



Interventions to Combat Stress at Individual & Organizational level



Why are interventions required to manage stress in today's workplace?

- The growth story that we are proud of - the year 2011 is the beginning of the ten-year run up to the golden year 2020 by when India is expected to achieve significant economic and social growth.
- Economists, Policy Makers & Business Leaders examined India's future performance and attempted to identify potential road blocks and attention is almost always on India's weak infrastructure.
- While deficit in supply of physical resources, skills and infrastructure is identified, what we fail to notice is the deficit in our employees' social, cultural & psychological resources & infrastructure to keep pace with the economic growth.



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Lifestyle diseases:

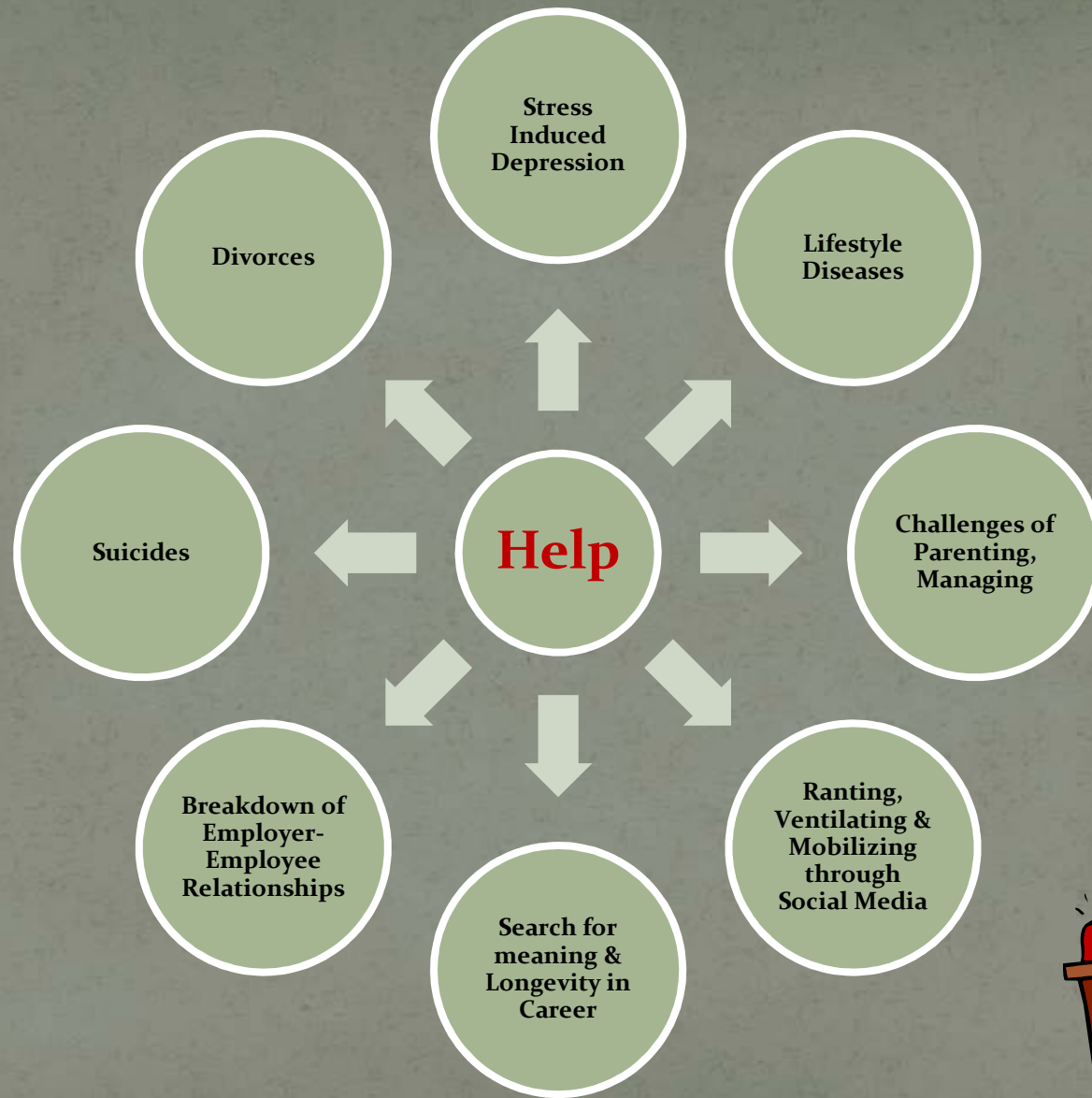
- According to report jointly prepared by WHO and the World Economic Forum, India will incur an accumulated loss of \$ 236.6 Billion by 2015 on account of unhealthy lifestyles and faulty diets.
- The same report released at the World Health Assembly in Geneva in May 2008, 60% of all deaths worldwide in 2005 (35 Million) resulted from non-communicable diseases and accounted for 44% of premature deaths.
- It is possible to influence the health behavior of a large chunk of the population through workplace environments.



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- **Stress Induced Depression**
- **Suicides** – A software engineer in a MNC in Bangalore wrote 3 (Police, Friends & Parents) suicide notes before hanging herself. Harassment by her managers forced her to make the decision – she wrote.
- **Distress in Marriages & Relationships** – while India ranks lowest in the world on divorce rates (1% as against 50% in US) the recent data is disturbing – in most cities this rate seem to have doubled.
- **Workplace relationships** are developing leading to breakdown of marriages.
- **Breakdown of Employer – Employee Relationships**
- **Challenges of parenting, teaching & managing.**
- **Ranting, Ventilating & Mobilizing through Social Media**



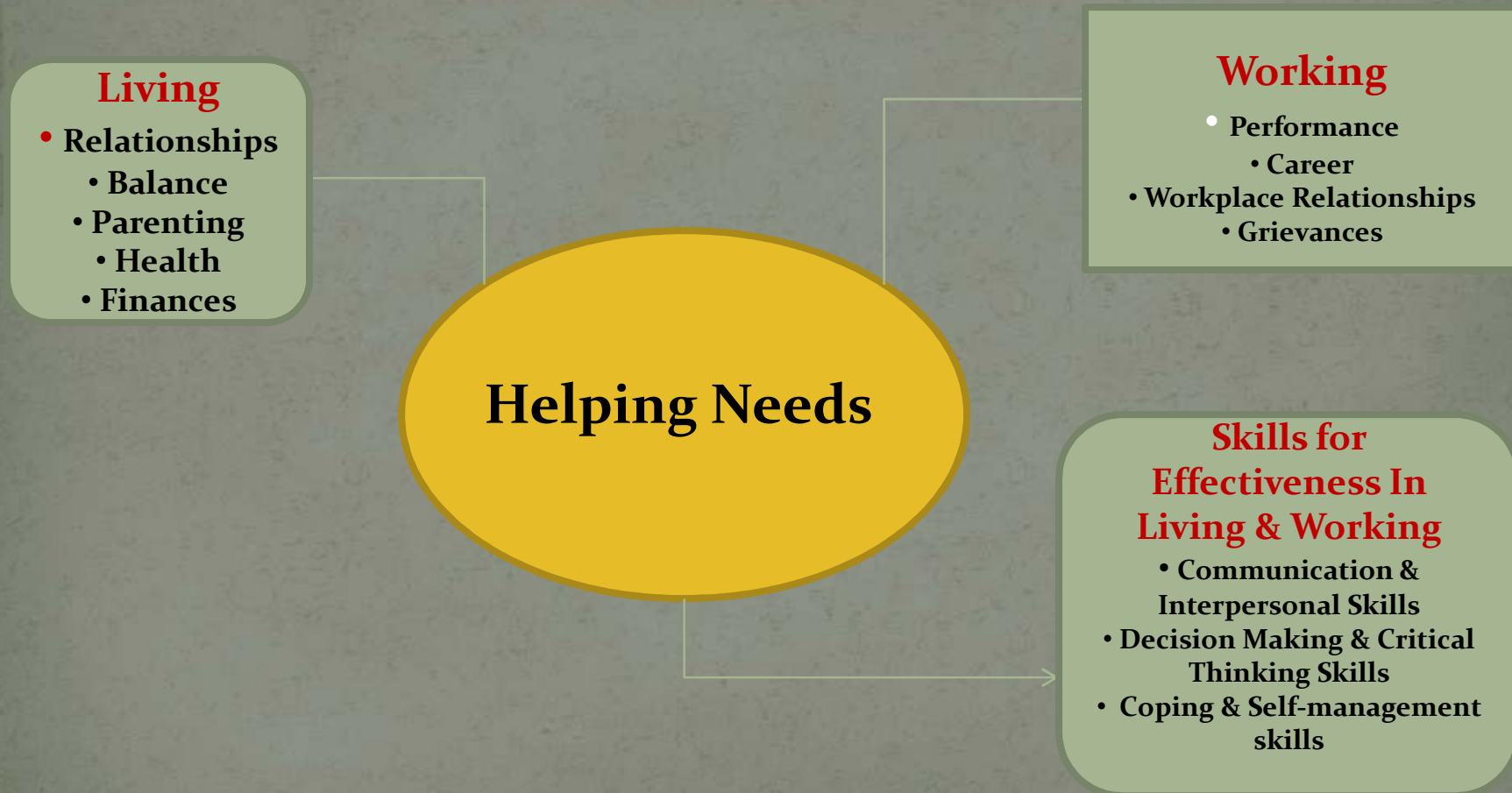


Who needs help the most?

- The prime group in any organization is the one in the age group of 25 – 45 years.
- The above group is also most likely to be identified as the top talent in the organization who can make things happen.
- This group of employees have so much happening in their work and personal lives that they need the most help.
- Woman employees, especially after marriage.
- Migrant workforce / employees.



Help Employees Need.....



Employee Assistance Programme (EAP)

- **In-house counselors or freelance counselors or third party service providers or a hybrid**
 - **Managing Personal Relationships**
 - **Coping with stress and facing dilemmas**
 - **Parenting**
 - **Workplace Issues**

An EAP Framework for the future...

**Integrate EAP in all
People Processes**

**Involve Top
Management to
Champion EAP**

**Future EAP
Framework**

**Position EAP
Positively**

**View EAP as insurance
& ensure adherence to
standards**

Thank You

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