NEWS LETTER JUNE-2020 *(Zeiqadh 1441 AH)*

BOARD OF MANAGEMENT – MULTAN INDUSTRIAL ESTATE

" Stress & Coping Strategy"

"Stress has been acknowledged as a 21st century disease and has been viewed as a complex and dynamic transaction between individuals and their environments". Stress is our reaction toward any requirement while stressors are of three types like physical, psychological and environmental stressors. It may be positive or negative that directly effect on physical, psychological or mental health.

Job entails a person to work for the development of organization according to job need. Sometimes it may upshot stress & affects the performance of the employees. Due to competitive nature of job, it necessitates employees, with perfection. To accomplish this level may force employees to adopt different coping strategies for job stressors. If we see the stress in the organization perspective, we come to realize how much its productivity will be affected if their employees are under stress. Although there are different levels of stress like mild, high, sever stress with different effects like anxiety, high blood pressure & depression etc.

Usually people get worried due to outcomes of their work, which create tension. Some employees don't have pragmatic approach toward their work life, which also create stress. Personal attributes matter a lot as coping strategy, because if an employee has strong belief over one's qualities then he/she must be confident and will work smoothly.

If we discuss coping strategies in past research, we realize that stress coping strategies work as mediator Such as works overload create stress and coping strategy of work Planning /management helps to reduce work overload. There are two types of stress coping strategies like healthy and unhealthy coping strategy. Healthy coping strategy involves.

- Lowering your expectations. & asking others to help if needed.
- Taking responsibility for the situation & Engaging in problem solving behavior.
- Maintaining task-oriented, emotion-oriented approach

While unhealthy Coping strategies involves,

- Smooking, Abusing & Aggressive attitude etc

So, It is our choice which stress coping strategy we should follow. For a while we can say stress is good to create little bit pressure to get the working smooth.

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Precautionary Measures Covid -19

BOM/MIE cares for Workers & Make sure In all Phase 1 & 2 Industries for

- Use of Sanitizers machine at main entrance
- Use Temperature machine at main entrance
- Use of Hand Sanitizers
- Use of Mask for every staff
- Wash your hand for 20 second multiple times in a day
- Avoid Hand Shaking with each other
- Follow Social Distancing in working areas
- Avoid social gathering