CHAPTER 2

REVIEW OF THE LITERATURE
The review of literature in research provides one with the means of getting to the frontiers in a particular field. Borge (1964)

For any worthwhile study in a field of knowledge a research needs adequate familiarity with related studies only then an effective research for specialized knowledge is possible. The research for reference material is time consuming but very fruitful phase of research program. Survey of related literature serves to show what is already available, solves the problem adequately without further investigation and also avoids the risk of duplication. It provides comparative data useful for the interpretation of results and contributes to the general scholarship of the investigator.

The importance of the review of the related literature is expressed in the words by Billy Turney and George Robb as follows “Identification of a problem, development of a research design and the determination of the size and scope of the problems all depend to a great extent on the case and intensity with which a researcher has examined the literature related to the intended research”

The present review of literature will consider the conceptual phenomena as well as the variables under study to assess empirical clarifications. Any research needs support, verification and clarification by having thorough
critical evaluation of the literature available to the researcher, as much as possible within the literature available to the research investigation.

Keeping in view the above consideration made a comprehensive survey of the related study of past years was studied, which have been presented as following.

A longitudinal perspective on 14 hospitals, examined sources of occupational stress, coping strategies, and job satisfaction. A sample of 200 nurses was compared to 147 nurses sampled from the same hospital wards after 5 years and revealed a significant increase in nurses’ workload, involvement with life and death situations, and pressure from being required to perform tasks outside of their competence. Although nurses working in public hospitals generally reported more stress than private hospitals, surprisingly nurses’ satisfaction with their job increased particularly in public hospitals, which may be attributable to age, improvements in monetary compensation, and organizational support.

*(Elsevier B.V Elsevier B.V. Elsevier B.V;2009)*

*Joel E. Dimsdale, San Diego and La Jolla, (2008)* reviewed the conceptual issues in defining stress and then explored the ramifications of stress in terms of the effects of acute versus long-term stressors on
cardiac functioning. Examples of acute stressor studies are discussed in terms of disasters (earthquakes) and in the context of experimental stress physiology studies, which offer a more detailed perspective on underlying physiology. Studies of chronic stressors are discussed in terms of job stress, marital unhappiness, and burden of care giving. From all of these studies there are extensive data concerning stressors’ contributions to diverse patho-physiological changes including sudden death, myocardial infarction, myocardial ischemia, and wall motion abnormalities, as well as to alterations in cardiac regulation as indexed by changes in sympathetic nervous system activity and haemostasis. Although stressors trigger events, it is less clear that stress "causes" the events. There is nonetheless overwhelming evidence both for the deleterious effects of stress on the heart and for the fact that vulnerability and resilience factors play a role in amplifying or dampening those effects. Numerous approaches are available for stress management that can decrease patients’ suffering and enhance their quality of life.

**NIMHS (2007)** investigated numerous emotional and physical disorders that have been linked to stress including depression, anxiety, heart attacks, stroke, hypertension, immune system disturbances that increase susceptibility to infections, a host of viral linked disorders.
When people react to stressors, a wide variety of cognitive and emotional responses can occur. Examples of cognitive responses are concentration problems, indecision, forgetfulness and sensitivity to criticism, self-critical thoughts and rigid attitudes. Emotional responses are nervousness, tension, irritability, anger hostility, sadness, guilt, shame, moodiness, loneliness and jealousy (Bernstein 1997; Lefton 2004 & Powell 2007).

The study of ICFAI (2006; Oct.) was conducted to find out the reasons for stress among female cashew workers in the Kollam district of Kerala, to identify the sources of stress and the ways in which the workers cope with stress, and to identify the groups for counselling. The psychological variables chosen for the study are job stress, family-induced stress, job satisfaction, and ways of coping, personality components and manifestation of stress in terms of symptoms. The sample consists of 155 cashew workers selected from 39 cashew factories. The study establishes that these women workers have a combination of both job stress and family-induced stress. The paper reveals that a majority of respondents had a passive way of coping with stress. The active way of coping with stress in relation to the various castes shows that the Hindu Chetty caste is more active in coping with stress.
Two general personality traits, positive affectivity (also called extroversion) and negative affectivity (also called neuroticism) are particularly relevant to stress. People who are high in positive affectivity tend to have positive feelings like enthusiasm and energy (Watson and Pellegen, 2005), feelings that characterize eustress. People who are high in negative affectivity tend to have negative feelings like anxiety and depression (Clark, 2004), feelings that characterize distress. In particular negative affectivity is associated with the ineffective use of coping strategies (Bogler, 2000 and McCrae, 2006) and susceptibility to daily stressors. Another personality trait relevant to stress is optimism, a general tendency to expect that things will work out for the best (Scheier and Carver, 1994). Optimism is associated with stress resistance. Students, who are optimistic, for example tend to have fewer physical responses to stressors at the end of an academic term than do students who are pessimistic (Aspinwall, 2002). Even when taking into account other personality traits like negative affectivity, perceived control, and self-esteem, optimism is still associated with a lack of stress responses like depression (Bridges, 2004).

Self-esteem is one factor that can influence the relation between daily hassles and emotional responses to stressors. Additionally, low self-esteem is associated with increased blood pressure in response to
stressors and other physiological responses that often occur in response to stressors, such as trembling hands, pounding heart, pressure or pains in the head, sweating hands and dizziness. Low Self-esteem also has an important role in depression (Beck, 1967 & Folkman et.al.,1988).

People are particularly resistant to stress if they lead a healthy lifestyle, which includes a healthy diet, physical fitness and enough rest and relaxation. In particular, people who lead a healthy lifestyle have the energy they need to cope with stressors (Lazarus and Folkman;1984). Physical fitness makes people less vulnerable to stress responses. Stressors tend to prompt weaker physiological responses, such as lower levels of cardiovascular arousal, in people who are physically fit than they do in people who are not physically fit. Similarly, stressors tend to prompt weaker psychological responses, such as lower level of anxiety, emotionality and depression in people who are physically fit than they do in people who are not physically fit (Doan et. al.,2006).

Observational studies by James A. Blumenthal, Andrew Sherwood, Michael A. Babyak, Lana L. Watkins, Robert Waugh, Anastasia Georgiades, Simon L. Bacon, Junichiro Hayano, R. Edward Coleman and Alan Hinderliter (2005) have shown that psychosocial factors are associated with increased risk for cardiovascular morbidity
and mortality. Their Objective was to determine the effect of 2 behavioral programs, aerobic exercise training and stress management training, with routine medical care on psychosocial functioning and markers of cardiovascular risk. Randomized controlled design was employed and 134 patients (92 male and 42 female; aged 40-84 years) with stable ischemic heart disease (IHD) were taken as a sample. Routine medical care (usual care); usual care plus supervised aerobic exercise training for 35 minutes 3 times per week for 16 weeks; usual care plus weekly 1.5-hour stress management training for 16 weeks. They concluded that patients with stable IHD, exercise and stress management training reduced emotional distress and improved markers of cardiovascular risk more than usual medical care alone.

Anne Mandy and Paul Tinley (2004) have made study on unexperienced practitioners. This study was undertaken to compare the levels of burnout in newly qualified practitioners in Australia and the United Kingdom. The results suggest that levels of burnout are higher in these groups than indicated by the published normative medical data. Occupational stress was associated with lack of professional status and with geographic and professional isolation. Within these two themes, there were clear differences between the two groups.
Gold, Dave and Alistair (2003) studied the value of meditation in business workingwomen. Meditation techniques are applied to the small business enterprises. Concerning the view of their involvement in the meditation programme, the results reveals that meditation is of real importance is monitoring the stress and it reduces the stress level also and helps the workingwomen to work efficiently is their business.

D. G. Byrne;2003 proposed in his paper that the frustration of competitiveness by structural aspects of the occupational environment contributes to the generation of occupational stress. A large sample of managers selected from the private and public sectors completed the pressure management indicator (PMI). The PMI is a 120-item self-report questionnaire developed from the occupational stress indicator (OSI). The PMI provides a global measure as well as differentiated profiles of occupational stress. Outcome measures include work satisfaction, organisational security, organisational satisfaction, and commitment, as well as physical wellbeing (physical symptoms and exhaustion) and psychological health (anxiety depression, worry and resilience). In addition moderator variables are assessed including type A behaviour, internal locus of control and coping strategies. The data from the PMI show that, when compared with British managers, the German managers reported greater job satisfaction and lower levels of resilience.
The German managers displayed substantially higher pressure from the home-work interface but less pressure from the need to have their achievements recognised. German managers reported higher levels of impatience (a sub-scale of type A behaviour), coupled with high internal control (extent to which individual feels able to influence and control events) and made more use of coping strategies, especially problem focussed measures. (B.D. Kirkcaldy, R.M. Trimpop, S. Williams, 2002)

Howard (1980) studied the effect of meditation on the integration of self system and hypothesised that individuals engage in meditation experience reconcile confliction self systems that arise in disparate social situations. The subject underwent four month period intensive meditation exercises (who had conflating self system).

Levine Stephen (1987) in his paper on healing into life death concluded that through opening the heart and meditation technique, People gets relief from pain and grief and develops a technique as a means of healing their body as well as mind.

Delone and Susan (1987) concluded by their study that meditation has a psychological effect on the stress management. It is the self control strategy for stress management.
Watanabe & Agnes (1986) in their study on the influence of guidance and counselling concluded that counselling helps in the development of new skills and also work as a provision of psychological and mental health programs for workers and managers. They also concluded that career guidance workers in schools also provide that guidance which matches to the career model.

Beryl and Katrina (1992) examined the effect of counselling on career compromise and adjustment among the graduates in the banking industry. They took two groups of subjects who were dissatisfied with their jobs & conclude that, the subjects who received counselling started compromising with their jobs and developed skills and abilities in accordance to their job and those who did not receive counselling remain dissatisfied and did not compromise with their jobs.

Bury, Peter and Myrna (1992) studied the role of occupational counselling in Czechoslovak enterprises and concludes that counselling organizations resolves the conflicting situations and provide for the different modes of coping with stress.

Smith (1991) in his book "A guide to stress management" gave many methods to cope with stress. One of the methods described is the
meditation exercises & relaxation technique. Which gives the strategies for stress management coping and emphasizes upon the cognitive behavioral relaxation theory through concentrating on the behavior change to manage stress.

Duckworth and Douglas (1991) is their article studied the role of professional counselor in facilitating recovery from disaster work experiences and concluded that counsellor supports the staff at the time and after the disaster and helps them to cope with crisis solutions and come out of it easily.

Cooper etal (1991) concluded by their study on the stress counselling in the post office that the impact of stress counselling on sickens, absence and psychosocial measures of job stress for 78 subjects indicated that counseled employees showed significant improvement in anxiety, stress and depression.

Callings and Gilbert (1990) in their article on stress containment through meditation, compared the effects of three leading meditation - relaxation techniques on symptoms of stress in 154 employees. Results shows the significant reductions in physiological complaints and other symptoms of stress with the use of meditation relaxation techniques.
Sakaire (1992) in his article studied the effect of transcendental meditation in reducing anxiety level especially trait anxiety of the workingwomen. In the cross sectional study the trait anxiety level of 103 subjects who had practised meditation for at least one year was compared with that of those subjects who were given on meditation, their trait anxiety and state anxiety were measured and the level of stress and anxiety was different in both the groups thus proves the positive effect of meditation on stress and anxiety.

Schmookler & Bard (1988) in their book "Out of Weakness" has emphasised upon the importance of meditation and concluded that meditation has become a deeply thoughtful way on the psychological sources of the danger to humanity created by the advent of weapons on mass destruction. It gives peace and decreases the stress level of the masses.

Tray Ian & Jose (1996) in their Research Studied the effect of PTSD on the personality and the role which counselling plays to get the person come out of the severe and depressive neurotic psychological effects.
Ishu & Akio (1996) studied the counselling implications upon overwork, work alcoholism and related psychological stresses & tension and concluded that counselling effects the mental stress and career performance of the work alcoholic persons.

Tehran (1995) studied the importance of counselling in Business dimensions for the Workingwomen organizations are increasingly introducing counselling for the troubled employees in stress. This counselling covers the emotional and other psychological needs. Such counselling has increased employee effectiveness and is reducing sickness absence and improves the mental health of the employers.

Charles, Gerald, Maxwell et-al (1994) presented an article on the effects of the mediation program on stress reduction and health improvement. Measuring the stress and anxiety level before and after the meditation session saw the effect of meditation. It was seen that there was a great reduction in anxiety and stress level after the meditation programme was carried out.

Lane and David (1993) studied the role of counselling in response to stress problems. Results suggests that counselling should not simply be considered to be a good thing which solves the stress problems but its
effects and role in the organizational system, with its management practices and cognitive context should also be considered as it proves to be beneficial for the organizations also.

**Roger (1999)** explained the emphasis of counselling in the daily life and taking counselling as a profession, its importance in daily life and the role the counselling plays in relieving stress & giving the life which is without any stress & tensions.

**John Richard (1998)** studied the effect of meditation on psychological, physiological and organizational variables at the work site. This study evaluated the effectiveness of a stress reduction intervention offered to employees at one worksite where 80 were employed. 41 volunteers (aged 21-65) participated in meditation and rest did not attend any of the stress reduction programme. An hypothesis that the group that participated in the stress reduction programme will have better mental and physiological health was proved as compared to those who did not participated in the stress reduction programme.

**Nixon, John (1997)** evaluated by their study that a counsellor's role is very important in managers work" Counsellor helps to pinpoint the risk and the responsibilities on the workingwomen in the company.
Walton, Michael (1997) in the book of counselling in organization described counselling as a form of organizational change. It enables the employees to raise personal matters in professional and confidential settings. Counselling also offers the potential for personal change and the scope for personal development and also offers them to reconsider their work experiences and to offer opportunities for clients to reconsider their work experiences & to ponder on what if anything needs to change. It sets in motion thoughts for a different future.

Samel, Alexander (1997) studied the effect of long hour night flights on the pilots which leads to stress and fatigue at a critical level. Motor activity, brain wave activity and heart rate indicated drowsiness and a low state of vigilance and alertness. They also discussed on the meditation, which gets relief in these excessive demands on mental and physiological capacity.

Lu-Luo et-al (1997) examined occupational stress in clinical nurses. It focused on stress perception and outcomes, as well as potential moderating variables such as personality and coping with stress efforts. The results shows that nurse show higher work stress and more physical and mental ill health and lower job satisfaction. Results also show that the
nurses also made more effort. Than, other workers to cope with the stresses, with meditation techniques, counselling and relaxation technique.

**Mulvaney – Anne (1996)** examined the impact of meditation exercise on the lives at home at work. Several common benefits of meditation emerged from the study. There was an evidence of increased self-discipline, physical health equanimity, creativity, sensitivity, connectedness and caring in the work place as well as at home. Insights and tensions are bridged through meditation leading to lives with energy peace & purpose.

**Tehrani (1996)** concluded the importance of the role in business organizations. For the efficient working of the employees to come out of their problems, the ethical and effective counselling is essential.

**Schmidt et-al (1996)** in their article on the effect on meditation program in developing consciousness in the business organizations concluded that meditation techniques should be practiced for developing consciousness and human potential. It improves the employee’s health, well being, job
satisfaction, efficiency productivity in turn influencing organizational climate and financial performance.

(1) Forbes, Julie (2000) in their dissertation on the impact of the practice of meditation on the business people in the workplace. The results suggest that the meditations reported generally positive effects of practice on their experience in the workplace. This includes improved inner state, increased functioning at work, improved perception of self, increased sensitivity towards others, shifts in priorities of work towards greater balance, increased focus on ethical behavior, improved interpersonal relationship and an integration of practice with life. Thus this study concludes that meditation techniques have wide ranging benefits for business enterprises who meditates.

Herriott et-al (2000) They in their dissertation emphasised meditation as the workingwomen success. They took it as a link among inner competencies, inner developments and success. They concluded meditation is a technique for facilitating stress management, promoting health and fostering personal growth. The results suggest that meditation develops a number of qualities not commonly observed, these includes superior stress management skills and the expansion of the internal resources that the person has inside him.
Zinkiewicz et-al (2000) in their study on the alcoholic employees emphasised the importance of the counselors for giving support in the organization to reduce alcoholism. These employees are sent to counsellor for counselling and assistance and the study concludes that counselling thus provides the proper assistance and helps the alcoholics to come out of their problems.

Roy – Dilip (2000) discusses physical and mental sources to stress in the work environment and proposes yoga & meditation as an approach to stress management for business workingwomen. Meditation helps in cleaning the minds of accumulated worries. It helps in mind management and restoration of nervous balance. They concluded that meditation exercises plays a great role is the management of stress.

Neault & Roberata (2000) in their study on career management emphasised the role of counselling in building up strategic partnerships between individuals and their employers. This study concludes that counsellors can provide solutions urgently sought by human resources, practitioners and managers in the corporate world. Counsellors explorers the new roles that both individuals and employers play in a career development culture.
Lindquist, Copper et-al (1999) Assessed the effectiveness of an intervention programme which employed previously identified lifestyle and coping strategies to reduce the subjective experience and effects of work – related stress. Pre and Post programme questionnaire assessments of work related stress coping strategies, physical health and lifestyle as well as physiological assessments were used to evaluate changes following an 8 week programme implementation phase. The programme comprised 4 weekly workshops on stress and lifestyle education as well as stress – coping skills training, followed by individual counselling session and a personalised action plan. Thus they concluded that counselling reduces the perception of stress even though the workplace stressors are the same.

Jenkins, Gray and Bailey (1983) tested a psychological model of stress using data from 100 hospital nurses concerning conditioning factors, environmental and internal demands, perceived stress, coping strategies, social resources and level of psychological functioning. Better adaptive status was related to higher initial work stresses, higher financial status and use of professional orientation as a coping status and use of professional orientation as a coping style. Expression or emotional response to job related stresses and supportive relationship with spouse to
adoption and those who have denied stress showed more difficulty in achieving a satisfactory adoption.

Srivastava et al (1983) examined the effects of perceived role stress resulting from role ambiguity, conflict and overload on mental health in 200 white collar employees of diesel locomotive factory (aged 25-40 years) S’s were classified as experiencing high or low role stress on the basis of their scores on an occupation stress index perceived role stress was found to be positively associated with the 6 symptoms assessed by a symptoms mental health questionnaire, free floating anxiety, obsessive neurosis, phobic anxiety, concomitant somatic anxiety, neurotic depression & hysterical symptomatology.

Baruch G.K. Biener, L. Barnett R.C. (1987) in their study on women and gender in research on work and family stress revealed that workingwomen has to face family stress in comparison to the non-workingwomen. It becomes difficult for them to cope up simultaneously effectively between the dual jobs.

Van Zutphen W., Saenger G. Hendrere J. (1988 May) conducted a study on the psychological and social complaints of the workingwomen reported by them to their family doctors. The most frequently reported
psychological problems were feeling anxious nervous or tensed, feeling irritable angry, restless and disturbances of sleep, marital problems and problems at work.

**Gallin R.S., J. Health social behaviour (1989, Dec)** conducted that responsibility for job and home exposed these women to repeated stressors that can increase their susceptibility to illness. This paper discusses women’s work and its meaning and also the way in which certain factors like health and mental well being is linked to work and family environment.

**Cho Y.S. (1989, Aug.)** conducted by his study on the mental conflict of Urban Korean working housewives that the workingwomen have to face many problems as compared to the nonworking. The content analysis of the data revealed, in order of reported frequency the following areas of stress and conflict like relationship between husband & wife, mother and children, relation with in-laws and their attitude towards the wife’s employment outside the home, husband not giving any kind of support and many other social problems which increase the severity of the stress among the workingwomen.
King et al (1994) observed ambulatory blood pressure and heart rate response to the stress of work & care giving in older women. They conducted that comparison of responses in clinical & work & post work settings showed that Cardio Grams demonstrated a significant increase in systolic Blood Pressure levels & patterns of affective response post-work when in the presence of the care recipient. The results provide evidence of the acute estrogenic effect of care giving on response systems.

Pearl et al (1994) emphasized on the effect of meditation on empathy and anxiety. They reported that meditation decreased anxiety but did not increase empathy.

Vasudevan et al (1995) observed that yogic meditation was effective in reducing tension headache. Subjects with tension headache were taught and underwent 30 sessions of yogic meditation pre, mid & post assessment were made using psycho – physiological & psycho – behavioral measures. Statistically significant reduction in pain perception was observed.

Shapiro et al (1995) examines the contents and context of meditation. They examined the reasons underlying the differential proportions in studies on meditation effects as a self – regulation strategy for stress
management, as a self-exploration strategy for enhancing psychological health & as a self-liberation strategy to enhance spiritual growth.

**Higgs et al (1994)** focused on the subjective & objective relaxation effects of low energy emission therapy. It is concluded that (LEET) Low Energy Emission Therapy includes relaxation associated with a decrease in systolic B.P., on change in pulse of a subjective feeling of warmth. LEET may become a new therapeutic modality in the field of stress meditation.

**Smith (1997)** reported School of Psychology & stress examined the factors related to relaxation, practitioners of massage, abbreviated Progressive Muscle Relaxation (PMP), yoga, stressing breathing, imaginary & meditation that described technique experience.

**Nathawat and Kumar 1999** reported that participants responded more effectively to Vipassana and T.M. in comparison to Yoga and JPMR in some respects it is understandable because Vipassana and TM both operate more at cognitive as well as physiological levels whereas Yoga and relaxation might be functioning more at physiological level. It may be due to this that Sreedhar (1996) has rightly modified JPMR as Guided
Somato Psychic Relaxation (GSPR). The principle of equanimity of mind i.e. Sthita Pragya of Gita may develop a value transformation of being neutral and detached for all kinds of emotions, feelings, perception and so on. He or she might entertain any kind of experience but without evaluation of being right or wrong, good or bad (attitude of non-judgment and non-reaction) but witnessing it as such. To a lesser extent this may also be true in TM. Shift in cognitive mode, blanking out of destructions, sensory deprivation, directeds self attention, neutralization and feedback are considered to be the probable mechanisms through which Vipasana meditation brings about improvement (Chindirama ni, 1991). However Yoga and relaxation procedures may activate more to physiological arousal and thus activating so called relaxation hormones. More so when Yoga is looked more in terms of Yogic exercises rather than overall attitudinal change towards life. However, the position is slightly changed while closely inspecting the negative measures of mental health. Here Yoga is found to be slightly better than TM. However efficacy of Vipassana remains unaffected., be as it may, overall findings suggest that all the three meditative techniques are very effective in management of stress particularly. Vipassana has a great promise in this direction.

Cooper and marshall (1978) are of the view that managers from technical and scientific backgrounds, having “thing orientation” experience high
stress on account of poor interpersonal relations as compared to those who are “people oriented”.

Emovardhana et al (1977) examined the role of meditation on the change in the self concept and ego defence mechanisms. The results show that meditation nature of the self. The ego defence mechanism of the participants of the mediators also underwent significant change with coping becoming characterized by greater maturity and tolerance of common stressors, the self esteem is heightened & less impulsions is seen as compared to those who didn't participated is the meditation programme.

Carroll (1977) is his book workplace counselling discussed the importance of counselling and skilled counsellor which helps the individual to come out of their problems and the employee counsellors also tackle the issues at the work place - how to organize, administer and manage the problems leading to stress from assessment to termination within an organizational sellings.

Several studies and concludes that both life stress and social support were found to have an influence on coronary heart disease, social support more so than stress. Both have a stronger influence on coronary heart disease
mortality than on initial incidence of clinical disease. Measures of the quality of support, in particular emotional support, show the largest effects. The review highlights problems in drawing conclusions from the available literature, in particular, the inconsistency in measures used to define the psychosocial factors. The relationship between stress, heart diseases and sudden death has been recognized since antiquity. The incidence of heart attacks and sudden death have been shown to increase significantly following the acute stress of natural disasters like hurricanes, earthquakes and tsunamis and as a consequences of any severe stressor that evokes “fight or flight” responses. Coronary heart disease is also much more common in individuals subjected to chronic stress and recent research has focused on how to identify and prevent this growing problem, particularly with respect to job stress. In many instances, we create our own stress that contributes to coronary disease by smoking and other faulty lifestyles or because of dangerous traits like excess anger, hostility, aggressiveness, time urgency, inappropriate competitiveness and preoccupation with work. These are characteristics of Type A coronary prone behavior, now recognized to be as significant a risk factor for heart attacks and coronary events as cigarette consumption, elevated cholesterol and blood pressure. Type A behavior can also increase the likelihood of these standard risk factors, its strong correlation with coronary heart disease persists even when these influences have been
excluded (Rosenman, 1974). Stress can increase the risk of developing health problems such as cardiovascular disease and anxiety disorders.

Buck (1972) used the Fleishman’s leadership questionnaire on consideration and initiating structure and concluded that those who perceived their boss to be low on “Consideration” reported feeling more job stress.