

KNOWLEDGE BEANS

A HUMAN RESOURCE NEWSLETTER

IN THIS MONTH

OD CONNOISSEURS' ORATE



Deepti Mardikar Fadnavis provides us with a roadmap to constructively deal with stress.

OD ENTHUSIAST'S ORATE



Tanushree Borah throws light on the positive aspects of stressful situations.

OD FOLLOWER'S ORATE



Girish G Shinde gives us effective ways of dealing with stress.



ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst and a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. These are implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



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OD CONNOISSEURS' ORATE Deepti Mardikar Fadnavis

COPING WITH WORK STRESS



In today's work environment we all encounter workplace stress in terms of meeting project deadlines, working with difficult colleagues or demanding bosses, lack of role clarity and workplace conflicts. Workplace stress is injurious to employee health and yet it is inevitable.

Deepti Mardikar Fadnavis is a HR professional with over two years of experience in the field. She holds dual masters in Counselling Psychology and Human Resource Management. She is a budding writer, trained singer and a creative person always in pursuit of new avenues.

"Stress is not what happens to us. It is our response to what happens and response is something we can choose at any moment".
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THE EDITOR'S MESSAGE

The theme for this month highlights how inevitable stressful situations are at work. Instead of getting troubled over these situations we can see them in a positive light. This issue gives us insights on dealing with stress and using it to emerge as a winner.

The topic of the next issue of Knowledge Beans will be 'Retain high value employees'. If you share a passion for the topic and have a flair for writing, do send us your 300 word article with a brief profile along with your photograph in jpeg format to atyaasaaeditor@atyaasaa.com

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COPING WITH WORK STRESS - Deepthi Mardikar Fadnavis



If we emulate this quote carefully, we can conclude that we need to learn to constructively deal with stress. Some of the possible ways are:

Identify the sources of workplace stress: We realize that we are stressed only after it manifests itself in terms of health issues or emotional turmoil. Before it is too late, take some time to identify the causes of your stress – whether it is meeting the deadlines, nature of your job etc. and work towards overcoming them.

Prioritize your tasks: It is important to set your priorities right and organize tasks in the order of urgency. Set clear boundaries for achieving a healthy work – life balance.

Talk it through: Whenever workplace conflicts manifest, we try to circumvent them by withdrawing ourselves from the situation. Instead, take time out to discuss and resolve the problem by speaking with your bosses or colleagues in a positive and healthy way.

Build in a positive and supportive work environment: This takes combined efforts from colleagues and the team to inculcate regular social interaction and collaboration. Most of the organizations today also offer Employee Assistance Programmes (EAP) to help employees deal with workplace stress.

Focus on healthy lifestyle: It is important to have a healthy diet, adequate sleep and regular exercise to combat stress. Finding time to pursue a hobby or a passion can also act as a great stress buster. **E**

OD ENTHUSIAST'S ORATE

Tanushree Borah

Efficient utilization of resources is a major drive for organizations today for mergers, restructuring and downsizing. This has eventually led to a very stressful employer – employee relationship. Before dealing with stress we need to accept the fact that there is no such thing as a stress free job. The duties and responsibilities assigned to an employee will in due course lead to tension, frustration and anxiety. The sooner we accept this the better we can curb and curtail our personal stress levels.

High levels of stress are an integral and largely unavoidable component of work and to deal with complexity, ambiguity and conflict is an integral part of work life. Now, let us look into some factors affecting our stress levels.

The organizational environment that an individual might find threatening indicating negative environment factors like work overload and tensed interpersonal relationships with co – workers are the main issues. Uncertainty over rewards and recognition also drive stress levels to the higher end.

The silver lining in this is that we can focus on the positive aspects of stress. Each individual needs a moderate amount of stress to be alert and capable of functioning effectively in an organization. It may prove as an asset so long as it is manageable and helps in creating healthy competition. Stress helps one solve the problems.

Stressful situations often demand focus on solutions leading to finding rational and feasible solutions. In the midst of a stressful situation we discover that we are delivering more than our potential contrary to the belief that stress lowers down our performance.

Thus, let us not get bogged down by something inevitable and concentrate on benefiting from stress. Organizational excellence and individual success are achieved through well-managed stresses. **E**

NO SUCH THING AS A STRESS FREE JOB

Tanushree Borah is a core electronics professional working in a manufacturing MNC based out of Singapore. She is an Electronics Engineering graduate and has experience in automation and advance telecom. She currently works in the field of PCB designing and product data management. She is a professional classical dancer and is passionate about robotics.



OD FOLLOWER'S ORATE

Girish Shinde

FIGHTING WORK STRESS LIKE A PRO

In the present times of complex corporate scenario, dealing with stress is one of the essential competencies to enhance an individual's performance. It is also an integral quality necessary to become an effective manager. Management of time and dealing with stress is critical to organizational leaders as they are role models for their subordinates.

Some of the effective ways of dealing with stress are:

Why do you work? Keep that one reason in mind all the time as to what brings you to work every morning. Your motivation must always be stronger than your income or else you will never feel fulfilled.

Communication: Ensure effective communication with regards to any new job role or requirement, desired income that reflects your hard work, taking new initiatives, challenges and expressing expectations unambiguously.



Girish Shinde is a software engineer. He is currently working in a software development organization as a team lead for software testing and is proficient in manual and automated testing. He is a professional footballer and enjoys watching and playing the sport. He is also a music enthusiast.



Build a support system: Seek out the people in your life you can depend upon and call on them regularly as they help you reduce your stress.

Adequate sleep: Lack of sleep brings down your productivity adding to your ever increasing stress levels at work. Thus, minimum seven hours of sound sleep is essential.

Stay away from work politics: Stay clear from work related politics as much as possible. It is easier said than done. Workplace politics is exhausting as you get exposed to a lot of negative energy and get entangled into something that is not necessary.

Plan regular holidays: Going on regular holidays is a must to keep your stress levels to the minimal. Stress will never reduce especially at the workplace. In fact it will keep increasing.

It is we who need to continually enhance our competency to deal with it in order to perform better at your workplace. In conclusion, I would like to say that one must beat the stress like a pro and come out of it as a winner who is energized to the core. **E**


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BEAN STATEMENT

It is important to be the master of stress than be a slave to it and deteriorate.