



**IF YOU'VE VISITED A DOCTOR RECENTLY AND WERE TOLD THAT STRESS IS THE CAUSE OF WHAT AILS YOU, YOU'RE NOT ALONE. ORGANISATIONS ARE NOW WAKING UP TO THE PRESSING NEEDS OF BEATING WORK-RELATED STRESS. SHEETAL SRIVASTAVA DISCOVERS...**

# BEAT THE STRESS!

**M**urari Tamilmani, senior vice president at Scope International loves to hit the office gym everyday. He says, "it helps me keep fit and more importantly." He further adds, "It is very encouraging to see people work out and this motivates me to do the same." Tamilmani also visits the recreation centre and plays a match of cricket sometimes to break the monotony.

Just like Tamilmani, we all like to do something different at the workplace besides performing the mundane tasks. We all are aware that the greatest wealth is 'Health'. It determines the quality of life one leads. Stressful work, extended work hours, late night shifts, regular travel etc. have become an integral part of today's corporate world. Owing to this, problems like hypertension, fatigue, poor eyesight, depression, irritability and obesity are widespread. This affects employee productivity. A Swedish study found that fit workers committed 27 per cent fewer

errors on tasks involving concentration and short-term memory, as compared to non-fit workers. Hence employers, in their own interest, are dedicating more time, effort and money in boosting employee health.

Most employees deal with negative interpersonal relationships at the workplace, be it disgruntled bosses or aggressive co-workers. Either of them can have serious repercussion on their wellness and health. With businesses opening, their eyes to the expensive price tag associated with healthcare, they are reminded that this issue needs to be dealt with by early health interventions. This has kick-started a need to focus corporate attention on employee healthcare schemes.

Says Deepak Mohla, MD, InspireOne, "With increased work pressure and global competition, the workforce is prone to more work-related health disorders. In the knowledge sector for example, good

health of people would be a critical success factor. Companies ensure that they invest in wellness activities such as gym, in-house counselling, and even healthy food in the cafeteria."

Speaking of the above, different corporates have different needs. Healthcare experts such as FitnessOne offer 'Fitness Process Outsourcing' (FPO) to corporates to enhance health standards. FPO is based on the maxim that while it is impossible to flesh out every illness and side effects as well as stress at the workplace, companies can do effective intervention, education, and screenings for their workforce.

"We take up the space allotted to set up a gym in an organisation, planning the equipment they need within their budget. Once the gym is set up, we provide them with the required soft skills. Our nutritionists and physiotherapists along with the trainers plan the workout for each of the member-employee.

Depending on the space, we organise yoga and other group classes like dance, aerobics, etc.," says Vivekanand, managing director, FitnessOne.

Scope International has a comprehensive health strategy which focuses on dealing with issues on a preventive basis. "We strongly endorse and encourage our employees to have a work-life balance: Work from home option, yearly block leave of 10 days, flexi-work hours, etc. are few steps that we have taken to promote health standards. We also have counsellors visiting our campus on a regular basis to help employees tackle stress related problems, if any," says Shashi Ravichandran, head – corporate affairs, Scope International.

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