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CONSEQUENCES OF GLOBALIZATION: MENTAL STRESS IN MANAGEMENT

Summary

Due to mass consolidation and permanent restructuring of process flows in a global context, people are increasingly falling into routine and predetermined life patterns. In management and leadership the feeling of fear often appears alongside stress and anxiety. In this context, the paper highlights fear and stress prevention strategies to be used in work environment.

Key words: *stress management, global business, dynamisation of mental illness, lowering the quality of life*

JEL classification: J 20

1. The ambivalence of globalization or ethical aspects of globalization of the economy

The term "globalization" surprisingly has both positive and negative influence. Advocates see globalization as a synonym for accelerated and irreversible process of international economic development, in particular faster growth and lower poverty in the world through the mobility of capital, products, people and, above all, IT-based know-how.

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On the other hand, critics point to poorly regulated financial markets (with almost astronomical, unstable capital flows) as an accelerator of inequality in income distribution, as well as impoverishment in less industrialized countries, and a violent ecological decline. On top of that, the rapidly growing integration of the cross-border economy, as the nucleus of the global threat to established patterns of life, is taken very critically - this aspect is the subject of this paper.

2. Causality and explosiveness

There are changes in the family and professional spheres of life of contemporary societies, the processes are fast but also very complicated. Noticeable exacerbation of the speed and compression of all processes is a consequence of globalization leading to the inevitable belief that everyday life and the human psyche are constantly driven, that sometimes one is unable to control one's emotions and stop some decisions.

One must always be present and available, and all decisions one makes should be made rationally - according to the latest paradigm - so that the consequences have the smallest possible negative impact on one's career (in other words presentable and resistant to career). So it is necessary to find out whether explosiveness is something more than a mere threat of personality deformation. Routines unconsciously taken for granted and life navigation patterns have failed in our globalized world and people have not yet come up with necessary skills for this demanding, innovative project called life.

3. Mental challenges in management: an indicator of the perception of huge threats to traditional patterns of life through globalization

Psychological stress in professional world - especially in management - is becoming more and more noticeable. Stress, depression and burnout are the most significant indicators of growth. Because of these conditions, in Germany only 27 billion euros are spent annually on medical expenses. Every third pensioner in this country is no longer able to work for psychological reasons.

Table1. Direct and indirect mental strain, also associated with globalization.

Dominant, rapidly growing causes of stress	Psychic forms of stress
Increased complexity of tasks. Mismatch between customers and employees. Constant cost reduction strategy. Structural change of tasks. Minimal increase in social skills.	Stress, depression, burnout. Post-traumatic stress disorder. Addictions (alcohol, nicotine, drugs, etc.). Intimidation and aggression. No motivation.

Source: own elaboration.

Ultimately, restructuring processes and changes, which are in particular initiated by global development, create a background factor that evokes fear. Particularly at the higher levels of management, fear manifests itself in many aspects. The barely researched and not recognized enough issue of "fear in management" develops through the following, only subjectively experienced and felt but externally recognizable themes:

- future is unknown to everyone and possibly enriched with negative, professional surprises (possible destruction of auto-affirmation);
- risk is interpreted as a threat to existence.

From this stems an unconscious behavioral compensation strategy:

- gradual shifting of the center of gravity of life towards privacy (main goal: recognition also in other areas of life)
- professionalization of preparation and implementation of decisions (less susceptible to errors)

4. The starting point of the prevention strategy

Globalization also leads to the pursuit for individuality in the modern society, more and more marriages do not stand the test of time, disintegration of families and friendships is frequently observed. People become lonely and often overwhelmed (superficial digital social networks cannot provide adequate compensation). In the current phase of globalization, the orientation on human value is limited only to share prices and profits (or their equivalents).

Biological, rational programming of feelings and intentions that definitely shapes and determines human life is hidden as "biased".

It is therefore clear, which milestone strategies should be used to alleviate this psychosocial crisis:

- balance between harmonious cooperation, subjective attitude and economic efficiency,
- a system of incentives for self-improvement oriented towards health as well as physical and mental fitness),
- optimum health conditions (ecotrophology, ergonomics),
- development of contents and accents of actively practiced, binding corporate philosophy, which is to be developed from scratch.

Conclusions

Mental illnesses related to professional life are also a reflection of the spirit of time, which is, in the beginning, economically oriented, cut to maximize, self-employment and heteronomy - the vocabulary of political economy - should be replaced by real self-optimization and effective life management strategies.

Undoubtedly, globalization of all areas of life has long been anchored in the life of people. The lifestyles of modern societies is the dimension of the immediate past, also more diverse and more distinct in terms of the degree of freedom.

However, more and more people are overloaded with dealing with changes and challenges related to their work and family associated with globalization. People are paying the price for growing globalization by the decreasing quality of life, because many activities and stages of life do not bring "return on investment" e.g. regeneration stages, breaks for children, diseases, crises, social obligations and periods of education - they must be recorded on the passive side of the neo-liberal life balance.

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