



माँ विन्ध्यवासिनी विश्वविद्यालय, मीरजापुर

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Programme/Class: B. Com	Year: First	Semester: I/II
Subject: Commerce		
Course Code:	Course Title: Stress Management	
Course outcomes: The course is designed to provide comprehensive knowledge to the students regarding the meaning and concept of stress, symptoms of stress, effects of stress, stress management, remedies for stress management.		
Credits: 4		Minor Elective
Max. Marks: 25+75		Min. Passing Marks:
Total No. of Lectures-Tutorials-Practical (in hours per week): L-T-P: 4-0-0.		
Unit	Topics	No. of Lectures
I	Introduction of Stress: Concept and meaning of Stress. Faces of Stress. Optimum level of Stress. Nature of Stress. Causes of Stress: Long hours, Heavy workload, Changes within the organisation, Tight deadlines, Changes to duties, Job insecurity, Lack of autonomy, Boring work, Insufficient skills for the job, Over-supervision, Inadequate working environment, Lack of proper resources, Lack of equipment, Few promotional opportunities, Harassment, Discrimination, Poor relationships with colleagues or bosses, Crisis incidents, such as an armed hold-up or workplace death.	12
II	Symptoms or Effects of Stress: On Individual: Physical symptoms: Fatigue, Muscular tension, Headaches, Heart palpitations, Sleeping difficulties, Gastrointestinal upsets, Dermatological disorders. Psychological symptoms: Depression, Anxiety, Discouragement, Irritability, Pessimism, Feelings of being overwhelmed and unable to cope, Cognitive difficulties. Behavioural symptoms: An increase in sick days or absenteeism, Aggression, Diminished creativity and initiative, A drop in work performance, Problems with interpersonal relationships, Mood swings and irritability, Lower tolerance of frustration and impatience, Disinterest, Isolation. On Organisation: High absenteeism, High labour turnover, Poor time keeping, Poor performance and productivity, Low morale, Poor motivation, Increased employee complaints, Increased ill-health, accidents and incidents reports	12

III	Types of Stress: Acute stress, Chronic stress, Episodic acute stress Life Events Stress Scale: Type A and Type B Personalities. Consequences of Stress: Subjective effects, Behavioural effects, Cognitive effects, psychological effects, Organisational effects.	12
IV	Sources of Stress: Organisational Factors: Organisational demands, Role conflicts, Role ambiguity, Role overload, Role underload, Interpersonal relationships, Ineffective communication, Responsibility, Job change, Climate within a company. Personal Factors	12
V	Stress Management: Meaning of Stress Management. Individual Coping Strategies: Time Management, Exercise, Meditation and relaxation, stay away from conflicts, Stay organized. Organisational Coping Strategies: Role clarity, Supportive climate, Clear career paths, Company-wide programmes, Job enrichment, Employee counselling, Training and development programmes, establishing autonomous work groups, establishing variable work schedules, Offering health facilities, Service benefits.	12
1. Rao, V S P, (2010). "Human Resource Management Text and Cases", 3 rd ed., Excel Books, New Delhi. 2. L. M. Prasad, (2004), "Human Resource Management", S. Chand and Sons. 3. M.J. Jucius, "Personnel Management", Richard D. Irwin, Homewood, 1997. 4. D.C. Mosley et al., "Supervisory Management", Cincinnati: South Western, 1997. 5. R. Lynton, U. Pareek, "Training for Development", Sage Publication, New Delhi, 2002.		
This course can be opted as a minor elective by the students of following subjects: Open for all		
Suggested Continuous Evaluation Methods: Continuous Internal Evaluation shall be based on allotted assignment and Class Test. The marks shall be as follows:		
Internal Assessment		Marks
Class Interaction		5
Quiz		10
Seminar		10
Course prerequisites: To study this course, a student must have 10+2		