

C P PATEL AND F H SHAH COMMERCE (AUTONOMOUS) COLLEGE, ANAND
(MANAGED BY SARDAR PATEL EDUCATION TRUST, ANAND)

AFFILIATED TO SARDAR PATEL UNIVERSITY, V V NAGAR

An ISO 9001 2015 Certified / An ISO 14001-2015 Certified / An ISO 21001-2018 Certified
 GUJARAT INSTITUTIONAL RATING FRAMEWORK (4 STAR)

AAA Reaccredited CGPA 3.56 – GRADE **A⁺** KCG-Dept of Edu. Got of Gujarat-April 2017

NAAC Reaccredited - CGPA 3.30 - GRADE **'A⁺'** UGC – MHRD, Govt of India – June 2022
 Syllabus as per NEP 2020 with effect from the Academic Year 2023-2024

Bachelor of Commerce (BCOM)

Semester - I

Course Code	UB1SECOM03	Title of the Course	STRESS MANAGEMENT
Total Credits of the Course	02	Hours per Week	02

Course Objectives	1. To examine the effect of stress in work life
	2. To analyse causes of stress in organization
	3. To evaluate Stress management techniques.

Course Content		
Unit	Description	Weightage (%)
1.	<p>STRESS: Meaning, Definition Characteristics of stress, Main Areas of stress: Performance Boredom Fear of Unknown Grief</p> <p>Types of stress: Individual stress V/s Group stress , Productive stress V/s Dysfunctional work stress , Mild stress V/s Strong stress, Potential stress V/s Actual stress, Psychical, Psychological V/s Behavioral stress</p> <p>Environmental Factors: Economic Environment, Political & Government Environment, Technological Environment</p> <p>Organizational Factors: Tasks Demands, Organizational Structure, Organizational Leadership</p> <p>Individual Factors: Family Issues, Personality Factors , Boredom V/s Monotony</p>	50 %
2.	<p>CAUSES OF STRESS & STRESS MANAGENT:</p> <p>Individual Stress: Life & Career changes ,Personality Type , Role Characteristics</p> <p>Group Stressor: Lack of group Cohesiveness , Lack of social support , Conflict</p> <p>Effects of Stress: Eustress, Distress, Physical Problems, Psychological Problems , Behavioral Problems, Burnout and Rust out</p> <ul style="list-style-type: none"> • STRESS MANAGEMENT: • Individual Coping Strategies <ul style="list-style-type: none"> a. Physical Exercise b. Relaxation c. Work Home Transition d. Cognitive Therapy e. Networking • Organizational Coping Strategies: 	50 %

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	a. Supportive Organizational Climate b. Job Enrichment c. Organizational Role Clarity d. Career Planning and Counseling e. Stress Control workshop & Employee Assistance programs • Stress Management Based on Indian philosophy	
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Teaching-Learning Methodology	<ul style="list-style-type: none"> • Lecture Method • Online Lectures • Group Discussion • Case Study • Practical Problem Solving • Video & Presentation
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written	30%
2.	Internal Continuous Assessment in the form of Quizzes, Seminars, Assignments, Attendance	20%
3.	External Examination	50%

Course Outcomes: Having Completed this course, the students will be able to	
1.	Learn various causes of stress in work life and finds ways to overcome it.
2.	Know techniques to be used in stress management.
3.	Understand the impact of stress on psychology of human being.

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Suggested References	
Sr. No.	References
1	Principles and Practice of Management: S. Sachdeva, Laxmi Narain Agrawal, Agra.
2	Organizational Behavior: L. M. Prasad Sultan Chand & Sons.

On-line resources to be used if available as reference material	
On-line Resources	
1.	https://indiafreenotes.com/potential-source-of-stress-environmental-organizational-and-individual/
2.	https://courses.lumenlearning.com/wm-organizationalbehavior/chapter/sources-of-stress/
3.	https://businessjargons.com/job-enrichment.html
4.	https://ccsme.org/wp-content/uploads/2017/10/2017.10.24-The-12-Core-Functions.pdf
