

**SARDAR PATEL UNIVERSITY**  
**Programme: BCOM**  
**Semester: V**  
**Syllabus with effect from : JUNE 2013**

<b>Paper Code:</b> UB05SCOM06	<b>Total Credit: 3</b>
<b>Title Of Paper:</b> Stress Management	

Unit	Description in detail	Weighting (%)
<b>1</b>	<p><b>STRESS:</b>            Meaning, Definition            Characteristics of stress            Main Areas of stress:                Performance                Boredom                Fear of Unknown                Grief            Types of stress:</p> <ul style="list-style-type: none"> <li>• Individual stress V/s Group stress</li> <li>• Productive stress V/s Dysfunctional work stress</li> <li>• Mild stress V/s Strong stress</li> <li>• Potential stress V/s Actual stress</li> <li>• Psychological, Psychological V/s Behavioral stress</li> </ul> <p>• Potential Sources of Stress:            Enviromental Factors:</p> <ul style="list-style-type: none"> <li>• Economic Environment</li> <li>• Political &amp; Government Environment</li> <li>• Technological Environment</li> </ul> <p>Organizational Factors :</p> <ul style="list-style-type: none"> <li>• Tasks Demands</li> <li>• Organizational Structure</li> <li>• Organizational Leadership</li> </ul> <p>(C) Individual Factors:</p> <ul style="list-style-type: none"> <li>• Family Issues</li> <li>• Personality Factors</li> <li>• Boredom V/s Monotony</li> </ul>	<b>25 %</b>
<b>2</b>	<p><b>CAUSES OF STRESS:</b>            Individual Stress:</p> <ul style="list-style-type: none"> <li>• Life &amp; Career changes</li> <li>• Personality Type</li> <li>• Role Characteristics</li> </ul> <p>Group Stressor :</p> <ul style="list-style-type: none"> <li>• Lack of group Cohesiveness</li> <li>• Lack of social support</li> <li>• Conflict</li> </ul> <p>Organizational Stress :</p> <ul style="list-style-type: none"> <li>• Organizational Policies</li> <li>• Organizational structure</li> </ul>	<b>25 %</b>



	<ul style="list-style-type: none"> <li>Organizational processes</li> <li>Physical Condious</li> </ul> <p>Extra Organizational Stressors: Effects of Stress: Eustress Distress Physical Problems Psychological Problems Burnout Rustout</p>	
3	<p><b>STRESS MANAGEMENT:</b> Stress and Coping Mechanism Individual Coping Strategies:</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>Organizational Coping Strategies:</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>	25 %
4	<p><b>COUNSELLING:</b> Meaning (Concept) Functions of Counselling</p> <ul style="list-style-type: none"> <li>Advice</li> <li>Reassurance</li> <li>Communication</li> <li>Release of Emotional Tension</li> <li>Clarified Thinking</li> <li>Reorientation</li> </ul> <p>Types of Counselling</p> <ul style="list-style-type: none"> <li>Directive Counselling</li> <li>Participative Counselling</li> <li>Non-directive Counselling</li> <li>Stress Management Based On Indian Philosophy</li> </ul>	25 %

### Basic Text & Reference Books

- Principles and Practice of Management: S. Sachdeva, Laxmi Narain Agrawal , Agra.
- Organizational Behavior: L. M. Prasad Sultan Chand & Sins.

