Occupational Stress among The Employees: Review

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ABSTRACT

The occupational stress means an imbalance between the mental and emotional levels of an individual in working place. Stress reason out due to various external and internal factors, makes a boundary around a human figure. More times it is understand that the occupational stress levels are gaining the inspiration in the organizational working frame. More researchers are keen to derive out the various parameters resulting in generating occupational stress among the employees of the organization and collateral to this they are also seeking various strategic to minimize the stress levels so as to enhance work. This paper is an attempt to gather and present the reviews of the various researchers, so far has worked on the occupational stress and management. The paper is descriptive in nature and based on secondary data gathered from various published and online and printed sources. The study will be able to give a glance of the various factors responsible for the occupational stress creation and the management techniques used to minimize it.

Keywords: Stress, Occupational stress, mental and physical stress

I. INTRODUCTION

Stress become has significant is the social factor and changing lifestyles is growing. Stress is man’s adaptive response to an external state of affairs, which would show the way to physical, psychological and behavioral changes. Even while stress kills brain cells, not all stresses are negative in nature. In today’s competitive world there is steady pressure to excel in work atmosphere; at the same time we discover that occupational stress may be measured as a type of occupational ill health. Occupational stress, the employees themselves to collide, or to create a bunch of demand, causes so emotionally out of control. This is a situation wherein the person may experience a dedicated level of anxiety, mental tiredness, and other symptoms. Some Professions and jobs are characterized by high stress. Also, some of the events taking place in the working areas are stress triggers. A task usually is because of the high degree of control and workload caused by occupational stress. Stress in the workplace comes in many things, not only. They may get a little activity. It can be the biggest impact on the relationship between employees and employers. Fear of redundancy, uncertain economy, downsizing, targeted at work and occupational stress due to a number of reasons why employees may not be able to express their full ability. When a worker to have been pressured to reveal his performs, when he sees goes occupational stress. He goes down to the job of the satisfaction. The persistent requirement to work at most favorable performance takes its toll in job disappointment, employee earnings, reduced effectiveness, sickness and even death. Absence, ill health, alcoholism, internal politics, bad decisions, indifference and lack of interest, lack of inspiration or creativity are all by-products of an over stressed workplace. Occupational stress includes various factors, in the office of the mental condition of the employee, the employee's mental status at work, co-workers employee's mental state, work – home balance, etc.,
II. LITERATURE REVIEW

In this research paper the review has taken from various foreign and Indian research authors. The Researchers have taken a keen interest in occupational stress practices of organization. However, it is essential to review all relevant material which has a bearing on the topic selected. Because, employees in majority of organization is to occupational stress. Researchers have reviewed the literature of occupational stress in different fields and their findings are listed below. These reviews of related literature gives an overview to the researcher in the conceptual analysis of the topic and for framing objectives and hypotheses and for identifying variables etc., In the present study 35 literature were collected from various resources.

Studies Related to Occupational Stress of Employees in Working Environment

Amir Mohammad et.al., (2015), reported that stress is the most important subject of mental health research and one of the most complex areas in psychology. Stress is to be considered as the main threat of health. This study covered eleven major definitions of stress, three methods of stress categorization, three main explanation models of stress, related constructs, spiritual approaches to stress, stress outcomes, and mutual relations between stress and culture. The review of study the based on stress as a multimodal construct in a Bio Psycho Socio Spiritual manner to consolidate a theoretical integration for future studies. Here the result is one-dimensional perspectives can neither represent the factual reality of stress nor providing with suitable solutions to the stressful situations.

Haradhan Mohajan., (2012), found that, nobody is free from stress and everybody undergo stress to a little bit or more. Stress is not harmful but higher level of stress is harmful and it creates many diseases. We have discussed both the positive and negative areas of stress. Occupational stress has become an essential factor in the competitive world due to the economic crisis that they are faced. Stress creates risk in workplace and we have tried to discuss about risk management at workplace.

Hui Zhou and Yu-Hua Gong., (2015), found that, Chinese (nurses) employed in service reported high occupational stress. They were more likely to use active coping strategies to handle stress arising from resource and problems from their environment. This study helps in providing suggestions for nurse supervisors and managers to support nurses’ by active coping while reducing the need for nurses to cope passively.

Jazreel Hui Min Thian et.al., (2015), examined that nurses practiced similar sources of work stress such as workload, as same as nurses in other countries. Nurse administrators should initiate worksite strategies to decrease stress, and to improve positive affectivity and work engagement in nurses. Moreover research can be directed towards testing the efficiency of the worksite interventions.

Joyce Atieno Oweke et.al., (2014), examined that Police constable in the country of Kisumu experiencing a moderate level of occupational stress only. The main concept about the working environment, inter personal relationship, bureaucracy, work load and work schedule were the causes of occupational stress were as concluded.

Natasha Khamisa et.al., (2015), focused on the study about the stress related with staff issues, including poor staff management, resource insufficiency and safety risks, is a most important factor in determining the burnout and job satisfaction among the respondents (nurses) and possibly other health professionals. Burnout creates an impact on the mental health and wellbeing of nurses, which is likely compromising productivity, performance and quality of patient care.

Richard Sisley et.al., (2010), suggested that humans adapt to the workplace environment and to survive in its inherent stressors. The adaptation may not be a functional outcome if it leads to vulnerability to stress-related illness and problems in the well-being. In addition, the first two authors have already used it in training and development courses.

Studies Related to Occupational Stress of Employees at Work

Alice Mutai et.al., (2015), concluded that majority of the respondents engaged in, social support and self-care as coping strategies while positive reassessment and escape avoidance were the least coping strategies utilised. The results further demonstrated that the measuring of occupational
stress was related to characteristics of work. Perchance, it will be interesting to discover on this matter more in the future studies.

Akanji Babatunde., (2014), explained the proactive interventions can be integrated within the structural context of work for e.g. job control, work schedules, staffing levels, physical work environment and organizational structure and the psychological frame of employees. Implication of practicing working conditions which are applied to the differences in people’s physical, mental and contextual situations.

Christopher Tennant., (2001), studied that there are various medico-legal issues and one of the major type is of “liability”; there are two important considerations in this regard - The first is to determine what degree of work stress ie., responsibilities, hours worked, etc. which may be likely to cause psychological impairment in an employee, but as yet no reliable quantification is available. The second consideration is, accepting responsibility for the stress exposure. Employers rarely suggest their employees who are working too hard and that they should ease up.

Job Ayodele Ekundayo., (2014), explained about that in every organization certain percentage of the workers suffers from occupational stress but occupational stress is not be taken as an individual problem. Organizations should handle occupational stress positively to increase productivity. If management considers occupational stress as an individual problem and not management problem, then they have to face various losses due to absenteeism, quitting of jobs, total cost of work-related accidents and low quality work.

Zoran Stojanovic et.al., (2012), demonstrated that administrative work & production work, in addition to the whole set of specific characteristics originating from the nature of the work itself, are characterized by differences on the basis of general proneness to stress, occupational stress and assertiveness. Social communication skills represent an important factor in that exposure. Research findings support the recommendation that employers & management structures of more complex production systems should periodically organize specific anti-stress program trainings and assertive behavior education seminars.

Studies on Occupational Stress

Adegoke, T. G., (2014), study has been able to look at the effects of occupational stress and its associated factors such as work-stress, frustration and depression on psychosocial well-being of police officers in Ibadan, Nigeria.

Ahlam B. El Shikieri and Hassan A. Musa., (2012), reported that stressors were found to have positive and/or negative associated with their performance, physical and mental health and job satisfaction and workplace performance. The management should resolve the situation which are affecting them by providing training through peer counselling teams in their organizations which is not only recovering the employees but also avoid the retention problems.

Akintayo, D. I., (2012), explained that occupational stress is a major problem of most of the organizations which disturbing the goals and achievements of the organizations. This study established that there was a successful relationship among the workplace attitude, psychological well-being and occupational stress of the employees in organizations. It also explained about the further that both male and female workers felt equally the effect of workplace stress, commitment, job satisfaction and workplace compliances.

Ali Sahraian et.al., (2013), studied that, Nurses are closely connected with people and responsibility of human life and deals with the patients and incurable diseases makes nursing as a stressful job. Job stress is a most common phenomenon among nurses and it is influenced by several factors. Identification of these factors that involved in stress and its control can reduce this effect. So, supportive & effective interventions must be implemented to reduce job stress.

Dhanabhakyam M and Naveen sulthana F, (2015), studied that occupational stress plays a major role in every human being. When it comes to the profession like teaching, where teachers are found as dispensers of knowledge and they are increasingly observed as managers or facilitators of knowledge. They work in an isolated environment surrounded by hostile views and sometimes threat
of physical abuse, and with a constant fear and threat of accountability for each and every action of their own self and of their pupil.

Jani, Jyotindra M., (2009), pointed out that his made on the basis of data collected from senior and junior executives i.e. executives working in the field from 2 years to 10 years. The sample has taken in single phase so as the opinion suggested by the executive is correct and situation based. The present study intended to find out stressors that creates managerial problems and results in to diminishing the efficiency at the workplace. Stress and managerial problems have the positive correlation.

Karshan B. Chothani., (2015), reported that human beings have a variety of organic, mental and common needs, stress occur to them when these needs are not promptly and easily satisfied. It can be said that some drastic changes need to be made in the Banking profession, which help to decrease the work load of staffs. A superior Employee should have commitment towards his Clients, Co-workers, society and top management. Higher pay scales and perks and less rigidity along with improved work atmosphere is the main reason for the younger generation to prefer banking profession as a serious option.

Krishnakumar R and Lalitha S., (2014), concluded that people having emotional intelligence can easily wash off their stress. Work pressure is also one of the major causes of workplace stress. Thus organizations for controlling the stress of their employees through the implementation of programs should focus on reducing stress.

Malikeh Beheshtifar and Rahele Nazarian., (2013), found that, the problem of stress is unavoidable in the healthcare sector. A majority of the employees undergo severe stress- related and psychological problems. The management must take several initiatives in helping their employees to overcome stress. Work related stress is a feature in which most of the individuals suffer at times and to a different extent. In a positive note, work stress can be a source of excitement and stimulus to the achievement.

Mardhiah Yaacob and Choi Sang Long., (2015), in this research, occupational stress comprises of role overload, role ambiguity, and work-family conflict. Based on the feedback from respondents, it is observed that the role of overload and ambiguity is in higher rate. However, there was a moderate level of work-family disagreement. In general, teachers at Malacca had reported for a high level of occupational stress.

Sarikwal Lovy and Kumar Sunil., (2010), found that stress exist in both types of workers (skilled and unskilled workers) as there is no significant difference between the types of workers. But there is an interactional effect of stress factors on skilled and unskilled workers. The reason can be that the skilled workers could face stress because of high demand and competition in jobs which require more skill.

Triantoro Safaria et.al., (2011), found that, leaders contain a very famous role in creating a healthy organization, where subordinates work to the optimum. Leadership practices and behavior tend to suppress and authoritarian complex will have a tendency to create a strain to the subordinates. This study shows the several leadership practices such as challenging the process, inspire a shared vision that enable others to act and encourage the subordinates.

Uma Devi .T., (2011), found that stress issue has become contemporary, being an occupational hazard in fast pacing, IT profession, needs to be addressed without any delay. Therefore the importance of the study of stress at various levels, among employee is advisable. Positive attitude and consideration is helpful for coping the stress.

Uma Mageswari S, Prabhu N R V., (2014), concluded that stress is like electric power. It can make a bulb light up and provide brilliant illumination. However if the voltage is higher than what the bulb can take, it can burn out the bulb. Individuals have to effectively act when stress is properly channelized resulting in the feeling of challenge, high satisfaction in the job, creativity, effectiveness better adjustment to work and life.

Velnampy T, and Aravinthan.S.A., (2013), concluded that the respondents experiencing workplace stress higher at their low level as well as moderate level of activities. From the organization’s point of view, management may not be concerned with the employees when they
experience different levels of stress. From the individual’s point of view, even low levels of stress are perceived as undesirable. There is a positive correlation of organizational commitment related components like organizational factors, job design, career development and social stressors except physical environment.

Table - 1
Factors that are observed from Previous Research Works included in Various Dimension of Occupational Stress

<table>
<thead>
<tr>
<th>Name of the Researchers</th>
<th>Identified Factors from various Literatures of Occupational Stress</th>
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<tbody>
<tr>
<td></td>
<td>Stress Factors</td>
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<tr>
<td>Krishnakumar R &amp; Lalitha S., (2014)</td>
<td>Emotional Intelligence</td>
</tr>
<tr>
<td>Jani, Jyotindra M., (2009)</td>
<td>Managerial Problems</td>
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III. CONCLUSION

The Researchers comes to conclusion about Occupational Stress that it helps to employees on social support, good working conditions, workload management, positive relation in working environment, work commitment, reduce physical and psychological workplace stress, Successful performance, good interpersonal relationship, mental wellbeing, reduce in absenteeism, high motivation, good workplace attitude, job satisfaction, etc., Occupational Stress which is related with the job (or) occupation is a situation where occupation related factors interact with employee to change. The current world as a world of stress and has made life very much demanding as a result of ever increasing. Needs and aspirations, tough competition, pressure of meeting deadlines, uncertaining of future and weekend social support. The study also recommended for the future researchers that there were more studies based on occupational stress, so they should develop and update the factors of occupational stress frequently through their detailed research and practices.
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