

A Study on A Developed Theory of Stress Control and Stress Relief through Spirituality**Pintu Mahakul****Post-Doctoral (D.Litt.) Scholar, Department of Business Administration
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Abstract: - At present getting stress is frequently reported by employees due to various factors. Although many of us think of reducing or getting relief from stress still this does not become possible due to lack of proper handling. Although we enjoy many inventions and live comfortable life still sorrows in life do not leave us at all. Sometimes anxiety, sometimes conflict or workloads give us stress knowingly or unknowingly. Stress is nothing but pressure resulted in life due to mental imbalance of thoughts or physical imbalance due to hard work. Sometimes stress rises automatically due to clumsy situations employees face. Whatever may be the causes it is clear that stress reduces strength of humanity and working capacity. Many face dilemma about how to handle stress in day to day life. Stress is closely associated with obstacles we face and this is important to improve life's standard to face these. Spirituality is very much essential path for managing life and learning the art of values that help us understanding inner self and work. Spirituality guides us at every step of life and we feel our inner power to face truth and obstacles. Managing life smoothly at workplace is definitely essential for employees and others. Very often employees get stress and this hampers their decision making qualities. Getting relief from stress brings opportunity to be in free from ambiguities. Spirituality is the path that shows us true light of life and having such a study we confirm that spirituality has deep impact on stress relief as this guides inner life well and fills human life in beauty of love and caring. Hope, this study will give benefit to many of researchers and readers.

Keywords: - Stress, workplace, attitudes, spirituality and Management

I. Introduction:-

Supreme father BapDada says, "Sweet children do not waste your time in useless things of this limited world. Let there always be royal thoughts in your intellects." (Murli-31/12/2014-English) All the resources available in this world are limited although we feel these are available in huge amounts. These will finish one day and if at all we use we get temporary happiness. Any inventions or things made from resources available here do not last for long time with us. We think to get long term happiness from these but it is not at all possible. While we lose or miss anything in life we get pain in separation and we feel bad. Sometimes we get high stress also in minds. Whole of stress we get in day to day life are resulted either by human resources or any of the material objects we come across. Wasting time in useless things of wrong doings or running behind matters is not at all good for human beings as we all have certain responsibilities. God directs us to have royal thoughts always which seem to be in royal in attitudes and behaviours and having very sharp decision making qualities. Having royal thoughts means to have spiritual intelligence too which sharpens mind for proper utilization of resources. While we feel life from inside and we remember eternal father then we put every direction guided by him in our lives to get happiness. Introverted human beings who have spiritual qualities do not make any external show

but stay ever in spiritual path even in their workplaces and they become able to put everyone in father's directions of service to mankind having no attachment towards material things or obstacles they face and easily crack down stress in life. Having deep attachment towards matters increases false pride in one individual. This is the cause of suffering and pain, that gives to others and put them in stress as well as brings stress if at all others do not accept this false pride. Total cleanliness and purity revive original qualities of souls which help managing life very smoothly. Pure and pleasing memories do not give pain and do not allow taking wrong decisions. Our vision is poured over pure perceptions and learning. This is very much essential to know about spiritual perceptions of life that guide humanity time to time. Awakening conscience we become able to feel these perceptions very well. Work, workplace and life all are associated in row or cycle of resources and management. Coming and going of obstacles we observe always in workplace either in form of conflicts, violence, bullying, or accident or hazards. Always employees and workers need to be careful in facing such situations. These obstacles are major causes of stress and sometimes getting pressure from authorities also give stress. Getting relief from stress is major issue at present.

Deepak Chopra (1994). States that creation of wealth is always regarded as a process that needs hard work and luck often at the expense of others. He states that subtle powerful forces which are unseen also affect the flow of money in our lives. Having attachment to matters brings stress while proper knowledge is not acquired. Understanding influence of matters in life and feeling inner calling of spirit depend on level of spirituality of a person. Marianne Williamson (1996), states that every human individual can be miracle worker accepting God in workplace, his principles by expression of love in daily life. Many of us get psychological pain with respect to relationship; career or health is nothing but stress. She states that spirituality is the path of love and this love is potent force and key to inner peace. Practicing love in workplace we can fulfil lives creating more peaceful and loving world. Bell Steve (1996), defines stress as unnecessary pressure that an individual gets in mind and body during his work or during confusion in mind or during various physical activities. Bell brings forward stress relief opportunities highlighting the importance of practicing spirituality in workplace and having trust of God and his principles. Philip Yancey (2001), defines spirituality is the inner faith that helps in surviving with courage and values in this Earth with pleasing personality and guides inner self in such a way that one human being does not suffer even he gets pain or sorrows in his day to day life. Rick Warren (2002), states that spirituality is the original purpose of life and a very pleasing path where we drive ourselves to live in happiness and feel unseen forces that fall on us. Having spiritual values within us, we easily control obstacles that we face in our workplaces. Eckhart Tolle (2008), states that illuminating, enlightening and uplifting life matters a lot and Tolle expands powerful ideas of state of consciousness which is key to happiness and key to end the conflicts and suffering of the world through which we get stress. Attachment to the ego creates dysfunction and gives rise to jealousy, unhappiness and anger. Following the path of truly fulfilling existence in a newly awakened state of consciousness is very much essential. Rhonda Byrne (2009), states that there is a paradigm in this universe which is kernel of success of people. Only the elements of paradigm are visible to human individuals in bits and pieces. Every person needs to understand inner self as well as the influence of elements of paradigm. Paul McKenna (2009), states that learning the art of transforming life from a place of peace, freedom from worry and developing inner strength, power, joy and happiness adopting natural ways to improve life and qualities of life are very necessary to control stress. Sharon Melnick (2013), states that stress is a defining characteristic of human life. She also states that adjusting perspectives to see opportunities rather than obstacles we need to learn spiritual art and values which pour deep impact to live happier life and managing social life very smoothly.

II. Objectives:-

- To know about symptoms of stress in workplace
- To know about history and problems of stress through literature review
- To know about natural ways of handling stress to get relief in workplace
- To have a theoretical assessment of impact of spiritual values that reduce stress
- To develop new theory for managing stress to control and get relief by practice of spirituality and self awareness

III. Literature review:-

Centre for Studies on Human Stress specifies about stress that human beings get in day to day life and history about this term. According to this centre this term stress is brought up to us from the field of Physics. Hans Selye is considered as the father of stress research. Selye on complementation of his medical training at the University of Montreal in 1920s begins using this term stress noticing the hospitalized patients suffered. According to Selye all patients keep a thing in common and they look seek and that is they remain under physical stress. According to Physics stress is the force which produces strain on a body composed of matters. He states stress as non-specific strain on a body which is caused due to irregular activities in normal functions of various organs of body. Stress on human body results releasing stress hormones and he calls this as general adoption syndrome. By 1956 Selye adds to developing ideas about stress putting three stage processes to general adoption syndrome (GAS). He states that to have response to external stressor first human being reacts with mobilizing physical resources to escape from stressor. He terms this stage as Alarm stage. In second stage human being tries to involve in ways of coping with first stage of Alarm period in reverse to it and this is called as resistance stage. If the individual again and again exposes to the stressor repeatedly and does not able to escape from stressor then this stage is considered as third stage called as exhaustion stage. According to Jerry Kennard (2008), Walter Cannon a psychologist in 1932 first uses the term stress in his historical work Flight-or-Flight response although Selye is regarded as father of stress research who uses this term in 1936 later than Canon. At this modern time stress is widely used for many psychological, biochemical, behavioural and many other aspects. In psychology when stress is considered as harmful and its negativities responses are recognised then this is called as distress. Stress also shows rarely positive responses and in such condition stress is considered as eustress. In workplaces employers should provide stress-free environment to employees where this stress becomes a problem for performance. Stress not only increases the pressure of management but also reduces productivity. Reports of UK HSE Stress statistics indicate that in United Kingdom around 13 million working days are lost because of stress per year. 70 % of patients there visit doctors complaining with stress and 85 % complain about serious stress related illness. Report from United States, declares that around 40 % of the workers complain that their jobs or works assigned are stressful. One pool from America also reports that around 89 % employees get serious stress at least in certain levels of their lives. Due to over work and high stress sometimes death cases of few employees are reported in Japan. Many authors argue that stress is a psychic problem that hampers physical body and attitudes. But spirituality has deep impact guiding life with values with psychological control. That is why spirituality is followed as the major path to face obstacles in life with courage. Stress breaks inter-personal relationships. But spirituality maintains relationship.

IV. Importance of the Study:-

Growing stress in society and workplaces is continuously observed these days and many employees report that working under stressed condition is very difficult for them. There are many factors affecting working environment day to day. Intolerance and violence in many cases are growing very rapidly. Inside organizations conflicts and bullying are increasing. Due to such factors and lack of cooperation many employees are getting stress. Apart from these other factors are also there which bring psychological

imbalance among employees. Stress is a growing problem for employees and we need a long term solution to get relief from stress. To handle stress this is very much important to know about symptoms of stress and how natural processes help us in this case. This study keeps importance as we think to have psychological control over stress and spirituality becomes the true path for guiding life from inside. Practice of spirituality in workplace is very much important for development of true values of employees. Through this study we learn the natural principles to control stress or get relief from this. Gaining royal thoughts is our vision through practice of spirituality.

Clumsy Observational Tension (COT) Theory reflects symptoms of stress:-

Observing human resources very deeply researchers of this study propose this theory to understand symptoms of stress in workplace and named this as, "Clumsy Observational Tension (COT)." This theory is basic or primary theory to understand and to know about stress commonly which exists among human resources. This theory is discussed under following points and this is proposed to develop the final theory of this study.

Sleeping disturbance and feeling laziness – Employees feel laziness and they do not sleep properly at home while they have stress and while come to work sometimes they feel sleepy and sometimes tend to fall down. Such cases are observed from reports.

Lack of concentration and memory retention – Employees in high stress condition do not retain memory properly and work with less zeal forcefully that leads to lack of concentration. Not keeping concentration hampers others too as this creates disturbance in working environment.

Lack of confidence – Due to stress in mind employees get dilemmas in decision making and lose confidence. This is not at all favourable for organizational system as this hampers directly or indirectly productivity.

Arguing with co-workers – Having stress an employee in workplace argues unnecessarily with co-workers and creates disturbances even in small problems or without any problems.

Committing mistakes or errors frequently – While an employee commits mistakes in works or in taking decisions again and again then we have to know that he is in stressed condition. In such a situation in his works errors are also found.

Anti social behaviour, anger, violent attitudes – Employees show violent behaviours and involve themselves in anti-social activities while they fall in negative trap of stress. In certain cases anger is also expressed during stress.

Emotional disturbances – Employees under stress sometimes become emotional and sometimes become normal, sometimes think unnecessary things and negative sometimes start day dreaming.

Addiction to alcohol and drugs – Stresses employees or persons while come across bad friend circle get motivation for alcoholism and other types of addiction and take drugs too as we get frequent reports.

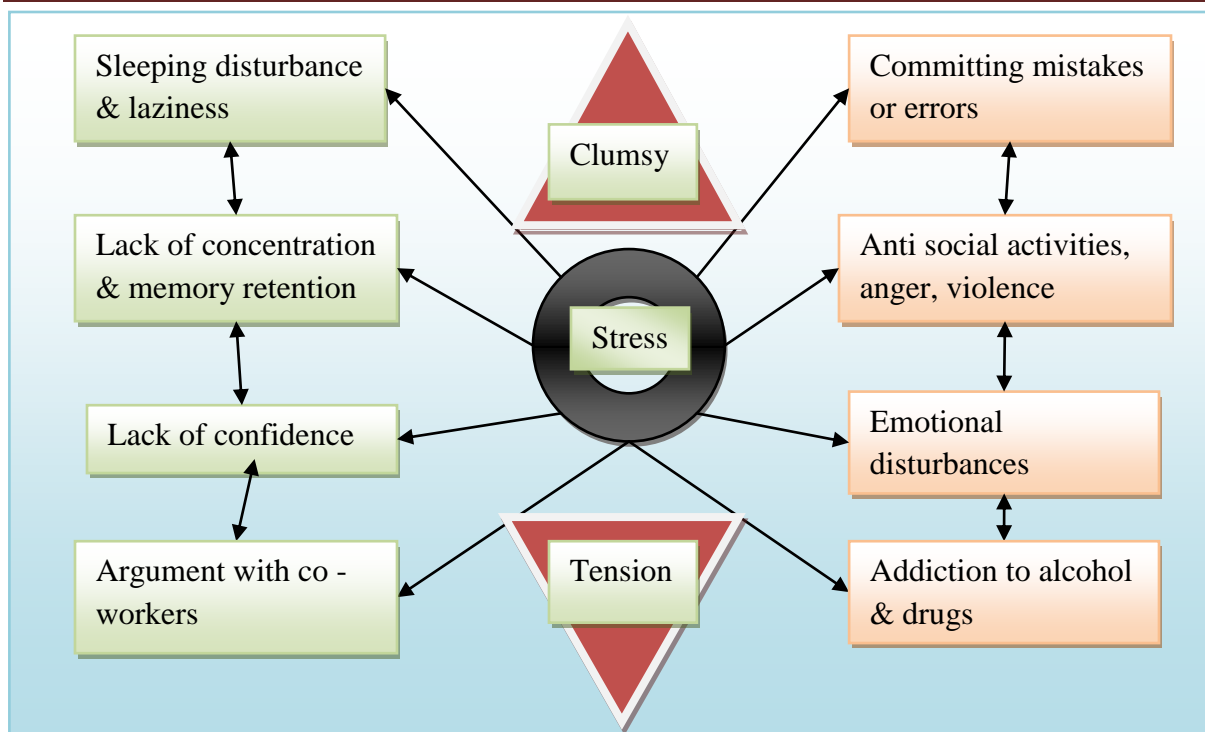


Figure -1 Representing symptoms of stress and its flow known as Clumsy Observational Tension (COT) theory

Observatory note for this COT theory - This above model represents the COT theory. Human resource gets stress is represented in middle and the points discussed earlier are highlighted in both the sides here. This theory clarifies that clumsiness and tension give pressure to human resource from both sides and that is why the person gets both mental and physical harassment. All the headings in left and right are dependent with each other and one leads to another. Sleeping disturbance and laziness leads to lack of concentration and memory retention then this leads to lack of confidence then to arguments with co-workers or others and vice versa. Likewise commitment of errors or mistakes leads to antisocial activities, anger and violence and then to emotional disturbances and then to addiction and vice versa. This theory indicates that stress is just like a double edged sword that cuts from both the sides and makes wounds. Although we understand this in common way still this comes as clumsy to handle as symptoms depend on each other of a stressed person. This also says that stress simultaneously affect both mind and body. That is why symptoms of stress simultaneously come from both mind and body and we can mark these from attitudes or behaviours and bodily postures and gestures of a person.

Stress is Out (SIO) theory represents natural ways of quick relief from stress:-

After understanding commonly symptoms of stress in previously proposed COT theory researchers of this study propose this theory is also a second basic theory known as, "Stress in Out (SIO)," theory for the development of the final theory of this study. Every human being likes to get relief from stress and control this very soon or by sudden activity. This theory under following headings says about the quick relief we have to get from natural ways of self attempt.

Humour – This helps because laughter produces certain chemicals in brain which help in thinking creatively and working in new way. This distracts from stress and works as effective de-stressor. While a person gets involved from true heart in creative works he temporarily forgets stress. Although stress remains in mind still this remains in control at that time.

Self talk and brisk walk – Going for short walk out of building for a short period of time during stress, watching trees, flowers, grasses, clouds or sky either coming outside or through window and talking with self in mind or with imaginative mind give benefit in stress control.

Drinking water – Many of employees do not drink sufficient water. Water is the natural and spiritual nectar that body needs as all organs including brain functions depend on water not on tea, coffee, soft drinks or juices. Many of the offices these days are air-conditioned and employees generally witness a dry atmosphere that sometimes leads to dehydration. So drinking water is necessary and this gives relief from stress. While a person gets sudden fear, commits mistakes and does anything wrong falls in high stress he feels dry mouth and throat with trembling legs and searches for drinking a glass of water. By drinking water his nervousness caused by stress goes away and he starts relaxing that we very often notice at offices and in workplaces.

Reading spiritual mind – Reading spiritual books guides self and many employees learn about spiritual principles. Reading spiritual mind means memorizing spiritual values learnt. Such habit improves qualities of life and work. Internal potential is well nourished by practice of spiritual values.

Crying and smiling – Crying in deep thought and smiling in marginal memory reduce stress up to certain extent. Both crying and smiling are natural processes we observe while a person gets deep pain under stress or gets happier news. Even few persons cry automatically in happy mood or while they get achievement. While persons get deep sorrow they cry hours and hours and then gradually slowly come in to normal mood and at this stage their high stress comes in to low stress state and persons stop crying and starts smiling with happy news. This process goes on.

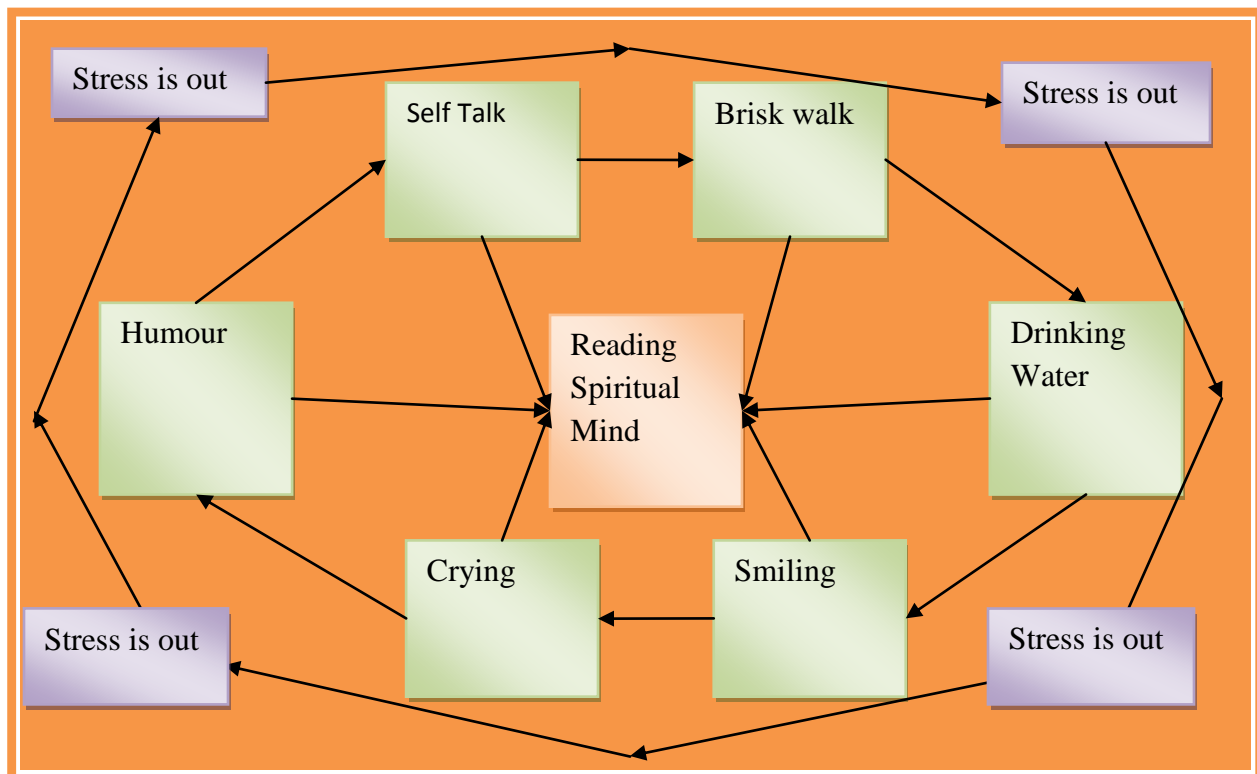


Figure-2 Representing Natural ways of quick relief from stress known as Model of Stress is Out (SIO)

Observatory note for this SIO theory – Above developed model figure clearly represents SIO theory and this becomes easier to understand how stress remains out from mind and natural ways remain in

contact with human resources. Reading spiritual literature rectifies clumsy mind. Reading and having spirituality bring sharpness in mind. Reading spiritual mind means to check mind whether this is remaining in spiritual state or not. Practicing self attempt or rectifying mind by practice of humour, self talk, brisk walk, drinking water, smiling and crying come in cyclic manner and dependent on each other. In such state mind remains in deep condition of emotion and spirituality grows. While these activities remain in contact, stress is automatically expelled and does not enter mind although remains near. Stress searches for chance for entering but self awareness does not allow and spirituality and its power do not allow stress to touch.

Value Optimized Stress Control (VOSC) theory that expresses about Impact of spiritual values that reduce stress:-

Love for work and co-workers – Love is powerful spiritual value that solves many problems. A stressed person while feels his love in his inner core forgets about his pain and starts working with eagerness to fulfil his aim. Love for co-workers improves co-operation and sharing of thoughts that relaxes mind.

Responses of nonviolence – A person while feels his inner core and awakes self, love rises. We know that level of stress increases during conflicts and violence in workplace. Nonviolence solves many problems as this improves tolerance level of a person or employee.

Righteousness in practice – Right attitudes and behaviours come from righteousness while inner conscience is awaked. Righteousness does not allow a person to perform any wrong works or unjustified actions which bring problems for him and others in workplace and stress. Righteousness keeps away stress from a person.

Respect and trust in caring – Having care for any work with love brings respect and having trust improves integration. While there is no trust in workplace a person gets frequent confusion and falls in anxiety that leads to stress. Having trust a person strengthens his personality traits.

Courage in right decision making – A person or employee or manager gets stress and confusion while taking decision during high risk and uncertainty. But taking any strong decision needs courage. This value awakes his righteousness and the person takes right decision without being late that favours all and also organization. Thus courage reduces stress of same parson and of others in workplace.

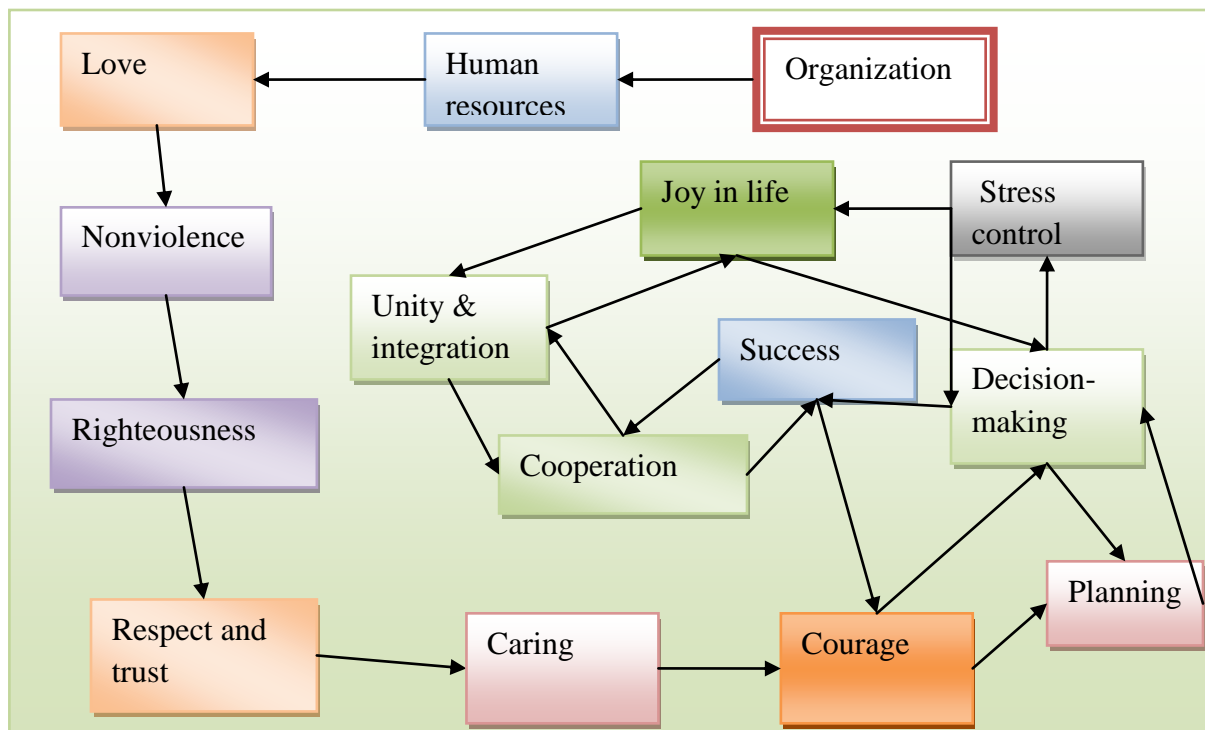


Figure-3 representing impact of spiritual values that reduces stress known as Value Optimized Stress Control (VOSC) theory

Observatory note to VOSC theory – After discussing few headings researchers of this study represent this model figure to explain this theory well in a simplified manner. Organization carries human resources. Many employees, workers and authorities or managers work there together. While we talk about humanity in workplace spiritual values come within our thought. Practice of spirituality brings opportunities for us to acquire more spiritual values. Love is the strong value through which we maintain our relationship. Depth of love for each other determines strength of relationship. Then nonviolence comes in mind. While there is love, violence does not get chance to have a place in life. Love nourishes all creatures. While there is love and then nonviolence the human resources walk and work in righteousness. They obey truth and universal laws of righteousness and keep respect and trust for self, for others and for Almighty. Caring comes automatically for each other and for their duty and responsibility. This improves their courage. Courage gives rise to good decision making and planning. Decision making and planning are again dependent with each other. All these values with good decision making ability keep stress in control. While stress remains in control it gives real joy to life. Life with joyful mood improves unity, integration and cooperation is well observed in organization. This leads to achieve success. Again cooperation depends on unity with joy in life and in decision making and planning. Every success improves courage. The figure represents value optimization process here clearly that happens with human resources on practice of spirituality.

V. Discussion:-

Wasting time in unnecessary things in this limited world is not at all good sign for humanity. All sufferings and stress we get here directly or indirectly due to relationship and separation of us with matters or any material things. Having royal thoughts with sharp spiritual intellect is definitely necessary and for getting value based life to understand about work life balance spirituality is only the alternative path. Spirituality not only awakes self and brings out trust on action but also awakes conscience and gives us courage to face truth as well as obstacles. Stress is the term which is very familiar in physics and

psychology. Stress is the force which produces strain on a body of physical origin and this is considered as non-specific strain. Stress is felt while obstacles or dilemmas come in life. As these are temporary stress is also temporary. But during feeling of stress we need to get relief. This needs to understand life and work properly. Irregular activities in normal functions give impressions of stress. Growing stress is a major problem these days. Sleeping disturbances, lack of concentration, arguing with co-workers, committing errors in work, memory retention, expressing anti-social behaviours, emotional disturbances and addiction are symptoms of stress in workplace. Understanding spirituality we can understand natural ways of getting relief from stress. Expressing humour, self talk, drinking sufficient water, having a spiritual mind and crying or smiling during tensed situations bring opportunities for stress relief. Stress in controlled manner improves directly also decision making quality. Decision making also directly gives rise success.

VI. Conclusion:-

After having this study we get opportunity to know more about commonly occurring symptoms of stress in workplace and influence of matters in human life to which we all attach very often is the cause of suffering that gives stress. Spirituality has positive impact on human life to awake inner self that is natural that improves resistance to face obstacles and gives relief from stress due to improved tolerance capacity. Spirituality helps us to maximum extent in stress relief while we adopt quick natural path to handle stress. This study makes clear that managing stress spirituality is necessary to have in practice. Knowing about symptoms and natural ways to handle stress managers and authorities become cautious in handling this and try to create stress free environment for employees for better work. This helps in wise decision making at right time and prevents productivity from degradation. Such a study gives not only benefit to employees but also to other persons of society. Spiritually valued mind resists stress and gets relief automatically.

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