insufficient stress acts as a depressant and may leave feeling bored or dejected; on the other hand, excessive stress may leave feeling "tied up in knots" (Rao V S P, 2005). The outcome of these pressures is endured by person or persons in the form of stress. At the global level, the most important aspect of stress is the job; in any segment of employment things are different and changing from time to time.

Statement of the Problem

It is very common for human beings to encounter stress both at work place and when they are with family, children, friends, and relatives. Everyone needs to face challenge in order to get as much out of life they can. There are dangers that some of these challenges are more difficult than others to handle or overcome. If these challenges are not handled properly they can cause high levels of negative stress or distress as it is known. Stress is thus a phenomenon of direct relevance and concern to a large proportion of inhabitants of the world today, as it needs to be fought, investigated and managed.

The experience of stress at work place is an important area of investigation as it has its potential effects on the wellbeing and productivity of the individuals as well as the organization. The research into stress process has been emphasized by increasing evidence on the negative consequences of stress on the physical and mental health. Stress is an organizational problem it necessitates an in-depth study of the nature and magnitude of the relations of the organizational stressors in the work environment. The Oxford dictionary gives the meaning of stress as "mental,

emotional or physical strain or tension". Stress could be identified through pressures that can be good only when it can get us motivated to do something. Nevertheless, prolonged exposure to high levels of pressure can lead to physical and mental problems. The individual health or happiness has been savaged by the effects of stress and the organizations performance and well being are also not left untouched. A considerable burden is shared in the organization as well in the form of absenteeism and turnover, job performance, health care cost, destructive and aggressive behaviour resulting in strikes and the sabotage. The United States Public Health Services has observed that by the year 2010 the world top killer disease would be 'stress.' Stress situations are real and inevitable, stress has been viewed as one of the critical areas of empirical inquire in the literature of Management and Organizational Psychology. Hence, an attempt is made among the professionals through this study the implications and as to how to cope with stress effectively.

Scope of the Study

The present study aims at evaluating the stress and their implications among the professionals in Tirunelveli. For the purpose of the study the primary data and the secondary data were used. The primary data were collected from the selected professionals and the secondary sources of data were collected from books, journals, magazines, government documents and internet sources. The primary focus of the study is stress and its implications among professionals in Tirunelveli and hence the scope is limited only to the selected type of professionals.

Significance of the Study

The study is significant as it aims at identifying various sources of stress and their implications on professionals. In the modern, competitive and technological society, the professionals are busy in discharging their jobs and on account of that they all encounter stress as it has impact over the social, economical, cultural, employment and other related aspects of life. Hence an attempt is made by the researcher to study and understand the various factors of stress and their implications in their personal, social and professional life of professionals in Tirunelveli District.

Objectives of the Study

The overall objective of the study is to find-out the implications of stress among the professionals in Tirunelveli District.

Specific Objectives:

1. To understand the socio, economic and cultural aspects of the professionals in Tirunelveli District.
2. To study the causes and the consequences of stress among the professionals.
3. To identify the type of professionals who have more stress when compared with the other segments of professionals.
4. To identify the various problems that arises to the professionals and their implications.
5. To find-out the ways and means of managing stress in the course of practicing their profession.

6. To offer suitable suggestions to balance stress in the professional practice of various groups of professionals.

RESEARCH SAMPLE DESIGN

The researcher has adopted proportionate random sampling method in the study as the study covers varied types of professionals and the number is not equal.

The sample for this research study covers 520 respondents selected based on the proportion of the numbers in each case of profession. The population belongs to men and women professionals. Descriptive study is employed with a method of data collection that includes both questionnaire and observation. Out of the 520 respondent professionals 40 of them have been rejected on reason of insufficient data and hence the finalized sample for the study is 480.

S.No	Type of professionals	Total number	Proportionate selection
1	Doctors	2,929	@6.5% = 190
2	Lawyers	830	@6.5% = 054
3	Engineers	2,420	@6.5% = 158
4	Others	1,821	@6.5% = 118
		8,000	@6.5% = 520
	Rejected		40
Total number of respondents used for the study			480

Tools of Analysis

The data collected were processed further with the help of the Scientific / Statistical Package for Social Science (SPSS) to analyse and interpret the data in the study. The following statistical tools namely, Co-relation analysis, Chi-square test, Trend Analysis, Factor analysis and weighted average method were used by the researcher to arrive at meaningful conclusions.

Correlation - A statistical measure for finding out the degree of association between two variables or comparing more than two variables. The association here means the tendency of one variable to move along with the other.

Chi-square test – the significance of the difference between the observed frequencies and the expected frequencies obtained from hypothetical measure is assessed.

Factor analysis - It is carried out for reducing the dimensions of the variables

LIMITATIONS OF THE STUDY

The study is made with the use of the available data provided by the respondents.

- 1.The respondents were not ready to share all the information required by the researcher.
- 2.The data required for the study were gathered from the perspective of the selected type of professionals.
- 3.To observe the trend the researcher had selected only five hundred and twenty professionals and expecting that it would reflect the true aspect of the study. After elimination the number of respondents is finalized to four hundred and eighty only.

Hypotheses

1. Ho There is no significant association between the Sector of profession and the income level.

2. There is no significant association between the Sector of Profession and the working hours.
3. There is no significant association between the Sectors of Profession with stress related to insufficient income.
4. There is no significant association between the Sector of Profession and blood pressure increases due to work pressure.
5. There is no significant association between the type of profession and the gender of the respondents.
6. There is no significant association between the type of profession and the ways and means of managing stress.
11. Findings relating to hours of work: Most of the respondents are working for 8-10 hours which is most common for professionals.
12. Findings relating to job position: Most of the respondents belong to middle level position.
13. Findings relating to Number of employees in the organization: 53.3 per cent of the organization has employees between the ranges of 50-100 members working in various capacities.
14. Findings relating to work efficiency and stress: Most of the respondents feel that their work efficiency is affected by stress in one form or other.
15. Findings relating to work efficiency and levels of stress: Most of the respondents feel that they are moderately affected due to stress.

MAJOR FINDINGS, SUGGESTIONS AND CONCLUSION

1. Findings relating to Gender: In this study the female professionals are more than the male counterparts which reflect the changing social condition of India.
2. Findings relating to Age group: 35.16 per cent of the respondents belong to the age group of 36-45 which is an ideal age for professional practice.
3. Findings relating to marital status: Unmarried professionals are more than the married professionals which reflects the present social condition of India.
4. Findings relating to profession: 69.16 per cent of the respondents are Doctors as the city has more hospitals run by both private and public organizations.
5. Findings relating to Religion: 46.6 per cent of the professionals are Christians in the study.
6. Findings relating to Locality: Urban members are employed more than the rural members which reflect the social condition of India.
7. Findings relating to work experience: 38.33 per cent respondents are having above 15 years of their work experience.
8. Findings relating to income: The respondents who are earning below Rs.20,000 are more than that of the other categories of professionals.
9. Findings relating to distance travelled: 34.58 per cent of the professionals are traveling 11-25kms to reach their work place.
10. Findings relating to mode of transport: Most of the respondents are traveling through auto to reach their work place which is found to be convenient mode of transport particularly for women professionals.
16. Relationship with colleagues not affected: The respondents' relation with their colleague is not affected due to stress.
17. Family responsibility and opinion on stress: 37.91 per cent of the respondents' undecided about the stressed out of their family responsibility.
18. Family situation and opinion on stress: 32.91 per cent of the respondents simply agreed that they feel stressed out of their family situation.
19. Ego clash and opinion on stress: 35.11 per cent of the respondents simply agree that they feel stressed out due to ego clash in their family.
20. Insufficient income and stress: 45 per cent of the respondents disagreed that they feel stressed due to insufficient income.
21. General dispute and opinion regarding stress: 38.75 per cent of the respondents simply agree the statement that they feel stressed due to general dispute occur in the family.
22. Stress due to non cooperative children: 27.5 per cent of the respondents simply agree the statement that they feel stressed due to non cooperative children in the family.
23. Stress due to long hours of travel: 37.08 per cent of the respondents simply agree the statement that they feel stressed due to that traveling for long hours.
24. Stress due to joint family responsibility: 37.5 per cent of the respondents disagreed the statement that they feel stressed out of their joint family responsibility.
25. Work pressure and headache: 33.3 per cent of the respondents disagree the statement that their work pressure leads them to have headache.

26. Heart disease due to over stress: 33.75 per cent of the respondents disagree the statement that they suffer heart diseases due to over stress.
27. Increase in BP due to over stress: 32.91 per cent of the respondents strongly agree that their blood pressure increases due to over stress.
28. Hardening of the arteries due to over stress: 27.08 per cent of the respondents disagreed that hardening of the arteries due to over stress.
29. Improper food habits lead me to ulcer: 36.6 per cent of the respondents expressed no opinion as regards the statement “Improper food habits lead to ulcer“.
30. Work pressure has led to be a diabetic: 37.08 per cent of the respondents have no opinion that the work pressure has led to be a diabetic.
31. Work setting not comfortable: 50 per cent of the respondents has disagreed the statement that their work setting is not comfortable.
32. Work affected due to discrimination: 29.5 per cent of the respondents has disagreed the statement that their work is affected due to discrimination in the work place.
33. Over work load creates stress: 40 per cent of the respondents have strongly agreed the statement that over workload creates stress.
34. Under work load creates stress: 43.75 per cent of the respondents have strongly disagreed with the statement that under workload creates stress.
35. Work affected due to conflict: 35.41 per cent of the respondents disagreed with the statement that their work is affected due to conflict among employees.
36. Over expectation of the superior lead to stress: 45.41 per cent of the respondents strongly agreed with the statement that over expectation of the superior in their work led to stress.
37. Under estimation of talents lead to stress: 63.3 per cent of the respondents strongly agreed with the statement that under estimation of talents led to work related stress.
38. Improper performance appraisal procedures lead to stress: 43.3 per cent of the respondents strongly disagreed with the statement that improper performance appraisal procedures cause to work related stress.
39. Opinion relating to the policy of the organization: 45.41 per cent of the respondents disagreed with the statement that the policy of the organization is very tough.
40. Opinion relating to the rules: 40.41 per cent of the respondents strongly agreed the statement that the rules in the organization are very hard to follow.
41. Opinion relating to the procedures in the organization: 51.6 per cent of the respondents strongly agreed the statement that the procedures are very tough in the organization.
42. Opinion relating to formal and strict officials: 34.58 per cent of the respondents agreed the statement that the officials are very formal and strict in their organization.
43. Opinion relating to power to individuals: 31.25 per cent of the respondents strongly agreed the statement that there is no power to individuals in the organization
44. Opinion relating to job security and threat: 40 per cent of the respondents strongly disagreed with the statement that there is no job security and they feel threatened in the organization.
45. Opinion relating to force from top level: 35.83 per cent of the respondents strongly agree the statement that there is always force from top level management in the organization.
46. Opinion relating to pressurizing job: 41.25 per cent of the respondents strongly agree the statement that the job is always pressurizing in the organization.
47. Opinion relating to lighting facility: 39.58 per cent of the respondents strongly disagreed with the statement that there is no sufficient lighting in the organization.
48. Opinion relating to ventilation in the organization: 53.3 per cent of the respondents strongly disagreed with the statement that there is no sufficient ventilation in the organization.
49. Opinion relating to prevailing temperature: 29.16 per cent of the respondents agreed the statement that the prevailing temperature is not comfortable.
50. Opinion relating to space allocation for professional practice: 46.25 per cent of the respondents strongly disagreed with the statement that the space allocation to professional practice is convenient.
51. Opinion relating to poor allocation in organization: 52.08 per cent of the respondents strongly agreed with the statement that the poor allocation of the organization creates stress.
52. Opinion relating to other special aspects: 51.25 per cent of the respondents have no opinion about the statement that there is no access to other social aspects.
53. Majority of professionals: Collectively it is found that out of the 480 respondents 38 percent are doctors, 31 percent are engineers, 23 percent are other

professionals and the remaining 9 percent are lawyers. Majority of the respondents are doctors.

54. Level of stress: With regard to the levels of stress encountered by various types of professionals considered for the study, 31 percent of the engineers and other professionals respectively have high level of stress followed by 26 percent of the doctors and only 11 percent of the lawyers. High level of stress is encountered by engineers and other professionals. 39 percent of the doctors, 37 percent of the engineers, 10 percent of lawyers and 14 percent of other professionals have moderate level of stress. Moderate level of stress is more encountered by doctors. 50 percent of the doctors, 27 percent of other professionals, 19 percent of the engineers and 4 percent of the lawyers have low level of stress. Collectively it is found that 38 percent of the doctors have stress, 30 percent of the engineers have stress, 23 percent of the other professionals have stress and the remaining 9 percent of the lawyers have stress. More amount of stress is encountered by doctors and engineers when compared with other type of professionals.
55. Ways and means of managing stress: It is found that out of 244 professionals 41 percent of the engineers manage stress through meditation, 34.4 percent of the doctors manage stress through meditation and the other professionals are very meagre in number who handles stress through meditation. Of the 98 respondents who handle stress through work postponement it is found that 38.8 percent are doctors, 33.7 percent are other professionals and the lawyers & engineers have a very little level of representation in work postponement way of handling stress. Of the 59 respondents who handle stress through react and relax, it is found that 40.7 percent are doctors, 37.3 percent are other professionals and the other segments of lawyers and engineers have a very little representation on this. With regard to burst out mechanism it is found that 33.0 percent of the engineers, 26.1 percent of the lawyers, 24.5 percent of the doctors and 17.4 percent of the other professionals state that they burst-out when they encounter stress. It is observed that majority of 69.7 percent of the doctors use other means of handling stress and it is very less percentage in case of other professionals.
56. Problems of stress: It is found that out of 244 responses on unhealthy relationship due to stress, it is observed that 42 percent of the engineers, 35 percent of the

doctors, 18 percent of other professionals and 5 percent of the lawyers have the problem of unhealthy relationship due to stress. Out of 98 responses on sleeplessness due to stress, it is observed that 38.8 percent of the doctors, 33.7 percent of the other professionals, 14.3 percent of the lawyers and 13.3 percent of the engineers have the problem of sleeplessness due to stress. Out of the 59 responses on mood disorder problem, it is observed that 41 percent of the doctors, 37 percent of the other professionals and 22 percent of the engineers have the problem of mood disorder due to stress. Out of the 46 responses on anxiety problem, it is observed that 33 percent of the engineers, 26 percent of lawyers, 24 percent of doctors and 17 percent of other professionals have the problem of anxiety due to stress. Out of the 33 responses on hypertension, it is observed that 69.9 percent of the doctors and 15.2 percent of lawyers and engineers respectively have the problem of hypertension due to stress. The other professionals have no such problems.

57. Stress Vs Family factors: As per primary factor is concern the factor general dispute in the family gives stress has a high score of .934 and followed by the factor I feel stressed due to the non-Cooperative children have a score of .895. As per secondary factor is concern the factor insufficient income makes me to feel stressed and followed by the traveling for long hours makes me feel stressed has a score of .740.
58. Stress Vs health factors: As per primary factor is concern the factor my BP increases due to work pressure has a high score of .836 and followed by the factor work pressure leads me to have headache has a score of .798. As per secondary factor is concern the factor the work pressure has led me to be a diabetic has a high score of .895 and followed by hardening of the arteries due to over stress score of .699.
59. Stress Vs work factors: As per primary factor is concern the factor over work load creates stress has a high score of .904 and followed by the factor under estimation of my talents has a score of .809. As per secondary factor is concern the factor work setting is not comfortable has a high score of .919 and followed by conflict among professionals has a score of .574.
60. Stress Vs Organizational factors: As per primary factor is concern the factor the job is always pressurizing has a high score of .929 and followed by the factor there is always force from top level management has a score of .808. As per secondary

factor is concern the factor there is no job security and you feel threat has a high score of .761 and followed by the rules are very hard to follow score of .652.

61. Stress Vs Organizational factors: As per primary factor is concern the factor There is no sufficient lighting has a high score of .782 and followed by the factor The prevailing temperature is not comfortable has a score of .757. As per secondary factor is concern the factor Poor allocation of the organization has a high score of .891 and followed by There is no sufficient ventilation score of .661.

HYPOTHESES FINDINGS

62. There is no significant relationship between the type of profession and the gender of the respondents. It is found that the P value is 21.813, the degree of freedom is 3 and the level of significance is 0.00 which is less than 0.05. Hence the null hypothesis is rejected there is a significant association between the type of profession and the gender of the respondents.

63. There is no significant association between the sector of profession and the income level. In the above the observed value of chi square is 111.69 and the corresponding significant value is 0.01 which is less than 0.05, there is a significant association between Sector of Profession and the income. Here the null hypothesis is rejected there is a significant association between the sector of profession and the level of income.

64. There is no significant association between the Sector of Profession and the working hours. In the above the observed value of chi square is 94.30 and the corresponding significant value is 0.01 which is less than 0.05, there is a significant association between Sector of Profession and the working hours hence the null hypothesis is rejected.

65. There is no significant association between the Sectors of Profession with stress related to insufficient income. In the above the observed value of chi square is 104.31 and the corresponding significant value is 0.02 which is less than 0.05, there is a significant association between Sector of Profession and the working hours hence the null hypothesis is rejected.

66. There is no significant association between the Sector of Profession and blood pressure increases due to work pressure. In the above the observed value of chi square is 79.66 and the corresponding significant value is 0.04 which is less than 0.05, there is a

significant association between Sector of Profession and the working hours hence the null hypothesis is rejected.

67. There is no significant association between the type of profession and the gender of the respondents. It is found that the P value is 21.813, the degree of freedom is 3 and the level of significance is 0.00 which is less than 0.05. Hence the null hypothesis is rejected there is a significant association between the type of profession and the gender of the respondents.

68. There is no significant relationship between the type of profession and ways of managing stress. It is found that the P value is 84.401, the degree of freedom is 12 and the level of significance is 0.00 which is less than 0.05. Hence the null hypothesis is rejected there is a significant association between the type of profession and the ways of managing stress the respondents.

SUGGESTION

From the findings the researcher has given the following suggestions to help the professionals to improve upon their professional practice.

1. It is suggested that there should be a balance in the professional practice by giving due importance to both male and female members.
2. It is suggested that there should be quick and earlier appointment which may help the professionals to apply their knowledge and skills gained immediately and must be of a very recent knowledge. Any delay in the recruitment process will make the learned knowledge out dated.
3. It is suggested that the Indian tradition and culture should be maintained by the professionals by committing themselves to the family and family responsibilities as it gives a total development of personality.
4. It is suggested that there should be commitment on the part of the professionals to interact with the rural area and must try to contribute more to the development of rural areas on par with the urban areas.
5. It is suggested to the professionals with more years of experience to have recent and updated knowledge on their professional area to be in tune with changes.
6. It is suggested that there should be fair and equitable pay to the professionals as more than 50 per cent of them get a pay with less than Rs.20,000/- this does not match with the years of experience.

7. The travelling distance could be proportionately less to the professionals which will help them to concentrate and contribute more to the betterment of the society.
8. It is suggested that the working hours to the professionals should be very much balanced to enable them to be relaxed without much stress to do their duty.
9. The middle level professional practice has less responsibility on the part of the professionals, the level of professional practice should no way reduce their responsibility in discharging their duty.
10. It is good that the professionals are working and interacting in a big group of employees. It is advisable to the professionals to work comfortably in a big group without much stress.
11. The professionals should ensure that their work efficiency in no form be affected by stress they encounter in the course of professional practice. The level of stress should be moderate to make them work comfortably well in the organisation to which they belong.
12. The professionals should ensure that their family responsibility, general dispute in the family, ego clash in the family and family situation in no way create stress in their professional practice. Both should be kept as different without any correlation of one having implication over the other.
13. The professionals should learn to attend to all their family responsibilities well by giving prime importance to family members and more particularly the children as any deviation in the behaviour of the family members and particularly the children will lead the professional to be more stressed.
14. The professional should ensure that he / she travels an ideal kilo meters per day in order to reduce the unwanted stress on their part.
15. The work pressure should be comfortably handled by the professionals in order to avoid or reduce stress on their part.
16. While discharging the job one has to be very careful about the health aspects, many a times the professionals encounter this on reasons of over involvement in the job that they do without considering their health.
17. Head ache, hear problem, Blood pressure, nervousness are the major health problems to people who are more stressed. Hence it is suggested to the professionals to discharge their job without much disturbance to their health aspects.
18. It is advised to the professionals to have a good food habit to avoid stress as the habit of food has more implication in the body with many bad outcomes.
19. The work setting needs to be comfortable and if not it is important for the professionals to create a comfortable work setting to avoid stress.
20. The working place should be free from discrimination of any sort and if there is any discrimination it may lead the professional to encounter stress.
21. The professionals are suggested to plan out their work more systematically as there will be variation in job with more and less challenges. Proper planning and execution will reduce to stress and if there is no proper planning and execution the professional as human being will have more stress if there is more pressure to work and sometimes his / her health will not cooperate.
22. Conflicts in any sort are to be resolved immediately and if it prevails the professional will not be in comfortable positions to discharge his / her job well, which ultimately lead to stress.
23. It is customary on the part of the superiors to expect more from their employees and professionals are to be relied by the superiors more as no one can do the job of the professional. It is important for the professionals to understand the reasonable demand and expectations of the professionals and work accordingly with understanding of their importance to the organisation and avoid stress.
24. In the Indian context the management has more power and try to extract work among their subordinates without recognition. This global phenomenon is to be understood by the professionals without much expectation and recognition of their talents.
25. There should be proper performance appraisal procedures in every organisation and the outcome should be a standard one. If there is any pitfall in this process, the professional will be stressed more.
26. The rules, policies and procedures should be easy and comfortable to the professionals as they discharge more important and responsible jobs. If there are any tough rules, policies and procedures, it will ultimately create a dislike and stress among the professionals who would do the job with much involvement.
27. The paternalistic style of leadership management is the order of the day and the organisations dealing with human being and using the human resource for their benefit should not be very strict and create stress. It is

good to have one to one discussion and come out with a conclusion that will benefit both the management and subordinate in the organisation.

28. Discharge of power, rights and responsibilities are to be ensured among the professionals who will help them to discharge the job assigned freely and independently. This will cause them less stress or no stress and ultimately the job is done well.
29. The professionals will feel comfortable to do the job assigned only when there is job security without any threat. Threat and job insecurity will lead to stress which will affect the work and feel for the organisation.
30. Professionals are left with job which is more pressurising more particularly among the doctors and must learn to understand the aspect of their work and involve in the job without much stress.
31. The general required facilities are to be assured to the professionals which will help them to do their job without much of stress. The non availability of the required facilities will cause in them a dislike and stress. Ultimately the work and productivity is affected leading to organisation to ruin.

CONCLUSION

The selected professional practice for the study is the professionals of doctors, lawyers and engineers who are all prone to more amount of stress and work pressure as they are deal directly with human beings who all behave differently on reasons of their ability, health and other psychological problems. It is good and important to all of them to understand their position and the position of their clients. Once it is understood, the implication of stress in their personal, organizational and social life will be reduced. Often times, as human beings the professionals fail to understand their position and behave like a normal human being in doing their responsible jobs. This leads and causes them stress which not only affects them in discharging their job but also their family, health, work, environment, organization, behavior, social status and the like. In the light of the socio economic and cultural aspects of India it is good to the professionals to understand the nature, level of knowledge of their clients, skill sets, understanding ability of the people whom they interact and discharge their responsible job in a relaxed manner. This will

benefit both the professionals and the clients to be stress free and make a good organization.

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