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Stress Management Program

Stress in the workplace is a common occurrence that affects almost every employee at some point. Nevertheless, excessive stress has negative implications that ultimately interfere with the productivity and health of employees. A highly stressful work environment will therefore lead to reduced overall productivity of the organization since employees will not be giving their maximum output (Weinberg et al., 1). Whereas it is upon individuals to find ways of managing stress at a personal level, business organizations also need to play a more active role in helping their employees deal with stress in the workplace.

The leading causes of stress in the workplace include job insecurity, heavy workload and poor interpersonal relationships with co-workers (p. 21). Organizations can help in this regard through professionally-tailored stress management programs. These programs help in identifying and ameliorating the stressful situations employees experience at the workplace. They help employees to handle pressure much better rather than have negative reactions that might make the situation worse. Having a workplace stress management program helps employees remain healthy thus reducing health-related absenteeism. It also shows employees that that the company cares about their wellbeing, and this is good for motivation and loyalty (p. 54). The programs are designed to provide emotional as well as physical support to help employees manage the effects of stress.

Communication is one area that an organization can improve to help employees manage stress. Information sharing helps reduce uncertainties about job security and the future. The roles and responsibilities of each employee should be clearly defined (Weinberg et al., p. 186). Employees should also be taught good communication skills that are essential at the workplace to minimize misunderstandings and conflicts. The organization should engage in regular consultations and include employees in decision-making, especially for issues that directly affect their work performance (Weinberg et al., p. 191).

Works Cited

Hicks, Trevor, and Caroline McSherry. *A Guide to Managing Workplace Stress*. Boca Raton, Fla: Universal Publishers, 2006. Print. Weinberg, Ashley, Valerie J. Sutherland, and Cary L. Cooper. *Organizational Stress Management: A Strategic Approach*. New York: Palgrave Macmillan, 2010. Internet resource.

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