

THE IMPORTANCE OF IMPLEMENTING STRESS MANAGEMENT AT WORKPLACE

Stress affects millions of people. In accordance with the current economic difficulties, the stress associated with careers and jobs, is one of the most common forms of it. It is essential to tackle the causes of stress in the workplace as stress at work can cause all kinds of business issues and concerns. If these issues and concerns are left unaddressed by management, it may cause undermine morale and profits. One simple solution to managing stress is to understand what stress management is and how to handle workplace stress.

There are many factors at work that can cause stress: overload, lack of control over aspects of the job, lack of time, work relationships, aggressive management style, job insecurity, over-demanding and inflexible work schedules, lack of information about what is going on in the organization, dull and repetitive work and many others stressors that negatively affect people.

It was determined the importance of using stress management in organizations:

- Reducing the opportunity in decreasing the productivity. To keep productivity at acceptable levels stress management must be implemented at work;
- Improving the ability to motivate employees. When times are stressed it is difficult to motivate employees;
- Improving the ability to lead. At tough times it is important to guide and direct employees to the right way;
- To help business run smoothly it is necessary to keep a lookout for stressors before they may become an issue for both present activity and further organizational development;
 - Decreasing chances of unethical issues;
 - Reducing possibilities of workplace conflicts;
 - Strengthening communication process. High stress levels lead to severe negative impact on communication. These negative actions cause communication breakdown between individuals at workplace;
 - Smooth running projects;
 - Improving the ability to develop teamwork and team building. Stress management at workplace allows to build team unity.

Employers should recognize where there is a sign of stress appearance, which may become a problem for staff, provide a stress-free work environment and take actions to reduce stress. Stress at workplace can lead to the decreasing of productivity, increasing management pressures and makes people ill in many

ways. High stress level affects the operability of the brain, influences on the emotions and logical thinking in different ways, including functions of work performance, memory, concentration, and learning.

We can summarize that undoubtedly aside from the obvious psychological and ethical considerations there are strong economic and financial reasons for organizations to manage and reduce stress at work. Consequently, there is a tendency of productivity increase by reducing the psychological stress on workers, which leads to further organization development.

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EFFECTIVE WEB DEVELOPMENT

Nowadays it's impossible to succeed in business without the Internet because you need a website. Everything is built on it. That's why web studios have a lot of customers and there are a lot of problems of misunderstanding between a customer and a web developer. Here are some problems of a developer team:

- a web developer misunderstood his customer;
- a few members of the developer team have been replaced by new developers while executing the project;
- bad service.

Still, customers have their problems too. The main problem is misunderstanding between a developer and his customer. Let's define some difficulties of the customer:

- the difficulty with identifying the problem;
- the difficulty with the web-site content preparation;
- a long decision-making process;
- changes in the approved project.

So how can web developers and customers cope with these difficulties? Well, I think that it's impossible to avoid some problems. But still, if both sides try to follow some simple steps it will be possible to reduce the number of problems:

- The development schedule should be made including holidays or sick leaves of each member of a developer team.

- The project manager should know the capabilities of each member of his team; it helps to understand if it possible to complete the task in time.

- The team leader should contact with the customer more regularly. It helps to avoid misunderstanding.