

Stress Management: Controlling  
the Hidden Stalker Within the Immigration Courts

By

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ABSTRACT

The purpose of this research project is to determine if individuals working at the United States Immigration Courts feel stressed as a result of their job, and if stress affects those individuals and the courts resulting in loss of productivity, such as increased absenteeism.

The research for this project was conducted by surveying employees from eight United States Immigration Courts. A total of sixty-nine individuals responded by completing an electronic mail questionnaire survey. The quantitative survey consisted of thirteen multiple choice questions designed to ascertain the respondent's opinions regarding their stress level and how it affects their work productivity. Respondents identified stressors that contribute to conditions on the job and noted stress relieving activities for which they'd like to access to decrease the adverse affects stress has on them at work.

The data indicates that the majority of employees surveyed experience moderately high levels of stress from their job and work environment. Seventy-five percent of those surveyed indicated that they miss three to four days of work each year due to stress caused by excessive workloads, poor relationships with co-workers and poor management.

To reduce the stress problem plaguing the United States Immigration Courts, the agency should encourage the employees to relieve stress by incorporating regular exercise or relaxation techniques into their work environment and adjust agendas and work breaks to provide more flexibility during their work schedules. Employees should be encouraged to make use of the Department's Employee Assistance Program (EAP) and related stress seminar. EAP can provide educational workshops, individual counseling and long-term assistance. In addition, each court will benefit from implementing programs to facilitate communication between co-workers and management.

To obtain a copy of this research paper, please contact:

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