

## STRESS AND I.Q - THE IMPORTANCE OF I.Q OF AN INDIVIDUAL IN WORKPLACE AND HOW TO REDUCE STRESS

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### Abstract

Stress is a term in psychology and biology, first coined in the 1930s, which has in more recent decades become a commonplace of popular parlance. It refers to the consequence of the failure of an organism – human or animal – to respond appropriately to emotional or physical threats, whether actual or imagined.

A lot of research has been conducted into stress over the last hundred years. Some of the theories behind it are now settled and accepted; others are still being researched and debated. During this time, there seems to have been something approaching open warfare between competing theories and definitions: Views have been passionately held and aggressively defended.

### Introduction – Original and Terminology

The term stress was first employed in a biological context by the endocrinologist Hans Selye in the 1930's. He later broadened and popularized the concept to include inappropriate physiological response to any demand. In his usage stress refers to a condition and stressor to the stimulus causing it. It covers a wide range of phenomena, from mild irritation to drastic dysfunction that may cause severe health breakdown.

### Stress Management

Stress management encompasses techniques intended to equip a person with effective coping mechanisms for dealing with psychological stress, with stress defined as a person's physiological response to an internal or external stimulus that triggers the fight-or-flight response. Stress management is effective when a person uses strategies to cope with or alter stressful situations.

There are several ways of coping with stress, such as controlling the source of stress or learning to set limits and to say "No" to some demands that bosses or family members may make.

### Stress Defined

Researchers define stress as a physical, mental, or emotional response to events that causes bodily or mental tension. Simply put, stress is any outside force or event that has an effect on our body or mind.

### Types of Stress

Depending on the stressors and the types of changes or events we are dealing with, stress can manifest itself physically, emotionally and/or mentally.

**1. Physical** – this occurs when the body as a whole starts to suffer as a result of a stressful situation. Symptoms can manifest in a variety of ways and vary in their seriousness.

The most common physical symptom is headaches because stress causes people to unconsciously tense their neck, forehead and shoulder muscles. However long-term stress can lead to digestive problems including ulcers, insomnia, fatigue, high blood pressure,

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nervousness and excessive sweating, heart disease, strokes and even hair loss.

**2. Emotional** – these responses are due to stress affecting the mind and include anxiety, anger, depression, irritability, frustration, over-reaction to everyday problems, memory loss and a lack of concentration for any task.

Anxiety is normally shown as a response to loss, failure, danger or a fear of the unknown. Anger is a common response to frustration or social stress and can become a danger to other individuals if not kept in check. Depression is frequently seen as an emotional response to upsetting situations such as the death of a loved one, illness and failure.

**3. Psychological** – long-term stress can cause psychological problems in some individuals. Symptoms include withdrawal from society, phobias, compulsive behaviors, eating disorders and night terrors.

**Stress and I.Q - Relationship and to Know the Stress Occurrence in Work**

The first method is addition method which determines stress occurrence of an employee at work.

**I. The Addition Method**

Stress Occurrence (S.O) = (R.I.Q) Required Intelligent Quotient (%) + (T.A) Task Assigned + (NDET) Number of days to execute the task.

$$\text{i.e. } S.O = R.I.Q (\%) + T.A + NDET$$

The below example determines the R.I.Q of an employee.

Assume an employee has been assigned a task of seven and the employee has to execute within five days and his I.Q = 50%.

Applying the above formula by addition method

$$S.O = I.Q + T.A + NDET$$

$$S.O1 = 50\% + 7 + 5$$

$$S.O1 = 62\% \text{ ----- Equation (1) (increases stress)}$$

Assuming that the employee Required I.Q(RIQ) = 80% to perform the above said task. Therefore there is a deficit of 30% (i.e. 80 – 50% = 30%) and he /she may not be in a position to complete the required task in the absence of R.I.Q and further it increases the stress.

Applying the above formula in R.I.Q by the same formula

$$S.O2 = R.I.Q + T.A + NDET \text{ and Assuming R.I.Q} = 80\%$$

$$S.O2 = 80\% + 7 + 5$$

$$S.O2 = 92\% \text{ ----- Equation (2) (Reduces Stress)}$$

Hence from the above equations (1) and (2) we can clearly see that stress increases due to

decrease in R.I.Q.

Therefore Difference in SO2 – SO1

$$92\% - 62\% = 30\% \text{ (additional stress occurring on employee if R.I.Q is not present)}$$

Therefore the employee must possess R.I.Q otherwise an employee is bound to have psychological disorders due to increase in stress occurrence.

Therefore the R.I.Q is an important component in reduction of stress.

The above formula helps an individual to know his/ her ability to perform a given task.

**The same illustration is calculated through Division Method.**

**II. Division Method**

$$\text{i.e. } S.O = I.Q + (T.A / NDET)$$

The above illustration can be applied in division method

$$S.O1 = 50\% + (7 / 5)$$

$$S.O1 = 51.4\% \text{ ----- Equation (1) (Increased Stress)}$$

Assuming Required I.Q (R.I.Q) of an employee = 80%

$$S.O2 = 80\% + (7 / 5)$$

$$S.O2 = 81.4\% \text{ ----- Equation (2) (Decreased Stress)}$$

$$\text{Stress Difference (SD)} = S.O2 - S.O1 = 81.4\% - 51.4\% = 30\%$$

Therefore it can be noted however there is a change in Method of Calculation of the stress (%), however the stress occurrence remains the same.

A schematic diagram of stress and I.Q relationship

Diagram 1 show If R.I.Q is not present then there increase in stress and less or no creativity in work.

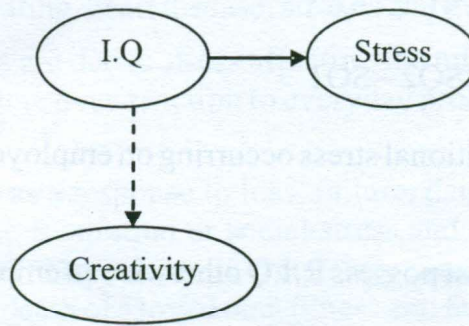
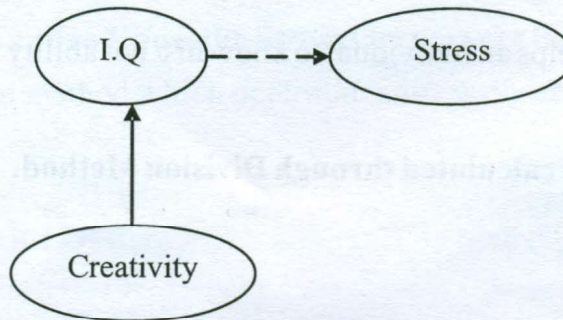


Diagram 2 shows if R.I.Q is present then there is increase in creativity and less stress in work



**Stress Reduction Steps**

1. Increase in creativity through brainstorming, generation of new ideas and effective utilization of I.Q in the work.
2. To have required emotional quotient in relation to required intelligent quotient.
3. To have proper utilization of resources, time in work.
4. To have proper assignment of work and balance the same among team members.

**Conclusion**

1. Stress increases due to decrease in Required Intelligent quotient(R.I.Q)
2. If stress increases there will be an impact of psychological disorders of an employee.
3. Stress is in indirect proportion to intelligent quotient.
4. If creativity increases with increase of intelligent quotient then there will be decrease in stress.
5. The creativity is in direct proportion to I.Q and maintains balanced sate of mind of an employee and avoiding psychological disorders.

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