

**A CONCEPTUAL STUDY ON COPING STRATEGIES TO REDUCE
OCCUPATIONAL STRESS AMONG INDIAN SOLDIERS UNDER PERSONNEL
BELOW OFFICER RANK**

Ancy Antony Vattoly¹,

Research Scholar, St. Joseph's College (Autonomous)
Irinjalakuda

Dr.Josheena Jose²,

Assistant Professor & Research Supervisor, PG Department of Commerce, Christ College
(Autonomous), Irinjalakuda

Abstract

The paper aims to study the ways in which occupational stress, generally faced in organizations and a matter of growing concern, can be reduced. Personalities can broadly be categorized into two groups ie, optimistic and pessimistic. Individuals in each of these categories exhibit different approaches to life situations. These approaches can further be classified into two parts, individual level and organizational level. The Indian Army has also employed a few methods to handle the stress it experiences in the organization such as liberalized strategies, setting up of educational institutions, enhanced salary packages, cordiality in the officer-soldier relationship, better travelling facilities, improved family accommodation amenities, organizing various awareness seminars, counseling programs etc. Here, an effort is made to survey the various approaches that the Indian soldiers adopt to lower the level of occupational stress with special reference to PBOR (Personnel Below Officer Rank).

Key Words: *occupational stress, optimistic, pessimistic, Indian Army, PBOR*

1.1 Introduction

Stress is inevitable to life and can, in no uncertain terms, be deemed as entirely bad. However, it is also evident that the excess of it can have far-reaching physical and psychological consequences on the health of the individual. A concerted endeavor to control, reduce or learn to endure the threats causing stress is known as coping. It is a self-motivated, circumstantial reaction to stress. Coping can also be defined as a set of tangible responses to stressful incidents that are meant to solve the problem and lower stress. It also refers to altering the intellectual and behavioral efforts to surmount, reduce or endure the internal or external pressures that evolve out of a traumatic situation. Our outlook towards stress often relies greatly on stringent deep-rooted beliefs, based on the circumstances we find ourselves in. In order to handle stress, we are often required