It is known that "stressors are environmental or personal factors, the action of which upsets the physiological and mental functions of man, which affects the nervous system of the body and causes stress" [1, p.188]. According to research by the Kyiv International Institute of Sociology (KIIS), 50% of respondents in 2019 experienced a certain stressful situation. Most often, Ukrainians experienced the following types of stressful situations [2]: serious illness, surgery (15% of respondents, which is 3 percentage points more than in 2018); severe illness of relatives (had to survive 13% of respondents, which is 4% more than in the previous year); the death of loved ones; lost their jobs and became forcibly unemployed (6% of respondents against 5% in 2018), lost faith in people, faced meanness; 5% of respondents felt helpless.

It is necessary to emphasize the special relevance of this topic in the current difficult conditions of the pandemic and the active spread of the second wave of coronavirus in the world, which significantly exacerbated the sad statistics of stress on the employee (including the first three positions of the KIIS study) and posed a serious threat to domestic companies.

According to experts [3, p.244], "human resource management is one of the main functions of any enterprise, which may be a critical factor that determines the effective functioning of the enterprise in the long run". Therefore, to build an effective human resource management system today, it is necessary not only to assess the factors influencing the effectiveness of human resources of a particular enterprise but also to carefully study the preconditions for stressful situations and master modern methods of conflict and stress management.

Due to the presence of various conditions for the formation of stressful situations in human life, many methods, techniques, and means of overcoming stress have been developed: autogenic training; meditation; breathing techniques; muscle relaxation; rational psychotherapy; use of positive images (visualization); neurolinguistic programming; psychomuscular training; ideomotor training; visuomotor training of behavior, etc. However, it should be noted that the use of psychophysiological methods in the case of emotional stress should be prompt, which enhances their anti-stress effect and prevents the development of high
neuro-emotional stress, reducing the strength and duration of the stress response, prevents depletion of energy resources of employee and his “psychological burnout”.

References:

