

Signs and symptoms of stress (cont'd)

Cognitive symptoms:

Memory problems
Indecisiveness
Inability to concentrate
Trouble thinking clearly
Poor judgment
Seeing only the negative
Anxious or racing thoughts
Constant worrying
Loss of objectivity
Fearful anticipation

Emotional symptoms:

Moodiness
Agitation
Restlessness
Short temper
Irritability, impatience
Inability to relax
Feeling tense and 'on edge'
Feeling overwhelmed
Sense of loneliness and isolation
Depression or general unhappiness

Top ten stressful life events (stressor):

1. Spouse's death
2. Divorce
3. Marriage separation
4. Jail term
5. Death of a close relative
6. Injury or illness
7. Marriage
8. Fired from job
9. Marriage reconciliation
10. Retirement

Penyebab stress

1. Major life change

2. Daily hassles and demands

- environmental stressors

- Family and relationship stressors

- Work stressors \longrightarrow Job stress

- Social stressors

3. Internal causes of stress

- Uncertainty or worries

- perfectionism

- Pessimistic attitude

- low self-esteem

- excessive or unexpressed anger

- Unrealistic expectations or belief

- Lack of assertiveness

- Self criticism

Risk factors for stress

The degree of impact in daily functioning depend on:

- The nature of stressor
- A crisis experience
- Multiple stressors or life change
- Your perception of the stressor
- Your knowledge and preparation
- Your stress tolerance
- Your support network

Effects of chronic stress

■ Health effects

■ Chronic pain

■ Migraines

■ Ulcers

■ Heartburn

■ High blood pressure

■ Heart disease

■ Diabetes

■ Asthma

■ Obesity

■ Skin problems

■ Infertility

■ Autoimmune
disease

■ Irritable bowel
syndrome

■ Emotional effects

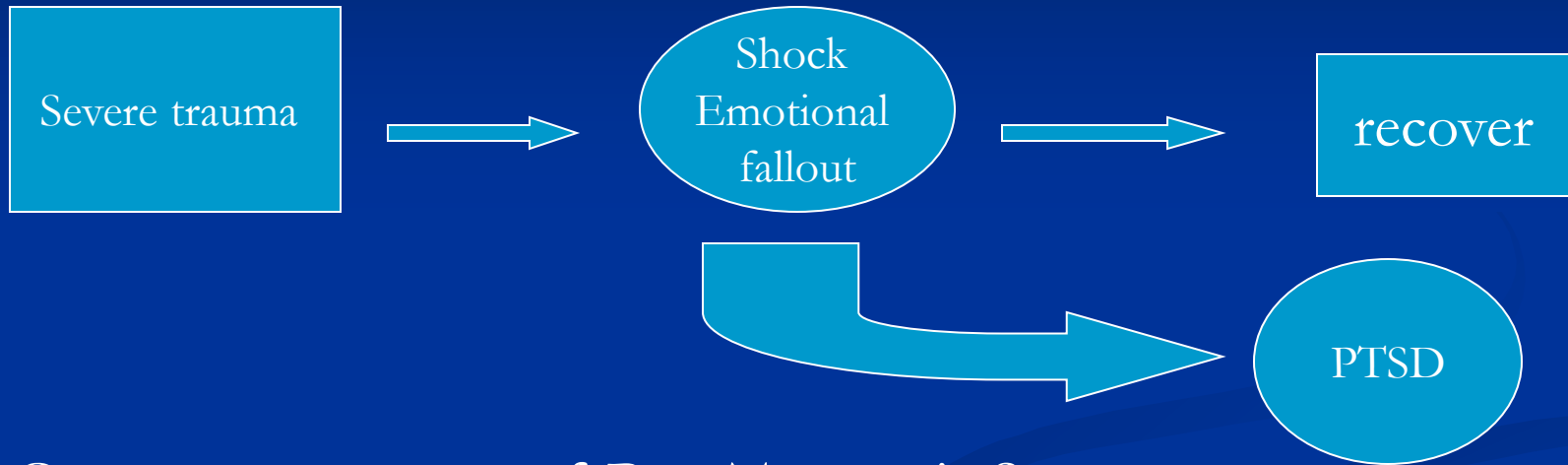
■ Anxiety

■ Depression

■ Eating disorder

■ Substance abuse

Severe stress and trauma



Common symptoms of Post Traumatic Stress

Disorder (PTSD):

- Depression
- Chronic irritability & tension
- Hyper vigilance for signs of danger
- Avoidance of places and things associated with trauma
- Flashback, intrusive thoughts, or nightmare about trauma

Job stress

- As the harmful physical & emotional response that occur when the requirement of the job do not match the capabilities, resources or needs of the worker. Job stress can lead to poor health and even injury.
- Challenge energizes us psychologically and physically and it motivates us to learn new skills and master our job. When challenges is met, we feel relaxed and satisfied. Some people say that a little bit of stress is good for you.

Conditions leads to job stress

- The design of task
- Management style
- Interpersonal relationship
- Work roles
- Career concerns
- Environmental conditions

Managing job stress

Major sources of job stress:

- Control. Too little control or have decision making power
- Increased responsibility
- Competence
- Clarity
- Communication
- Support
- Significance

Preventing job stress

As a general rule, actions to reduce job stress should give top priority to organizational change to improve working conditions. But even the most conscientious efforts to improve working conditions are unlikely to eliminate stress completely for all workers. For this reason, a combination of organizational change and stress management is often the most useful approach for preventing stress at work.

How to Change the Organization to Prevent Job Stress

- Ensure that the workload is in line with workers' capabilities and resources.
- Design jobs to provide meaning, stimulation, and opportunities for workers to use their skills.
- Clearly define workers' roles and responsibilities.
- Give workers opportunities to participate in decisions and actions affecting their jobs.
- Improve communications-reduce uncertainty about career development and future employment prospects.
- Provide opportunities for social interaction among workers.
- Establish work schedules that are compatible with demands and responsibilities outside the job.
 - *-American Psychologist*

MANAJEMEN STRESS

- Tujuan: mencegah timbulnya stress, meningkatkan ambang stress individu, menampung akibat fisiologikal dari stress
- Langkah-langkah:
 1. Mengubah lingkungan agar tanpa stress
 2. Mengubah diri individu agar:
 - Ambang stress meningkat
 - Toleransi terhadap stress meningkat

Tehnik manajemen stress

- Kerekayasaan organisasi
- Kerekayasaan kepribadian (peningkatan kecakapan dan perubahan nilai dan kebutuhan)
- Tehnik penenangan pikiran
- Tehnik penenangan melalui aktivitas fisik

Boredom vs Fatigue

Boredom	Fatigue
Psychological	Physical
Capacity > workload	Workload > capacity
Monotonous	Strenuous
Motivation	Muscles (lactic acid >>)
Need change	Need pause

Peningkatan Sumber Daya Manusia (SDM)

- Tidak tahu apa yang harus dikerjakan ----
komunikasikan
- Tidak tahu cara mengerjakan ---- pelatihan
- Tidak ingin mengerjakan ---- motivasi
- Tahu apa yang harus dikerjakan, punya motivasi,
berkompetensi, ---- pemberdayaan
- Sudah mengerjakan dan memenuhi standard---- beri
penghargaan

Terima Kasih