ABSTRACT

Today’s corporate work environment is high-tech and high-stress. We find the work is exciting, but there are daily challenges, deadlines, pressures and of course office politics. These stressful challenges not only pose a threat to our ability but also their cumulative effects lead to Physical, Emotional and Mental break down. To thrive and succeed in the business world, many self-management skills are necessary, including the abilities to manage stress, relax quickly at will, energize when necessary, handle sleep deprivation, relieve headaches, overcome fear and depression, manage anger, sharpen concentration, expand intuition, experience tranquility, relieve grumpiness, persevere to completion, substitute good habits for bad, improve decision making, improve self-esteem and personal magnetism and manifest our potential. Motivation is very much essential for overcoming stress and our paper discusses the effects of Organizational and Self Motivation.

KEYWORDS

Exercise, Stress, Mind, Emotion, Motivation. Physical, Mental, Chemical Adjustments,
1. INTRODUCTION

1.1 Meaning of Stress

Stress is the physical, mental and chemical adjustments that our body makes in accordance to the circumstances of our life. In other words stress is a response to what is happening around us. Experiencing too much stress will result in uncomfortable and prolonged emotions. This will cause psychological and physiological problems like loss of confidence, sleeplessness, raised blood pressure, back pain, rapid loss or gain of weight, heart disease and stroke, digestive disorders and irrational fears. In a stressful work environment, employee’s experience all the common stress reactions on a daily basis. They never have an opportunity to return to a normal state of relaxation. Stressed workers generally feel unhappy. They are usually irritated and easily angered or fatigued and depressed. As a way to relieve their job stress, people tend to smoke, drink alcohol and use drugs. Recognizing the early symptoms of stress and doing something about them will surely make an important difference in the quality of our life, the ability to manage the responsibilities and to excel in our performance in the organization to which we have volunteered our time and energy.

1.2 Relieving stress:

Motivation does a big job in relieving stress for employees to boost their performance. Motivation can be done by the management to enable workers participation and increase the attitude. Also training the employees to practice yoga, prayer, meditation, dance therapy, music therapy, regular physical exercise and controlled diet will persuade the employees to have self motivation to increase the attitude, which will result in high productivity and good quality.

2.0 Motivation by Organization (Case Study)

2.1 Motivation Schemes

A case study was conducted in K.C.P Packagings Limited, Karur and it was observed the following motivation schemes were successfully implemented by the management:

1. Providing free Tea to workers who are not in duty – Staying in the hostel.
2. Increasing the productivity based wages.
3. Providing free residential quarters to all employees with free power supply.
4. Free transportation facilities for all employees and their family members.
5. Gifts to all employees on all festive occasions.
6. Free food for employees.
7. Counseling for employees.
2.2 Results

The following results were observed after implementing the above schemes:

- Satisfaction levels increased – All employees expressed 100% satisfaction with the organization.
- Increase in productivity
- Excellent quality with zero defects.
- Discipline among the employees has improved.
- No Trade unions among workers.

3.0 Self Motivation

Much is known about the physiological and physical health benefits of exercise and physical activity programmes. Commonly, exercise programming is aimed at improving fitness, weight management, controlling diabetes and hypertension, etc. Much less is known about the effects of exercise on mental health and wellbeing or the role that regular physical activity can have in managing stress. The following self-motivation techniques will yield a good result in relieving our stress.

3.1 Yoga

Health is properly viewed as the state wherein all organs function properly under the intelligent control of the mind. Yoga regards the body as the vehicle of the soul in its journey towards perfection. Yogic physical exercises are called Asanas which are designed not only to develop the body but also broaden the mental faculties and the spiritual capabilities. There are different types of asanas like Halasana, Sirasasana, Pasimothasana, Padmasana, etc. Hence Yoga is a Science of Mind, an ancient system of exercise that includes thousands of physical and mental exercises designed to strengthen and balance the body, rejuvenate the nervous system and concentrate the mind.

Kapalabhati--Lungs are cleansed, excess CO2 is eliminated, blood is purified and toned, body gets increased supply of oxygen.

Result: Brings increase in alertness, creates a feeling of exhilaration.

Archer Pose—Applies pressure to every cell of the body and strengthens the nervous system.

Result: Develops courage and overcomes fear.
This is an yoga module exclusively designed for relieving stress.

In our day to day life it is more difficult to spare time for yoga or any physical exercise, walking, jogging, going to gym, and swimming and going to temple.

The newly innovated power yoga with properly and perfectly designed sequence of posters seems to be 10 minute method of doing yoga, meditation and prayer. The power yoga was designed with the blessing of Dr.S.Hema who is the founder of and director of Indian Institute of Yoga, Chennai.

You make contact us for learning power yoga, which consumes 10 minutes of daily practice whose procedure is as follows

<table>
<thead>
<tr>
<th>S. No</th>
<th>POSTURES</th>
<th>COUNTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Leg/Hip Breathing</td>
<td>10</td>
</tr>
<tr>
<td>2.</td>
<td>Leg/Hip Warm Up</td>
<td>10</td>
</tr>
<tr>
<td>3.</td>
<td>Lig/Hip Breating</td>
<td>10</td>
</tr>
<tr>
<td>4.</td>
<td>Leg/Hip Hand Up - Down</td>
<td>10</td>
</tr>
<tr>
<td>5.</td>
<td>Resting Breath</td>
<td>10</td>
</tr>
<tr>
<td>6.</td>
<td>Abdoment Warm Up</td>
<td></td>
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<tr>
<td>7.</td>
<td>Repeat 1</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>Repeat 4</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>Janu – Right</td>
<td>5</td>
</tr>
<tr>
<td>10.</td>
<td>Janu – Left</td>
<td>5</td>
</tr>
<tr>
<td>11.</td>
<td>Pachi</td>
<td>10</td>
</tr>
<tr>
<td>12.</td>
<td>Resting Breath</td>
<td>5</td>
</tr>
<tr>
<td>13.</td>
<td>Bhujanga</td>
<td>5</td>
</tr>
<tr>
<td>14.</td>
<td>Dhanu and Body Rolling</td>
<td>10</td>
</tr>
<tr>
<td>15.</td>
<td>Resting Breath</td>
<td>5</td>
</tr>
<tr>
<td>16.</td>
<td>Stand Yoga</td>
<td>10</td>
</tr>
<tr>
<td>17.</td>
<td>HIP RAISING</td>
<td>10</td>
</tr>
<tr>
<td>18.</td>
<td>BODY RAISING</td>
<td>10</td>
</tr>
<tr>
<td>19.</td>
<td>Vajra</td>
<td>20</td>
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<tr>
<td>20.</td>
<td>Padma</td>
<td>30</td>
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</tbody>
</table>

3.2. Physical Exercise

Exercise programmes can reduce stress across a wide range f sub groups. Exercise is linked to decreased depression and the physically active are less likely to develop stress. Exercise can improve a person’s physical self worth and other important self perceptions such as body image. Exercise has positive effects on self-perception for men and women of all ages.
Effective Stress Management For Performance Improvement In Corporate World
– Dr. K. Ravichandran and Dr. R. Muruganandham

Walking, Jogging, other physical exercises: When we exercise, muscles need more oxygen than usual, so heart has to beat faster to pump more oxygen carrying blood to them. When we exercise regularly heart pumps more oxygen with each beat.

Result: Increase oxygen supply regulates the blood circulation which overcomes tension, depression.

Fitness: Fitness refers to the good body physique, body’s adaptation to the various climatic conditions, able to do any physical work in a brisk manner and being fit throughout the day. Stamina, suppleness and strength together constitute fitness.

Stamina: Being able to keep going when running or walking briskly, without getting tired or puffed very quickly. Stamina is very useful when one is in a hurry to get somewhere or when one need to keep up with the children.

Suppleness: Being able to bend, stretch, twist, and turn through a full range of movement. You need suppleness all the time for awkward jobs around the house, getting in and out of cars, and even getting on buses and trains.

Strength: Being able to exert force for pushing, pulling, and lifting. You need strength all the time to move around, carry shopping, climb upstairs and take stubborn tops off bottles. Strength protects you from sprains and strains.

<table>
<thead>
<tr>
<th>S. No</th>
<th>PERSONALITIES</th>
<th>SHAPE</th>
<th>CHARACTER</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>ENDOMORPH</td>
<td>PHUMP, FAT, SLEEP LARGE TIME</td>
<td>OVERWIGHT WITH HIGH CHOLESTROL</td>
</tr>
<tr>
<td>2.</td>
<td>MESOMORPH</td>
<td>QUICK, ARTICULATE, EFFICIENT</td>
<td>WELL PROPORTIONED BODY, STABLE WEIGHT</td>
</tr>
<tr>
<td>3.</td>
<td>ECTOMORPH</td>
<td>SLENDER, DELICATE, POOR MUSCLES</td>
<td>MOODY, SENSITIVE CHARACTER</td>
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</table>

The most wanted personality in an organization is, nowadays, the people belonging to the mesomorph category only. As they have a well proportioned body they can do any type of work for a long period of time with briskness. How to make you as a mesomorphic person? This is not a difficult job. You should follow certain procedures to make you like those people.

3.3. Dance

Regular dancing is essential for strength especially for good stamina to keep our joints supple and mobile.
Result: A supple joint reduce our mental ambiguity and improves our decision making power.

3.4. Music

Simplest and the most readily available technique to relieve stress is music. Mentally music appeases the emotions.

Result: 80 % of the 350 samples when surveyed confirmed that hearing Flute tunes pacified the stress and made them emotionally stable.

3.5. Food and Stress

Avoid coffee if you are under stress. Caffeine affects the central nervous system often making people nervous and putting them on edge. Caffeine is called stress packed beverage Reduce salt, sugar and fatty eatables. The Brain Chemicals concerned with stress are

<table>
<thead>
<tr>
<th>S. No</th>
<th>BRAIN CHEMICALS</th>
<th>RESULTS</th>
<th>DESIRED FOOD</th>
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</thead>
<tbody>
<tr>
<td>1.</td>
<td>Serotonin</td>
<td>Enhances, Calmness, Sleepness, Erases Depression.</td>
<td>Vegetables, Bread, Noodles (Carbohydrates etc.,)</td>
</tr>
<tr>
<td>2.</td>
<td>Noradrenalin</td>
<td>Makes you Feel Energetic and Focused</td>
<td>Egg – Albumin, Cereals, Wheat etc., (Protein)</td>
</tr>
<tr>
<td>3.</td>
<td>Endorphin</td>
<td>Create Euphoria (Endless Pleasures)</td>
<td>Most interested Food Like Ice Creams etc.,</td>
</tr>
</tbody>
</table>

To reduce stress and have emotional stability

- Know the facts about food values.
- Take responsibility for healthy eating.
- Don’t settle for what is easiest.
- Plan your diet, monitor your physique.

4.0. Conclusion

Stress was defined and how motivation is helping to relieve the stress was studied. Case study has been presented in implementing the Organizational Motivation. And some awareness has been given regarding the self motivation. In fact Yoga balances the brain and relieves the stress. It takes only a few minutes to practice yoga but can have profound Effect.
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