

ABSTRACT

Williams and Huber (1986) defined stress as, “a psychological and physical reaction to prolonged internal and/or environmental conditions in which individual’s adaptive capabilities are over extended. They argue that stress is an adaptive response to conscious or unconscious threat and can affect an individual emotional, physical, and social well being as well as pose a threat to one’s health if not dealt with or managed well. In most organizations, employees undergo stress due to factors within and without the work place, which affects their well being and in turn affects their productivity and performance at the work place. Thus, each organization should be keen on implementing stress management strategies to solve work-related stress. The objective of the study was to determine the strategies for managing work-related stress among the employees of Kenya Power. Kenya Power is a public limited liability company that transmits, distributes and retails electricity to customers throughout Kenya. The study adopted descriptive research design with the population of the study being 6,500 employees of Kenya Power. The study used Krejcie and Morgan (1970) Table to determine a sample size of 361 employees. Primary data was collected using self-administered questionnaires. Data was then analyzed using statistical package for social sciences and the findings presented in tables, pie charts, percentages, mean and standard deviations. The study found that stress management strategies employed at Kenya Power were at three levels mainly; primary, secondary and tertiary. Primary stress management strategies used the ones were provision of office space that ensured adequate air circulation and lighting and ensuring that all the employees clearly understood their job descriptions. Secondary stress management strategies were encouraging eating healthy diet and engaging in physical activities which are a great protection against stress. Tertiary stress management strategies were found to be development of wellness and fitness programmes, employee involvement in stress management programmes, receiving supportive feedback and having opportunity to discuss issues affecting their performance with the linemanagers. The study recommended that the company further pursues stress management strategies that will ensure that the employees work environment is conducive in order to ensure delivery on the expected work outcomes