



(Shri Ramkrishna Seva Mandal's)
ANAND COMMERCE COLLEGE

An Autonomous College (2025-26 to 2034-35)

(Affiliated to Sardar Patel University)

NAAC ACCREDITED 'A' GRADE (3.04 CGPA)

ISO 9001:2015

Syllabus as per NEP 2020 with effect from the Academic Year 2025-26



Bachelor of Commerce
B COM Semester – II

Course Code	UC02VACOM01	Title of the Course	Stress Management
Total Credit of Course	02	Hours Per Week	02

Course Objectives:	<ol style="list-style-type: none"> 1. To examine the effect of stress in work life. 2. To analyze causes of stress in organization. 3. To evaluate Stress management techniques.
---------------------------	---

Course Content

Unit	Description	Weightage * (%)
1.	<p>Understanding Stress:</p> <ul style="list-style-type: none"> • Meaning, Definition, and Characteristics of Stress • Main Areas of Stress: <ul style="list-style-type: none"> • Performance Stress • Boredom • Fear of the Unknown • Grief • Types of Stress: <ul style="list-style-type: none"> • Individual vs Group Stress • Productive vs Dysfunctional Work Stress • Mild vs Strong Stress • Potential vs Actual Stress • Physical, Psychological, and Behavioral Stress • Sources of Stress: <ul style="list-style-type: none"> • Environmental Factors: Economic, Political & Government, Technological • Organizational Factors: Task Demands, Organizational Structure, Leadership <p>Individual Factors: Family Issues, Personality, Boredom vs Monotony</p>	35%
2.	<p>Causes and Effects of Stress</p> <p>Causes of Individual Stress:</p> <ul style="list-style-type: none"> • Life and Career Changes • Personality Type • Role Characteristics <p>Group Stressors:</p>	35%

	<ul style="list-style-type: none"> Lack of Group Cohesiveness Lack of Social Support Interpersonal Conflict <p>Effects of Stress:</p> <ul style="list-style-type: none"> Eustress vs Distress Physical Effects (e.g., headaches, fatigue) Psychological Effects (e.g., anxiety, depression) Burnout and Rust-out 	
3.	<p>Stress Management Strategies</p> <p>Individual Coping Strategies:</p> <ul style="list-style-type: none"> Physical Exercise Cognitive Therapy Work-Home Transition <p>Organizational Coping Strategies:</p> <ul style="list-style-type: none"> Job Enrichment Role Clarity Career Planning and Counseling Stress Control Workshops Employee Assistance Programs (EAPs) 	30%

Teaching-Learning Methodology	<ol style="list-style-type: none"> Lecture Method Online Lectures Group Discussion Practical Problem Solving
--------------------------------------	--

Internal and / or External Examination Evaluation

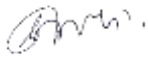
Sr. No.	Details of the Evaluation / Exam Pattern	50 Marks (%)	25 Marks (%)
1	Class Test (at least one)	15 (30%)	10 (40%)
2	Quiz (at least one)	15 (30%)	05 (20%)
3	Active Learning	05 (10%)	----
4	Home Assignment	05 (10%)	05 (20%)
5	Class Assignment	05 (10%)	----
6	Attendance	05 (10%)	05 (20%)
Total Internal (%)		50 (100%)	25 (100%)
End Semester Examination (%)		50 (100%)	25 (100%)

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

Suggested References:

Sr.No.	References
1.	Seaward, B. L. (2020). <i>Managing stress: Principles and strategies for health and well-being</i> (10th ed.). Jones & Bartlett Learning.
2.	Smith, J. C. (2013). <i>Stress management: A comprehensive handbook of techniques and strategies</i> . Springer.

3.	Rao, V. S. P. (2011). <i>Workplace stress management</i> . Excel Books.
4.	Bhagtani, H. T. (2014). <i>Stress management</i> . Himalaya Publishing House.
Digital resources to be used if available as reference material	
Digital 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



Chairman
BOS of Management
Anand Commerce College



Academic Coordinator
Anand Commerce College



Principal
Anand Commerce College