ABSTRACT

The success of an organization is determined by the people. That is why they are called the ‘human resources’. When we compare this resource with other resources like money, machines, materials and even time, this is the only resource which will not deplete over time. Notwithstanding the above, human resource has potential for advancement or improvement. Hence money invested in human capital by way of training will give returns in the future which will be evidenced by increased domain knowledge and also change in behavior, the change happening in the three components of behavior, viz., knowledge, skills and attitude.

Stress management and leadership have attracted the attention of researchers the world over for more than fifty years and still the two areas have not lost their significance in the study of inter-personal interaction and dynamics. The present study explores the dimensions of stress, coping with stress and leadership in the organizational context. The outcome of the study is the finding that an enabling leadership will foster reduction in the stress of subordinates and enable creativity, which is very much essential for survival in the competitive corporate world. Another major outcome is that executives should resort to individual coping strategies of stress rather than allowing stress to overrule them and wait for stress management interventions at the organizational level.

Key Words: Stress, Strategies for stress management, Leadership traits, skills & style.