

Topic: A Comprehensive Stress Management Module among Top Level Managers.

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Abstract: The fascinating experience of understanding and unraveling an individual's behavior and studying the trials and tribulations from which the employee operates in an organization is the core purpose of the present study on the level of Stress Management among Top managers. This gives an insight into the various dimensions from which we can perceive the organization. The organization is in a constant flux as the various components that contribute to the organizational setting create this volatility. In understanding the varied nature of the organizational components, we dwell deeper into the specifics that contribute to the unpredictable nature of the organization. This insight could bring about a change in the behavior of those individuals operating in the organization thereby making it a more predictable place.

The global scenario is wrought with demands, constraints and pressures, which a rank and file worker is unable to cope with. At such a time, the stress experienced by the top management bracket is enormous and dangerous. Unless the working in the organization is stress free, there will not be a psychologically conducive atmosphere from which the individual can operate. This in turn contributes to the effectiveness of the organization by either enhancing productivity or reducing it while maintaining a balance in the organizational work- life fit.

The present study looked at Top level managers experiencing high occupational stress from different departments and age groups and having different levels of Anxiety, Peer relations and Personality. An intervention named comprehensive stress management module (CSM²) was administered to the Experimental group and the effectiveness of the module was post tested. The results were in turn mapped with organizational requirements as a whole and suggestions were made about the ways in which organizations could be made more effective and efficient to work in.