

## **Description**

The training program will define job stress, examine some of its causes and effects, and introduce stress prevention strategies.

Stress management programs teach workers about the nature and sources of stress, the effects of stress on health, and personal skills to reduce stress.

Stress management training may rapidly reduce stress symptoms; it also has the advantage of being inexpensive and easy to implement. However, stress management programs that include both training and individual employee counseling through employee assistance programs (EAPs) have two major disadvantages:

- The beneficial effects on stress symptoms are often short-lived.
- They often ignore important root causes of stress because they focus on the worker and not the environment.

In contrast to stress management programs, an approach to examine and modify working conditions is a more direct attack on the root causes of stress at work. This approach, which may lead to changes in the organizational structure, has the disadvantage of being potentially disruptive to work routines and schedules.

As a general rule, actions to reduce job stress should give top priority to organizational change to improve working conditions. But even the most conscientious efforts to improve working conditions are unlikely to eliminate stress completely for all workers. For this reason, a combination of organizational change and stress management is often the most useful approach for preventing stress at work.

## **Objectives**

After your training program, the trainees should be able to:

- Define “job stress.”
- Identify some causes of job stress.
- Discuss the effects of job stress on health and workplace productivity.
- Explain some strategies for controlling job stress.

## **Audience**

Today’s employers need to manage with an eye toward rapid changes in the business climate due to factors including the economy, the general tendency for leaner workforces and inventories, technological advances, and global competition. As employers modify their operations, employees are subject to a whirlwind of changes in the work environment.

Often, employees find that coping with workplace demands leads to increased stress. Each person perceives and handles stressful situations differently. Since the employer cannot easily identify or predict each person's stress level, all employees can benefit from stress management training.

### **Requirements**

There is no regulatory requirement for employers to provide stress management training. However, having a stress management program and providing employee awareness training are good practices for maintaining a healthy and productive workplace.