CHAPTER- IV
Stress : Librarian and Personnel

4. Stress : Librarian and Personnel

4.1. Meaning and Definition of Stress:

Stress is an individual's response to a disturbing factor in the environment, and the consequence of such reaction. Stress obviously involves interaction of the person and environment. To quote a definition: "Stress is an adaptive response to an external situation that results in physical psychological and/or behavioral deviations for organizational participants." The physical or psychological demands from the environment that cause stress are called stressors. They create stress or the potential for stress when an individual perceives them as representing a demand that may exceed that person's ability to respond.  

4.2. Work Stress Model:-

4.2.1. Outcomes:

Behavioral scientists are of the opinion that stress has behavioral, cognitive and physiological consequences. Research has proved that stress produces harmful physiological outcomes. Research is now progress to co-relate stress with work related behaviors and cognitive outcomes.

4.3. Coping with Stress:

We know that some stress is necessary for optimum efficiency. We also have a general idea as to the level of stress that is destructive to job performance accordingly it is necessary for individuals as well management to take steps to reduce stress to acceptable levels.

A) Individual strategies:

There are a number of ways by which stress can be managed so that the person has control over his life. Some of these strategies deal with the individual himself and focus on improving his physical and mental strength to deal with stress from all sources and some strategies deal specifically with job related stress.

B) Readjust life goals:

Because of the severe competition to get ahead most individuals set very high standards and goals for themselves. They are always trying to do too much in too little time. They have
tremendous ear of failing and they are running to nowhere. These high expectations and limited resources to reach such expectations result in stress. Accordingly, people must readjust their goals and make sure they have the ability and proper resources to reach such goals.

C) **Social support:**

D) **Plan your life in Advance:**

While the attitude of whatever will be will be is a way to accept the unexpected difficulties in life, it is better to projects events in life and plan to confront them when they occur. Many times people create situation that induce stress because they either did not plant or theory did a bad job of planning.

E) **Physiological Fitness:**

There is evidence to suggest that individuals who exercise and so strengthen their endurance and cardiovascular system are much less likely to suffer from certain types of stress related illnesses.

**Yoga:**

During the last twenty five years there has been a growing interest in yoga as a stress reduction strategy. The word yoga means union and according to Amarjit Sethi, it implies union with the ultimate where the process of desiring has come to an end and where stress is non-existent.

**Meditation:**

Meditation involves concentration of mind away from stress producing areas, sitting in a comfortable position, closing the eyes and clearing the mind from all disturbing thoughts. Any form of concentration that redirects our thought processes away from daily concerns can be considered meditation. Primarily, it involves silently repeating a single syllable or 'mantra' over and over again. This concentration on 'mantra' shuts out other distractions and results in physical and mental relaxation at its peak. The place of meditation should be such that the mediator is not disturbed by any outside force such as telephone, children of visitors. This techniques was popularized by Maharishi Mahesh Yogi, and Indian mystic, and the method is known as 'Transcendental Mediation' or TM.

Another form of meditation that has grown popular is Benson's method or 'Relaxation Response' this techniques is similar to TM and is designed to elicit basic idea is to block extraneous and distracting thoughts from one's mind. It is a form of breathing meditation, where the mediator
consciously thinks of word or a symbol on every out breath. The idea is to dwell upon a particular word or sound or to gaze at a symbol or even concentrate on a particular feeling. Relaxation response should become an integral part of behavior so that life stresses are effectively countered. Benson recommends "Relaxation Response" breaks instead of coffee breaks to rejuvenate workers.

**F) Biofeedback:**

Biofeedback is a methodology designed to alter undesirable physiological responses though psychological strategies. Sophisticated electronic instruments are used to measure small undesirable changes caused by stress. Then a state of relaxation is induced in order to bring back such bodily functions to a normal non-stress state.

**4.4. Organizational Strategies for coping with Stress:**

The applicants should be hired not only on the basis of educational background and past relative experience but the criteria for selection could also include the applicants' ability to handle role ambiguity and role conflict when present. Accordingly during the process of hiring some personality tests can be designed to evaluate the candidate's stamina for stress.

**A) Job Enrichment:**

Redesigning the job should be in such a manner as to use the maximum potential of the employee with emphasis on employee involvement in such redesigning. It also improves feedback to the employee regarding his performance and this will reduce uncertainty. Since stress occurs when work is important and there is some uncertainty surrounding it a redesigned job will help overcome this stress and enhance quality of work life.

**B) Participation in Decision Making:**

If the employees are invited to participate in making decisions involving their own work setting, within the organizational guidelines, this would make the employees feel that they are their own boss a factor that is associated with less negative reactions to stress. Participations increases job involvement and reduces ambiguity and conflict the two stress producing agents. This would also result in closer cooperation among superiors and subordinates and a better work environment, especially when the superiors support their subordinates.

**C) Building Teamwork:**

Accordingly, such groups should be developed that are more productive and mutually supportive. Members of the group would seek each other for social support, which is necessary
4.5. Understanding Stress:

Most of the time you are completely unaware of the fact that you are a victim of stress and strain. Your increased smoking, increased thirst, or desire for tobacco chewing, tea or coffee drinking are definite signs of stress. What exactly is the medical meaning of the word stress? As Dr. Hans Selye, the father of stress research, has aptly said in the early part of the last century: It is the non-specific response of the body to any demand made on it.

Say, for example, on a cold December night you are suddenly required to go the airport leaving behind a warm and cozy bed to receive a friend who is coming from the states. Or you are driving back home after midnight from a friend's place, and suddenly you find your front wheel has become flat. You don't have a spare wheel to make the matter worse. You are walking your way down to your home. No sign of any taxi or help. All of a sudden it starts raining as well, what a beautiful sequence of events! Anyway, you reach your home at quarter past four. Very naturally, your anxious wife and kids are weeping bitterly.

The first is an example of pure Physical stress while the second one is physical as well as psychological, with the predominance of the former.

It can be work pressure also. You company has launched a new range of computers and you are working overnight for its success. You are supervising personally everything. Because you are the head of marketing and sales at your company although there is enough staff.

It is difficult to say for how long the word stress has been in the existence, but 'Stress response' can be traced to the stone age. The caveman, when he used to encounter a tiger in the thick forest, used to immediately scurry and find a hiding place. The Tarzan movies feature numerous such examples of the fright and flight responses. This is natural physiological response. Whenever the caveman used to meet such an odd situation, his response was sort of alarming against the danger. This alarming was a type of frightening reaction arising from potential danger, characterized by quickening of pulse rate. Increased breathing, skin becoming wet due to sweating, face acquiring a look of astonishment with the dilatation of pupils.

This alarm reaction is followed by stage of resistance or adaptation during which the degree of alarm is slowly diminished, almost to a non-existent level, and the body becomes gradually accustomed to the stressful stimulus.

If this stressful stimulus does not diminish then the stage of resistance if followed by the
'stage of exhaustion' during which the person remains no more adaptable to the stressful situation. He slowly breaks down under the stressful situation, resulting in illness or even death.

4.6. 'No' to Stress In Traditional Ways:

We can safely assume that since the beginning of human civilization stress has had its presence and so, the stress responds. Stress-producing factors have changed from stone age to the present day life. Things which were responsible at that time are non-existent today. Although the causative factors have changed, man's basic stress response has essentially remained the same.

Although man has evolved many ways to relax and release tension, over a period, spanning thousands of years but some of the ways that were relevant during the olden times are applicable even today. We should have a look at what our ancestors – Mothers, fathers and grandfathers did to combat their stress.

Remember practices which have been prevalent in our society since time immemorial are time-tested in the true sense and have benefited thousands, cannot be discarded simply because they are old. Some of these are very effective and they still have their relevance. Many of our so-called scientific and modern methods have actually evolved from these age-old panaceas which have solidly stood the test of time.

It is correct that in the past or thinkers, scholars, research workers, psychologists did not have access to modern scientific tools and gadgets to prove their findings. But they were definitely able to prove and comprise the therapeutic effects of these methods at that time. With the passage of time, or conviction and faith in these methods has remained unaltered, or rather even strengthened. This however does not imply that we have become rigid in our views and ways.

What are these age-old methods, traditions, ways and their relevance in present day world?

Alcohol consumption has been prevalent for ages as a tension-relieving remedy. On the one hand, it provides a feeling of temporary wellbeing to the person, but on the other, is has its side effects. Alcohol drinking, despite its ill effects, is still very much a common practice in our society. This is so because its tension-relieving effect is immediate while the side effects are not so immediate. The side effects only become evident after constant use over a long period of
time. Whatever may be the reasons, one thing is clear that it is a habit-forming phenomenon which compels regular consumption, irrespective of the presence or absence of tension. So looking at the long-term side effects, it is impossible to recommend it for relieving tension on a regular basis.

Bhang, charas, ganja, opium, cocaine, marijuana, heroin are other age-old drugs used by the individuals for relieving tension. Beyond doubt it can be said that these drugs are certainly able to provide a state of false wellbeing and later mental faculties, if not complete unconsciousness which can also occur if the amount of intake is high. Looking at their habit-forming nature and various accompanying toxic effect on our system, they should never be taken even in a small quantity for a one-time experience.

Hukka, is a small earthen pot filled with tobacco and smouldering coal pieces. The smoke passes into the bottom part of the pot filled with water. It is then puffed through a long pipe. This ancient smoking pot is still a common practice in our countryside. All the village elders gather in the afternoon, or in the evening after returning from their fields, in courtyard under a tree and pull leisurely at the Hukka. With changing times, as the man became more ambulatory, hukka was replaced by Chilum, bidi, cigar and cigarette. You ask smoker and he will reply that he smokes because he feels good about it, he enjoys it. What is important to note here is that it is habit forming and very much injurious to our systems. And the most unfortunate part is that as with drinking pleasure is immediate whereas the side effects are only evident after a period of time. Perhaps, that is probably why one continues to smoke with the hope to quite before things turn really bad. But it is very difficult to quite if you have been habituated over a period of time.

Sleep:

You do not like anything better when you are tired and exhausted.

Every individual develops his/her very own and personal ways to combat the stress and strains of life. He or she tries to get peace and rest by many ways, and the one most prevalent among them is sleep. During the day when you are busy with work and related problems, you often desire: "Let me finish the job first and then I will have a nap for half an hour; or I will go home early and will have a deep sleep." Indeed, sleep is required for one's wellbeing, it is such an essential thing that if for some reason you are not able to sleep properly at night, you next working day is spoiled. Less sleep or no sleep at all. This becomes troublesome and is written all
Sleep is not only important for normal wellbeing, also it is very much necessary for relaxation as well. Relaxation from the daily stress and strain, daily wear and tear of body tissues and brain cells. It is said that tissue repair takes place during sleep. A disturbed night not only prevents the release of the days tension, but also causes sufficient tension in itself for the next day. You become dull, may have a headache, at times excitation, irritability, indifferent attitude, loss of appetite, constipation, and so on. You try to grab some sleep somehow.

4.7. Tackling Insomnia:

Those who suffer from long spells of insomnia may try the following time-tested remedies:

1. A glass of lukewarm milk along with some dry fruits or biscuits at bed time may give you sound sleep.
2. Tow to four bananas or one large mango along with a glass of milk at bed time helps to get good sleep. This is because of the presence of one amino acid, 'tryptophane', which is a precursor for serotonin, a neurotransmitter important for relaxation and including sleep. Many people over forty have serotonin deficiency resulting in a state of physical restlessness and makes sleep induction difficult. In them, a high carbohydrate and low-protein diet favours the uptake of tryptophane by the brain.
3. After returning from work, have your dinner and after that a minimum half to one hour light walk. It should be a long, leisurely, walk. Mind you, no brisk walking after food. The walk will promote good sleep.
4. Before dinner you can play any indoor game, such as table tennis, badminton. Physical activity will promote good appetite and sound sleep.
5. Evening shower or lying in the bathtub for fifteen to twenty minutes, or more, is a wonderful 'sleep tonic'. Cold or lukewarm water, depending upon the climate and your personal choice, will be quite refreshing. It calms your nerves most effectively. You may being with cold water and then to lukewarm water, but before finishing the bath have a cold water shower again for thirty seconds. Dry yourself briskly and don your night clothes. This change of temperature will further guarantee sound peaceful sleep if nothing else disturbs you.

Bubble bath is another good way of taking bath. Fill three-Quarters of your tub with lukewarm water and add some light soap. Then step into the tub and relax for half an hour.
6. Many people like to read short stories or something light before they sleep, and it works for them most effectively. You can also try it, there is no harm. At times a very boring discussion on a boring topic or book can also induce sleep. Worth a try.

7. Music has long been used as a source of pleasure. Music is, in fact a very powerful medium. It can be amusing, hilarious, or mood-elevating. Good low volume instrumental music such as sitar, violin, sarod or flute can be very soothing for tense nerves and can condition your brain for sound sleep. There are many-many beautiful cassettes available in the market by reputed Indian companies, on which you can enjoy maestros like Ustad Amjad Ali Khan, Pandit Ravi Shankar, Pandit Hari Prasad Chaurasia, Pandit Shiv Sharma, Ustad Bismilla Khan and others. They have got the same effect like ' lori : lullaby ( Lori : a song usually sung by Indian mother to ensure the sleep to their young ones ).

8. Still in some joint families in India, young ones often request their elders to tell them stories at bedtime and they are in deep slumber long before the story is complete. The same formula with a reversal of roles can be applicable to you. Ask your son or daughter to tell you one short story which he or she has recently come across. It is quite possible much before he or she completes the story you might have fallen asleep. But, be careful, over-enthusiasm to complete the story may prompt the kids to wake you up !.

4.8. Relax : Easy Way :

People feel that something is wrong with them when they are unable to cope with the pressures life. They are easily fatigued with the pressures and become depressed and irritable. They dread life instead of facing it.

It is for these people that this book has been written for the thousands who go to over-worked doctors or over-crowded hospitals for help and are and told:" There is nothing wrong with you. Just take it easy and relax".

As a matter of fact, It's not something that can be detected through tests and examinations. What is wrongs is the functioning of the body in everyday life, the wear and tear of certain muscle groups.

If your body was an automobile, you would not be allowed to drive it for your own safety and tat of other-until you learned how to use it to your best advantage : Like an driver learns how to get maximum mileage out of the petrol and get a smooth running performance with ease.
People often feel that they are helpless and hopeless victims of inferior bodies. If only they had been born with more energy or straighter backs, firmer muscles or better nerves, everything would be fine. But if you look around you will observe that it is not always the finest car that goes farthest and with the least trouble. It is the car with the best driver.

Scientists have concluded that tension is the underlying cause of many physical and mental diseases. Because of its effect on the organs of the body and general health, it's the greatest killer in middle age, and the cause of many personality distortions, frustrations and, subsequently, widespread unhappiness.

4.8.1. What is Tension ?

Before we analyse the cases that lead to tension, let us try to find out what we mean by the phrase " being tense ". This phrase frequently causes confusion since it is used to describe two different conditions : A muscular strain and a mental strain.

One person may complain , " I am so tense that I could scream, " and Mean that wants to release his pent-up mental tension. Another person might say " I am tense, please help me relax". And merely want release of tense muscles.

The new science of psychosomatic medicine is devoting lot of time and research to the problem of mental tension. But so far, little is known about physical or muscular tension as being the root cause not only of mental tension but of physical diseases as well. And nothing at all has been said about the importance of daily living habits as the most common cause for both mental and physical tension.

It is generally agreed that physical and mental tension are interrelated. Every mental activity affects the muscles. Every muscular tension affects the mind.

4.8.2. Tension is Unreleased Energy :

The failure to release tension is caused either by faculty physical habits or by emotional maladjustment. " What causes tension ?" The answer is , " It's you ".

Physically or emotionally you have faced problems of living, which you have failed to solve. The result is tension, which, starting with minor discomforts like fatigue and nagging pain, can lead to almost all the diseases in medical history.

Sounds bad, doesn't it ? But there is a brighter side to the picture. The cause lies with you, and so does the cure. Since tension grows out of wrong habits, release of tension obviously comes from your mind. Remember, every emotion that you feel
affects the way in which your body behaves.

That is why a humiliation or an exhilaration that follows public success can alter your heartbeat, disturb your digestion and interfere with your breathing. An argument that made you angry or the burnt chicken for dinner—all have a physical as well as emotional repercussions. As long as our nervous energy finds an undisturbed outlet, we have no complaint. But when the normal release is blocked up, a state of tension develops.

4.8.3. Misused Energy:

How often today we hear the expression "I'm all mixed up". It's true. Mentally, some people are "All mixed up". But it does not occur to one person in a thousand that his mental and emotional confusion, his difficulty in concentration and his inability to make decisions can have a specific cause. If you learn how to make the muscles function as they were intended to do, you experience a feeling of orderliness which tends to produce better concentration— the ability to follow your thoughts clearly. The person who concentrates properly. Make the right decisions because he knows what he wants once you can concentrate, things seem to clear up by themselves, not only in business but in personal as well.

The person who is "all mixed up" cannot make up his mind, which means that unsolved problems accumulate creating further tension.

How long do you lie awake at night, wondering what to do about the mortgage on the house, or whether to tell the boss about anything. The problems look more and more insurmountable and you feel really helpless.

You start out in the morning, and you are tense because you are aware of the problems you have failed to solve.

Your family doctor tells you that you are OK. You just need a change of diet to build you up, and more rest "Go home and relax", he tells you jovially.

4.8.4. What is the Solution:

When your energy beings to serve you instead of injuring you, there will be unexpected flowering of your personality. You suddenly find a capacity for living fully and joyously.

Many of us create our own fears disturbing or own peace. We stand like shadows
in the way of our own happiness. Our frustrations are of our own making and failures often of our own deliberate choice.

We thus invariably set our own limitations.

Look at the small boy who stubbornly insists on having his own way. His hands are clenched, he is literally choked with rage, his muscles are the tense, his face is strained. All his energy is concentrated in his bottled up anger. Now this must find a natural and healthy outlet or it will explode in an unhealthy form resulting in mental and physical ill health or it will explode in an unhealthy form, resulting in mental and physical ill health.

If he is allowed to continue tying himself up in knots of anger, as many children do in a kind of threat to their parents, in time he will lose the natural ability to release tension and, in his adult year, turn to artificial aids such as alcohol and narcotics go give him the required release. He will become one of the countless thousands who seek solace in drugs instead of living fully, because their energy is blocked up in tension. Or it may be expanded in the form of nervous habits.

You must learn how to relax and correct your daily habits. All that you need is a genuine desire to feel better, plus a little patience.

You did not get into this state in a single day. It is the result of wrong functioning over a period of time. Learning to substitute new habits is not an overnight process, but at least from the first day, you will be aware of improvement and feel better once you relies how much difference it does make and that nothing can stop you.

4.9. Bust that Stress:

The deadline for your project at work is tomorrow. The children are fighting and the milk is about to boil over. You're tense, you shoulders and neck hurt and your head is pounding—welcome to the world of stress.

4.9.1. Find the Time:

Finding time to relax can be difficult, but it's never too late to stop and take control. Pause a while and think about whether you suffer from any of these problems:

A. Do you have trouble sleeping?
B. Are you unusually irritable?
C. Are you depressed?
D. Do you get headaches?
E. Do you have bouts of uncontrollable crying?

These are just few symptoms of stress. If you answered yes to any of them, you are probably suffering from some level of stress.

1. One of the best ways to combat stress is to take a moment and breathe deeply and slowly. The way you breathe can have a significant effect on how you feel, so when you are stressed, you can help yourself if you try to control your breathing pattern. Attempt to eliminate negative thoughts and energy about other people and situation, so that it does not effect you. Repeat the positive thoughts as you breathe and allow your face to reflect tranquillity. The breath tends to be shallow or rapid when the body and mind are in a guarding state under stress or pain. Controlling the breath so that it is slower and deeper, reduces the amount of electrical energy in the body, so you get a chance to 'calm down'. Deep breathing can relieve headaches and backaches.

2. One of the best ways to deal with stress is to start an exercise program. Aerobic exercise strengthens our heart and lungs, and improves your overall use of oxygen. Activities such as fitness walking, jogging, cycling and swimming are excellent aerobic choices.

3. Make it a daily challenge to find ways to move your body - climb stairs, walk your dog, toss balls with friends and chase your children. Think 'move' in small increments of time.

4. Studies have shown smoking to be harmful to health, so give up those cigarettes one at a time.

5. Spend time doing something you like spend time with people like family and friend who you enjoy being with. Watch a funny movie when you have the time. Walk your dog.

6. Listen to soothing music, which calms you down when you are stressed out.

7. Count to 10 before getting aggravated and losing your temper.

8. Think positive thoughts, as there is a definite connection between being happy and having a cheerful outlook on life.

4.9.2. Live Lie Better:
When you learn to manage stress, you're apt to improve both the quality and the quantity of your time. You will also improve your overall sense of well being. You may not be able to avoid all the stress in your life, but can certainly learn to live with less. So take the first step to dealing with stress and make your life a lot happier.

4.9.4. Five Ways to Bust Stress Cine Star Bobby Deol's Way:

1. Sleep:
   At an average, if you work for more than 10 hours a day, you need eight hours of sleep. If you can't sleep at night, try hot milk with brandy believe me, it works miraculously. Sometimes when I'm too tired, I just sleep in the car on my way home from work or on the sets in between my shots.

2. Vacation:
   Go on vacation at least once a year with your family. Just switch off your cellphone and stay away from work. I took three months off recently to recharge my batteries.

3. Diet:
   Remember junk food upsets the system. My lunch box usually has green salads, dal-Chawal, fruits and lassi. I avoid coals and Pizzas when I am shooting.

4. Chill out:
   Catch a film on television or listen to music. When work pressure mounts, TV really helps you unwind. Try reading a book or a magazine before sleep.

5. Never Over-Exert:
   Don't take work home and don't work form home either. I don't even read scripts at home. I spend that time with my family.

4.10. What causes Tension:
   Perhaps there is a nagging pain in your shoulders and the back of your neck, and your teeth are clamped together. You are frowning. You are aware of fatigue, irritation and a sense of frustration. At this moment, tomorrow and all the tomorrows ahead seem too much for you.

   Why not just switch on the TV, read a mystery book, or go for a movie? why not just slip off into a pleasant dream and evade the whole situation.

   A part of your mind is tense. And you've got to rid of your tension before it...
aggravates further.

4.10.1. Agreeable Tension:

Tension is a part of normal living and so long as it can be released, can often be an agreeable sensation. Certainly it is true that tension of one kind or another accompanies all the high points of our lives. There is excitement and tension when you unwrap a present, or at the climax of a ball game when you have fought for victory with your last reserves. And there is tension that stimulates and sweeps you away at the exciting points of a play or a movie. In other words, tension in itself is not a negative feeling. It is experienced even in moments of happiness, buoyancy and achievement.

4.10.2. Unreleased Tension:

Tension becomes a problem only when it is unreleased. There are three sources of tension—mental, emotional and physical. If the source is mental, the main sensations will be those of headache, fatigue and lack of concentration. If the source is emotional, one of the sensations may be a tightness around the ribs near the heart, a feeling of stiffness and a more or less pronounced fear or sense of frustration. If the source is physical, the symptoms will be pain and discomfort either in those parts of the body directly connected with the affected muscle group or in a remote part as a result of its reaction.

4.10.3. Mental Tension:

In case the source is mental the best remedy is rest. Often, a change of surroundings, a short trip or a new activity will negate the tension. Some people have the wonderful capacity of restoring themselves through sleep.

But, even when you feel sure that the source of trouble is mental over-work you must realize that your muscles are involved. Investigation will often reveal that the real cause of your trouble is not the amount of work you are doing but the way in which you are doing it. For instance, your fatigue may be result of poor head posture that checks the blood supply to the brain or an obstructed nose that blocks blood circulation.

4.10.4. Emotional Tension:

In case the source is emotional, the many branches of psychiatry and psycho-
analysis try to find the deep-rooted, often, subconscious reasons for the tension, and thus help people to free themselves. Frequently, psychiatric treatment alone will bring complete relief, but in other cases, the muscles involved in the tension have formed habits that fail to correct themselves even when the root of the complaint is reached.

4.10.5. Muscular Tension:

This is caused, in the physiological sense, through the inability of some muscle to relax. Every muscle in the human body except the diaphragm can perform only one function. As long as all the muscle groups work in perfect balance. Everything is under control and no tension can develop.

4.10.6. Environmental Tension:

We are all aware of the hazards of heavy traffic, the dangers of escaping gap, the effects on health of such hazards as "Smog" and so forth. Few of us are aware, however, of the beating which our nervous and muscular systems take, day in and day out, from the vagaries of environment.

4.10.7. Nose Makes You Tired:

Because of the widely varying degrees of sensitivity some of us are disturbed by conditions which have no effect on others. On the whole, nearly everyone is affected to some degree by the noise around us. Even sounds with which we are familiar affect the nervous system and cause fatigue. Recent investigation of sleep habits reveal that night noises will accelerate the heartbeat, although they may not awaken the sleeper.

We can not avoid the noise which surround us in cities, although we can learn to cope with them. Noises such as blaring TV sets or music systems should be best kept under control. One unrecognized source of tension is the habit of keeping to radio or television on all the time, whether or not one is listening or watching it. Part of the mind straying to a TV program when engaged with a book or in conversation plays havoc with concentration often stirring up confused nerve impulses. TV should be turned on only when you are prepared to give it your full attention.

4.10.8. Light and Rest:

Electric light maybe another unrecognized source of nerve tension because of its effect on sensitive eyes.

It is interesting to observe the soothing effect of candle light instead of the glare
of brilliant central lighting. Our instincts tell us to dim the light when we want to rest, but the more civilized we grow, the less we heed our instincts. When we are tired after a difficult day, seldom do we think of turning off the brighter lights and letting a shaded lamp provide the soft glow which soothes the nerves and helps release the tension.

**4.10.9. Effects of Colour:**

Colours, too, play a significant role in making our home and working environment restful. One is more susceptible to colours when one realizes, and research has proved that certain colours are stimulating while others are relaxing. One colour may arouse dissension and another usher in harmony. Red has a violently stimulating effect, while ble the coldest of all colours and is a psychological sedative.

We are rarely conscious of the effect of colour and noise around us. Patients grow restless with lod colours and tend to recuperate more readily when there are soothing colours around them. Some hospitals and schools are now painting their walls in soft shades with excellent results.

In time, we learn not to paint our walls to just match a favourite piece of furniture because colour has a deep impact on our mind.

**4.10.10. How Comfortable is your Furniture:**

More tangible than the effects of noise, light and colour are the effects of furniture on our comfort and well-being.

Our furniture of course is adapted to crowded living conditions, but its unfortunate effects on our health is far reaching. Let's take the chief culprit. The studio couch which is used both as a bed and a chair. What are its shortcomings? First of all, it tends to sag because it is used to frequently and therefore it provides the wrong support for your back. Secondly, it is open at both ends, and does not give you the feeling of protection as a bed with a headboard and end piece.

The body of an adult, like the body of a healthy baby, should have space in which to stretch the arms and legs wide, to get all the kinds of the muscles. When you can't swing your arms without falling out of bed, you abandon one of your best means of rest and relaxation.

**4.10.11. The White Collar Worker:**

The sedentary worker, the clerk, stenographer, business executive starts his round
of sitting at the breakfast table, spends about an hour sitting in bus, car or train on his way to work, eight hours at a desk and a return travel home. Then, he usually spends the evening sitting either at home, in a friend's house, or at a movie. That provides an average of sixteen hours a day in a sitting position.

The result when the posture is bad due to poor habits or a poor chair, there is a lack of activity for his leg muscles and, gradually, flabby buttocks that inevitably produces as weak back, hanging shoulders and neck muscles that fail to support the head upright.

4.11. How Much Stress is Too Much Stress?:

4.11.1. Stress Management:

**Objective:** To help you have a broad understanding of stress, learn basic stress coping skills and know when / where to get professional help.  

**Emphasis:** Stress management highlights the following points:

1. Stress is normal physiologic process.
2. Stress can have a positive influence or cause a variety of symptoms which will control our life.
3. High-Stress lifestyle affect not only you but thers around you.
4. You can recognize the extent of your stress and develop and known when to take action.
5. You can learn a variety of techniques for developing a low stress attitude.
6. Humor and laughter can play an important role its reducing stress.
7. A variety of local resources are available to help you understand, control and get professional help for stress related problems.

**Manage Stress so it doesn't Manage you?**

4.11.2. Useful Points:

1. Spend time every day doing something you enjoy.
2. Exercise helps to control stress.
3. Laugh a little…it's god for you !!!
5. Learn to distinguish between minor and major crises.
6. Learn to live day by day instead of living always in the future.
7. Learn to talk things over with a trusted friend or family member.
8. If you encounter serious problem, escape for a time and tackle the problem later.
9. When you feel rage or frustration, do something physically active.
10. When you feel really stressed, think of a really memorable relaxing or inspiring time.
11. If you frequently argue, try giving a little.
13. Have an unbearable workload? Divide it into smaller tasks.
14. Don't try to be perfect in everything you do.
15. Get enough sleep to recover from stress.
17. Laughter increases the oxygen in your blood and benefits your entire cardiovascular system.
18. Learn how to say no thing you don't want to do.
19. Take a break, do a stretch, go for a walk, get some fresh air, talk to a friend.
20. Tell your family and friends that you love them!
21. Laughter is the shortest distance between two people.

4.11.3. Recognizing Stress Warning Signs:

How do you know if you are under too much stress and need to make some changes? The following self-evaluation, while not a substitute for professional advice, can serve as a starting point to see where you fit on the stress curve.

1. A major life event (death, job loss, relocation, family problem) has recently occupied much of your time and energy.
2. On a daily basis, you feel like you do not have enough time to relax or you skip meals and breaks because you have too much work to do.
3. At least once weekly, you feel too tired to carry on, worried about all the things you need to do, tense or anxious. You look and feel tired; perhaps lose sleep.
4. In everyday situations (shopping, driving your car, meetings, etc) you find yourself thinking about how inconsiderate, and incompetent the people are.
5. In the same situation, you find yourself feeling irritable, associated with a pounding heart, rapid breathing or other physical symptoms.
6. When you are angry in the above it, such as honking the car horn, talking down
to someone, etc.
7. Less than once a week, you spend time with people for something not related to your work.
8. You feel that there are no close friends with whom you spend time share your innermost hopes, fears, dreams.

If you have any of the above stressors, it may be time to re-evaluate your life, learn some stress reduction techniques.

4.11.4. Developing A Low Stress Lifestyle:

Even if stress is not a problem for you mastering some techniques for stress reduction can help you have a more enriched life. By implementing the following suggestions, you can be on your way to a low stress lifestyle.

1. Find someone you trust to talk to about your feelings.
2. Do an enjoyable exercise 3 times a week for 30 minutes.
3. Find a pleasant diversion (Reading, Movies, Vacation).
4. Think positively using humor, laughter; pamper yourself.
5. Allow time for grief but don't "Wallow" in pity.
6. Be creative with arts, crafts, hobbies.
7. Volunteer to help someone else.
8. Build your self-esteem and self-image the way you look.
9. Seek the help of your elders or a professional group.
10. Learn to sing, play and instrument, write poetry.
11. Priorities your time and responsibilities.
12. Find out what stresses you and deal with it.
13. Be friendly, smile, show appreciation, give compliments.
14. Take a break regularly.
15. Delegate appropriate tasks.
16. Stop, look and listen; take time for life.
17. Match your skills with your tasks.
18. Accommodate and prepare for change.
19. Admit if you are wrong.
20. Accomplish and succeed.
4.12. Coping with Stress Through Non-Drug Methods:

There are basically two methods of coping with stress (a) drug therapy, and (b) non-drug method. In today's space age where one is always faced with multitude of problems and tensions, it is not advisable to use drugs continuously to cope with stress and related ailments like headaches and backaches.6

The non-drug methods of coping are advantageous and safer. Some of the non-drug methods like relaxation, acupuncture, exercise, walking, yoga, meditation, biofeedback, recreation are quite beneficial.

4.12.1. Relaxation:

One method of counteracting the harmful effects of the physiological response to stress is the possibility of regular elicitation of the relaxation response. The relaxation response is an innate, integrated set of physiological changes opposite to that of the fight-or-flight response. It can be elicited by psychological means. Until recently, this relaxation response had been elicited primarily by meditational techniques.

4.12.2. Acupuncture:

Stress leads to psychosomatic disorder since emotional states are often expressed in terms of bodily reactions. The common manifestations resulting from distress are depression, anxiety, cardiovascular accidents, muscular aches and pains, Insomnia, gastrointestinal ulcers, sexual dysfunction, allergies, and mental derangements.

A study was conducted to assess the scope of acupuncture as a relaxation response in coping with stress and also to establish its therapeutic efficacy in the management of functional diseases.

Acupuncture helps in tranquilization and psychic elation and allows one to relax. It does not depend on drugs, is safe, simple, economical and yet an effective therapy with hardly any side effects. Its clinical success has demonstrated that it has a definite role to play in coping with stress.

4.12.3. Exercise:

Much has been written about exercise and no one seriously disputes the fact that it is necessary to maintain a healthy body and mind. In recent years, there has been a
tremendous increase in the general public's consciousness about the benefits of exercise. Tennis, golf, swimming, skiing and jogging have become almost institutionalized. Indian organizations of all sizes have taken to installing gyms, tennis courts, etc, in order to encourage their employees to participate in some form of exercise.

Physical exercise is necessary in order to keep the body healthy, both physically and mentally, and is the best antidote for stress. It provides recreation and mental relaxation.

Emotional strength is a by-product of regular exercise, and self-Confidence is a natural consequence. Exercise eases nervous tension and anxiety by providing an outlet for pentup feeling of aggression and hostility. For executives experiencing tension, pressure and exhaustion, exercise may well be nature's sedative.

However one should always remember that for exercise to be effective in significantly altering chronic level of stress, the attentional faculty of the mind must be on the activity itself and not wandering into past and future imagery. Mind and body and action must be coordinated. One of the best exercise is walking.

4.12.4.Walking:

Today after nearly 2,000 years modern medical researches are demonstrating that Hippocrates, 'the father of medicine' was right when he said that walking is man's best 'medicine'!

Walking is the most 'efficient' from of exercise and the only one an individual can safely follow all his life. 'Sufficient' walking is as important for the circulation of blood as 'sufficient' motion is for a stream of water. Deprived of activity, both become stagnant.' Sufficient 'walking helps protect one form the complications of arteriosclerosis which is the main cause of heart attacks, strokes, or sudden death in executives who are in their prime.

It is also a vitally important exercise for men who have survived a heart attack. With regular walking, symptoms of diabetes mellitus often disappear, particularly among those who develop mild or moderate symptoms of the diseases in middle age.

Stress and strain can be counteracted and even prevented by regular vigorous
walking; It is nature's antidote. It is by far the best and safest exercise of all.

4.12.5. Yoga:

' Meditation is of far greater importance than medication for whatever afflicts mankind today '.

Meditation is the only process by which awareness is systematically expanded under one's direct control. It is not a state; It is, rather the means through which we can achieve a particular level of awareness. Meditation is a practical, systematic methods which allows one:

A. To understand himself / herself at different level of being.
B. To understand his / her environment completely.
C. To eliminate and prevent inner conflicts.
D. To obtain a tranquil and peaceful mind.

Meditation can be defined as continuous stream of effortless concentration, on a single point, over and extended period of time. In this definition, the phrase 'continuous stream' indicates that in meditation, there is an uninterrupted flow of concentration. The attention never wavers or wanders.

4.12.6. Biofeedback:

Biofeedback method is now being used for training patients in the act of relaxation and thereby treating various psychosomatic disorders like hypertension, tension headaches, migraine headaches, backache, depression, etc. the purpose of biofeedback is to heighten awareness of body functions as well as to see the mind and body as one unit. Sophisticated biofeedback instruments have been developed that inform the ser constantly about changes which are characteristic of stress within his / her own body, for example, the intensity of tension in muscles, the tempreature of the skin, heart rate, BP, etc. Biofeedback provides a wide variety of benefits. Some of these are: production of an altered state of consciousness, an interaction with the inner self, increased self-awareness, and increased self-control.

4.12.7. Recreation:

Recreation provides an opportunity to let oneself go, become uninhibited, thus reducing tension and stress. There are various forms for recreation like music and
entertainment, painting, fishing, hunting, gardening, dancing etc, these recreational pursuits are important to the prevention of the damaging effects of stress.

4.13. Stress and Diseases:

The name of this condition is 'stress' and it has been called 'the most debilitating medical and social problem of the present era'.

4.13.1. Cancer and Stress:

Cancer or carcinoma is a malignant growth and the terms neoplasm and tumour are approximate synonyms. A cancer is a morbid swelling or enlargement. A mass of new tissue biologically detrimental to the organism that persists and grows independently of surrounding structures. The term includes a wide variety of pathological types. With increasing mean ages in the general population, cancer has become increasingly important as a major disease producing incapacity and death.

Though the exact etiopathogenesis of malignancies has not yet been fully established a number of factors have been observed to be involved in its causation. Recently, some studies have shown a positive psycho-social history of stress in patients before the development of cancer. Researchers, for example, studied 18 and 7 cases each of carcinoma and sarcoma types of cancer. They studied the psychological aspects of stress in cancer patients and performed biochemical analysis of blood and diseased tissues.

4.13.2. Psycho-Sexual Disease and Stress:

Emotional reactions are usually expressed through bodily organ. The genitourinary system is one of the commonest sites for such somatic manifestations of emotional disturbances. The genitourinary system consists of those structures that have roles in reproduction and micturition refers to the elimination of liquid wastes. There are variety of reactions. These includes enuresis, involuntary micturition, erection, priapism, penis, flaccidity, many menstrual disturbances (amenorrhoea, hypermenorrhoea and dysmenorrhoea) and ejaculation praecox.

Temporary emotional disturbances are known to affect the different bodily biochemical constituents. Though the mechanism of labor is not known, it has been observed that dring, difficult or prolonged stressful labour material cortisol and fetal plasma levels rise in comparison to normal spontaneous delivery. Also the fetal cortisol value increases with gestational age supporting the development of adrenal maturity.
4.13.3. Gastric Ulcer and Stress:

Perhaps the most frequently mentioned example of a gastrointestinal ulcer. This is sometimes called gastric or peptic ulcer because of the presumed role of the gastric juices which contain pepsin. Sometimes, it is named in terms of its location and so it is called either stomach ulcer or of duodenal ulcer which refers to two major loci for the lesion.

Clinical observations and experimental evidence have indicated that stress produces increased adrenocortical secretions which results in the initiations, formation and severity of gastric ulcers. The optimal conditions for gastric ulceration are hyperactivity, diminution mucous secretion, local release of histamine, vascular occlusions, anoxia, altered gastric motility and decreased tissue resistance.

4.13.4. Bronchial Asthma and Stress:

Bronchial asthama is a condition marked by breathing difficulties caused by spasms of bronchial muscles. There may also be inflammations of or swellings of the bronchial mucosa. The major symptoms of bronchial asthma are shortness of breath, gasping, coughing, wheezing and thoracic constriction. There are many degrees of severity in bronchial asthama. It may vary from a rare occasional attacks in which individual are continually ill to the point of being chronically disabled. In some cases, a bronchial spasm may be of such intensity ad duration as to case death.

4.14. Massage in a Bottle:

"There is no better way to reduce stress than Ayurvedic therapies," belives Shahnaaj Hussain, the world famous beautician. It's no wonder that spas offer a variety of stress busting and soul cleansing Ayurvedic massages and therapies from India and South-East Asia. 'Panchakarma', one of the most commonly used therapies, activates the body's inherent curative powers to detoxify and cleanse it of diseases.8

Ollie, a German, was suffering from more than a dozen health disorders and was quite fed up of popping pills that had no effect on the diseases she suffered. She had almost decided to end her life, when suddenly one day, she heard of traditional Indian Ayurvedic treatment called 'Panchkarma'. She was impressed by information, and decided to come to India and give it a try. Ollie met the couple. Dr. Smita and Pankaj Narman who run an Ayurvedic hospital called Ayushakti in Mumbai. "Diseases attack the body only when the 'doshas' (aspects of the human
body are imbalanced. Ayurvedic therapies try to balance these and 'Panchkarma' is one such treatment, " Says dr.Smita Naram.

4.14.1. Massage Away the Blues:

At the Panchkarma Chikitsa Kendra in Mumbai, Dr.Kiran Kesarkar explains, "'Panchkarma' has to be preceded by a treatment called 'purvakarma'. involving two pre-purification procedures, 'snehan' and 'swedan'." 'Snehan' is an oil massage of the entire body, where particular movements are used that help the toxins to move towards the gastrointestinal tract. Oil massages also make the superficial and deep tissues soft and supple, thus helping to remove stress and nourishing the nervous system.

'Snehan' is taken daily for three to seven days, as suggested by a Ayurvedic doctor. 'Swedan' involves sweating and is taken daily immediately after the 'snehan'. You can ask attendants to add herbal mixtures to the steam that may help release the toxins faster. But not all aspects of 'panchkarma' treatment are so enjoyable. The real therapy can be tough and sometimes a little tortuous. "After three to seven days of 'snehan' and 'swedan', the 'doshas' are in better balance and, according to your constitution and disorder, you are prescribed a particular 'panchkarma' method 'shodhan' says dr. Kesarkar.

4.14.2. Cleanse your Lifestyle:

Diet control is very important during the treatment. You are allowed to have only 'Khichdi' and lightly cooked vegetables. 'Panchakarma' is effective specially in cases of chronic asthma and bronchitis. Diabetes, skin diseases, obesity, heart diseases, etc.

4.14.3. Five Basic 'Shodhans' – Cleansing Methods:

A. Vaman:

You're fed a certain mix of herbs that induce vomiting. A method suggested when there is too much 'kapha' accumulated in the body. If helps in curing problems like depression and asthma.

B. Virechan:

An absolute must for people who excess 'pita'. After the 'purvakarma' treatment, you are given Ayurvedic purgative pills that induce frequent motions. However disgusting that might sound, it does make you feel better. It reduces stress and anxiety and helps you to be more productive.

C. Nasya:
A sure fire cure for sinusitis. You take nose drops to clear the 'kapha' and clean the nasal passage. You restore clarity and focus to your mind.

**D. Basti:**

A most effective cleansing treatment for 'vatta' related diseases. Medicated oils and ghee are administered like an enema. As tortuous as it may appear, it does help you to lose weight too.

**E. Rakta Moksha:**

Prescribed often for skin diseases and arthritis, it involves taking a small amount of blood from the body at regular intervals. Through this method, toxic blood is removed and the body produces a fresh flow.

**4.14.4. Massage Away Stress:**

What's your immediate reaction to a stress? Do you take a deep breath? Pray? Zone out? for years psychologists have been telling us that the key to successful stress control is conflict resolution. But that's something that's easier to achieve when the mind is at ease. While you are working on finding your personal peace, there is something that you can do to get instant relief from day-to-day stress. Massage is one of the world's oldest and most powerful distressing technique. In America, thousands of stressed-out strivers and sole-weary shoppers drop in at 'massage shop'- called Great American Back Rubs- every day to ease minor aches and pains. Staying fully dressed, they quickly unkink with a 10-minute foot or back rub and then go about their business. Seeing the enormous demand for the various type of touch techniques, massage option have stared multiplying at salons, spas, gyms and holistic health centres. But how does a good rub help in soothing the weary soul?

**4.14.5. The Basic Moves:**

Swedish massage consists of five essential strokes.

A. **Glide:**

This is the initial stroke of any massage, known technically as effleurage. Use relaxed palms, knuckles or forearms, exerting more pressure going toward that heart than when pulling back. This gets the blood and lymph circulating and helps spread oil. For smaller parts, like the feet try using just your fingers.

B. **Rub:**

This stroke (known as friction) consists of small back-and-forth sawing motions where,
instead of sliding over skin, you exert more pressure and take the skin with you. Use heels, fingertips, knuckles or sides of both hands, moving them in opposite directions. Try up and down, side to side or circular moves. Unlike effleurage, this is not an even stroke— you create considerably more pressure going forward than back, this stroke increases circulation and creates heat, which can be good for problem areas.

C. **Knead:**

In this stimulating stroke (called petrissage), you treat the skin like dough, so the stroke works best on meaty parts of the body (Calves, thighs, upper arms). Using alternating hands, grasp flesh, lift and release. This stimulates the nervous system, stretches muscle fibres and is a great way to prepare the body for a game, race or just a jog.

D. **Vibrate:**

Done with fingers or hand, vibration is just what you'd think—shaking, jiggling, stimulating or rocking. It can be slow and relaxing (a full-body rock) or rapid and invigorating (one quivering nerve point).

E. **Pound:**

Known as tapotement, this movement also stimulates, and is used at the end of massage so the recipient raises feeling refreshed. It's an alternating-hand drumming motion. You can do it with cupped hands (good on the back for those with respiratory conditions) or use bongo-drum slaps on the soles or other thick-skin areas.

This is definitely a skill to be shared—whether with lover, family or friends. Be creative enjoy what you're doing. Laughter, sighs and groans are all signs of success.

**4.15. Librarian Stress:**

The Librarian and the Library personnel in the library have to face many serious problems and diseases because of this stress which are that problems? Why are they created? Whether, there are some ways which will be found out for solving that problems, this thought is important according to the point of this relevant Research scholar.

I feel that this relevant research will prove very useful for the librarian and the library personnel in the library for solving the following problems

1) **Manpower.**
2) Regular incensement in the numbers of readers.
3) Limited devices & comparatively unlimited needs.
4) The relationship between the librarian and other staff in the library.
5) The Burdon of official staff in the colleges.
6) Psychology of the staff.
7) Problems created because of accepting information Technology.
8) Responsibility about the literary reading.
9) Shot-comings in the budget.
10) Availability of the readable literature.
11) Psychology of the students.
12) Psychology of the official management of the college.
13) Librarian and Higher Education.
14) Not permission of expenditure.
15) Uncertainary in the service.
16) Non grantable syllabus.
17) Computerization of Library.
References:
