

CONCEPT AND PREVENTION OF PROFESSIONAL STRESS

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Introduction. In the modern world, professional stress is a very serious social phenomenon that is progressing at a huge pace. The reaction of a person to a stressful situation is manifested not only in psychological and emotional tension, health and working capacity suffer, and the quality of life as a whole varies. The employee is in a state of constant fatigue and energy loss, there are problems with health.

Objectives. What we can do to prevent professional stress? Stress is not always bad: it can be useful for a person, to be a stimulant of his activity and harmful, reducing the resources and activity of a person. By definition, G. Selye calls such stress a distress.

Subject of study. When creating the conditions for achieving optimal productivity and activity in professional activity, it is necessary to use system and complex knowledge of various directions in science. One of the most important and necessary for the study, both managers and ordinary employees of scientific fields is the psychology of labour. Professional stress is seen as an employee's stressful condition, which occurs with him for a fairly long, more or less intense impact of emotionally-negative and extreme factors, directly related to the performed professional activities.

Results. In order to cope with stress, you need to understand its nature very well.

Distinguish such varieties of professional stress as information, emotional and communicative stress. In cases of information overloads, when a person does not cope with the task has arisen before him, he does not manage to make important decisions in conditions, above all, acute restriction in time, information stress arises.

Emotional stress can be experienced when internal attitudes, personal values of a person, related to his profession, job, position are destroyed. Emotional stress occurs when there is a real or perceived danger, feelings of humiliation, guilt, anger and resentment, misunderstanding, mistrust, injustice [3].

Communicative stress associated with real problems of business communication is manifested in growing irritability, inability to protect oneself from communicative aggression, inability to formulate a refusal, where necessary, of ignorance of methods of protection from manipulation, mismatch in the pace of communication.

The following factors determine professional stress:

- the employee's working day is associated with high temporary overloads, an irregular working day;
- working conditions do not meet the requirements of safety and physical comfort;
- the employee is forced to make his own decisions.
- the employee is not sufficiently informed about his professional duties and authority of his colleagues and superiors;

- high responsibility for other people and for material values;
- little influence on decision-making in the organization;
- complex relationships with management, with subordinates, with colleagues;
- intrigues, pressure manipulation by colleagues, supervisors, subordinates [1].

Methods for the prevention of occupational stress:

- As far as organisation is concerned: the creation of effective working and rest conditions (a safe workplace, an optimal schedule of work and rest, the creation of conditions for high-quality rest, the maintenance and restoration of health, the holding of corporate events aimed at relieving stress and team building, creating conditions for information and employee's psychological security, a clear distribution of responsibilities between employees, respect for rights and social guarantees, a developed system of motivation and incentives, encouraged I and penalties, etc.)

- Concerning the leadership: creating a favourable social and psychological climate, choosing the optimal leadership style (the most effective is a situational management style, one of the ineffective and most stressful is hard and authoritarian, tolerant, emergency, restructured (constant and unsystematic innovations), you must use appropriate delegation of authority.

- On the part of the employee: managing your attitude towards the situation, developing attitudes that reduce stress, help to respond more softly to stress situations, the development of positive attitudes, giving attention, help and support to other people who have to do a common job, using relaxation, meditation, autogenic training, abandoning bad habits, developing the ability to switch to other activities (hobbies, communication with animals, healthy way of life.

But the important question is: can an employee, a specialist, learn to regulate one's own state and behavior under conditions of professional stress and rebuild their stressful scenario? The answer is quite understandable: in professional work, people who are able to own themselves, have developed psychotechnics of personal self-control, know their strengths and weaknesses, are able to restrain themselves in time, show patience, slow down or freeze their internal impulses and maintain self-control.

In principle, there are several rules of self-regulation under conditions of professional stress:

- It is useful to watch yourself;
- the success of building a personal program for protection against professional stress depends on how accurately and timely the beginning of the entry of a stress strip and loss of self-control will be noticed;
- think seriously and try to understand what helps to relieve tension, which is more pleasing than you do with enthusiasm - hence: try more often to find a little time for classes that bring satisfaction and joy [2].

Conclusion. The task of the employer is to create optimal conditions for the employee, but an important resource is also an independent and conscious preventive work of the employees themselves, which must be stimulated by means of various organizational events.

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References

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