

# KINGDOM OF THAILAND

## Stress Management Program in Workplace

### Abstract

Stress in workplace affects greatly the performance of the organization both directly and indirectly. Management of stress help prevent the hazard and loss caused by severe stress. The objectives of this study were to develop an appropriate stress management program for workers in various organizations and to test the efficacy of the program.

This stress management program which emphasizes on systemic stress reduction consists of 2 parts, part one is how to cope with stress generating problems and dealing with emotional consequence, and part two is the self-management in preventing stress in particular area namely health care, emotion and psychological care.

The sample for this study consisted of 90 persons selected on voluntary basis from private organizations in Chiangmai Province and assigned into 2 groups, 42 in experiment and 48 in control group. All subjects were evaluated for baseline stress level using Electro-myography and Suan Prung Stress Test Questionnaire prior to and 3 months after the participation in stress management program. Paired T-test was used to compare between the stress level before and after the intervention.

The result of this study indicated that there were no significant difference in general characteristics and baseline stress level between both experiment and control groups ( $p < 0.05$ ). Comparing between both evaluations, before and after the intervention, the mean score of EMG biofeedback measured after the participating the program was significantly lower than that that of before the participating the program was significantly lower than that of before the participation. Regarding the score on subscales of stress measurement, there were 3 subscales namely sympathetic ANS, emotional and immunological If which score were significantly lower compared to those of before the intervention. Furthermore, the rate of suicidal thinking decreased fourfold in experiment group (from 16.7% down to 4.8%) and homicidal idea by one-third (from 11.9% to 7.1%) while there was no significant change in control group ( $p < 0.05$ ).

This stress management program shows its efficacy by reducing stress in certain degrees, particularly the episodic acute stress and chronic type. Due to the initial phase of program development, it may not affect the full range of its potential in reducing stress. However, it can be improved in the future. Thus, this stress management program would be beneficial in the management of stress in the workplace. This program should be developed into a manual for the general public for self-stress management without the need for training.

---

**ASEAN OCCUPATIONAL SAFETY AND HEALTH NETWORK (ASEAN-OSHNET)**

Ministry of Labour, Thailand

Occupational Safety and Health Division  
Department of Labour Protection and Welfare  
Ministry of Labour, Thailand