

SARDAR PATEL UNIVERSITY  
Vallabh Vidyanagar Gujarat  
(Reaccredited with 'A' Grade by NAAC (CGPA 3.11)  
Syllabus with effect from the Academic Year 2023-2024  
**Bachelor of Commerce**  
**BCOM (Semester-II)**

<b>Course Code</b>	<b>UB02 VACOM 05</b>	<b>Title of the Course</b>	<b>Stress Management</b>
<b>Total Credits Of the Course</b>	<b>02</b>	<b>Hours per Week</b>	<b>02</b>

<b>Course objectives</b>	1.To examine the effect of stress in work life.
	2.To analyze causes of stress in organization.
	3.To evaluate Stress management techniques.

<b>CourseContent</b>		
<b>Unit</b>	<b>Description</b>	<b>Weightage(%)</b>
<b>1.</b>	<p><b><u>INTRODUCTION</u></b> Meaning, Definition Characteristics of stress, Main Areas of stress : Performance Boredom Fear of Unknown Grief <b>Types of stress:</b> Individual stress V/s Group stress, Productive stress V/s functional work stress, Mild stress V/s Strong stress, Potential stress V/s Actual stress, Psychical, Psychological V/s Behavioral stress <b>Environmental Factors:</b> Economic Environment, Political &amp; Government Environment, Technological Environment <b>Organizational Factors:</b> Tasks Demands, Organizational Structure, Organizational Leadership <b>Individual Factors:</b> Family Issues, Personality Factors, Boredom V/s Monotony</p>	<b>50%</b>
<b>2.</b>	<p><b><u>STRESSMANAGENT MECHANISM</u></b> <b>Individual Coping Strategies:</b></p> <ul style="list-style-type: none"> <li>• Physical Exercise</li> <li>• Relaxation</li> <li>• Work Home Transition</li> <li>• Cognitive Therapy</li> <li>• Net Working</li> </ul> <p><b>Organizational Coping Strategies:</b></p> <ul style="list-style-type: none"> <li>• Supportive Organizational Climate</li> <li>• Job Enrichment</li> <li>• Organizational Role Clarity</li> <li>• Career Planning and Counselling</li> <li>• Stress Control workshop &amp; Employee Assistance programmes</li> </ul> <p><b>Counselling:</b> Concept Functions of Counselling : • Advice • Reassurance • Communication • Release of Emotional Tension • Clarified Thinking • Reorientation</p>	<b>50%</b>

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<b>Teaching– LearningMethodolo</b>	ClassRoomTeaching,Lectures,CaseDiscussion,VideoandPresentation
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<b>EvaluationPattern</b>		
<b>Sr.No.</b>	<b>DetailsoftheEvaluation</b>	<b>Weightage</b>
1.	Internal Written (As per CBCS R.6.8.3)	15%
2.	Internal Continuous Assessment in the form of Quizzes, Seminars, Assignments, Attendance (As per CBCSR.6.8.3)	15%
3.	University Examination	70%

<b>CourseOutcomes</b>	
<b>1</b>	Student will learn various causes of stress in work life and finds ways to overcome it.
<b>2</b>	Techniques to be used in stress management.
<b>3</b>	Understand the impact of stress on psychology of humanbeing.

<b>Suggested References</b>	
<b>Sr.No.</b>	<b>References</b>
<b>1</b>	Principles and Practice of Management: S.Sachdeva, Laxmi Narain Agrawal, Agra.
<b>2</b>	Organizational Behavior: L.M.Prasad Sultan Chand & Sons.

On-lineresourceto beused ifavailable asreferencematerial
On-lineResources
1. <a href="https://indiafreenotes.com/potential-source-of-stress-environmental-organizational-and-individual/">https://indiafreenotes.com/potential-source-of-stress-environmental-organizational-and-individual/</a>
2. <a href="https://courses.lumenlearning.com/wm-organizationalbehavior/chapter/sources-of-stress/">https://courses.lumenlearning.com/wm-organizationalbehavior/chapter/sources-of-stress/</a>
3. <a href="https://businessjargons.com/job-enrichment.html">https://businessjargons.com/job-enrichment.html</a>
4. <a href="https://ccsme.org/wp-content/uploads/2017/10/2017.10.24-The-12-Core-Functions.pdf">https://ccsme.org/wp-content/uploads/2017/10/2017.10.24-The-12-Core-Functions.pdf</a>