

Employee Work Stress: A Literature Review

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Abstract

This study is to know about the work Stress of employee, Stressors impacting on their both work life & personal life. As Richard Carlson says that, "Stress is just a socially worthy type of emotional instability". Stress has been characterized in distinctive routes throughout the years. It was thought about as weight from the earth, then as strain inside of the individual. The by and large acknowledged definition today is one of connection between the circumstance and the person. It is the mental and physical state that outcomes when the assets of the individual are not adequate to adapt to the requests and weights of the circumstance. In this manner, Stress is more probable in some than others and in a few people than others. Intense reactions to stretch may be in the territories of sentiments (nervousness, gloom, peevishness, weariness), conduct (being pulled back, forceful, sorrowful, unmotivated), considering (troubles of fixation and critical thinking) or physical side effects (palpitations, sickness, migraines). Stress is the way people respond both physically and rationally to changes, occasions, and circumstances in their lives. Individuals experience stress in distinctive courses and for diverse reasons. In the event that you see a circumstance adversely, you will probably feel bothered i.e. overpowered, mistreated, or wild. Misery is the more well-known type of Stress. Stress is your body's reaction to change.

Keywords: Stress, Stressors, Effect of Stress, Method for dealing with stress.

Introduction

We all discussion about Stress and feeling focused, as a rule when we feel we have a lot to do and a lot on our psyches, or other individuals are making outlandish requests on us, or we are managing circumstances that we don't have control over. The circumstance which makes us to wind up Stress is known as Stressors. Signs articulation of Stress can be found in individuals' evolving conduct. Intense reactions to push may be in the territories of sentiments (uneasiness, sorrow, peevishness, weakness), conduct (being pulled back, forceful, sad, unmotivated), considering (challenges of fixation and critical thinking) or physical side effects (palpitations, queasiness, cerebral pains). In the event that stretch endures, there are changes in neuroendocrine, cardiovascular, autonomic and immunological working, prompting mental and physical sick wellbeing (tension, gloom, coronary illness) The Situations which cause Stress are those that are flighty or wild, questionable, equivocal or new, or including strife, misfortune or execution desires

1.1 Theoretical Framework

Stress is the way people respond both physically and rationally to changes, occasions, and circumstances in their lives. Individuals experience stress in diverse routes and for distinctive reasons. The response depends on your impression of an occasion or circumstance. In the event that you see a circumstance contrarily, you will probably feel troubled—overpowered, abused, or wild. Misery is the more natural type of Stress. The other structure, eustress, results from a "positive" perspective of an occasion or circumstance, which is the reason

it is additionally called "great Stress." Stress is your body's reaction to change. The body responds to it by discharging adrenaline (a hormone) that causes you're breathing and heart rate to accelerate, and your circulatory strain to rise.

1.2 Sources of Stress

The Environment: The natural stressors, for example, climate, commotion, swarming, contamination, movement, perilous and substandard lodging, and wrongdoing.

Social Stressors: Social stressors, for example, due dates, monetary issues, prospective employee meetings, presentations, differences, requests for your time and consideration, loss of a friend or family member, separation, and co-child rearing. These stressors emerging because of requests of the diverse social parts, for example, guardian, life partner, parental figure, and worker.

Physiological: Physiological stressors incorporate fast development of puberty, menopause, disease, maturing, conceiving an offspring, mishaps, absence of activity, poor sustenance, and rest aggravations.

Contemplations: Human cerebrum translates and sees circumstances as upsetting, troublesome, difficult or wonderful, in such circumstance our mind figures out if they are issues to us or not.

The Sources of Stress Can also be elaborate in the following way,

Table 1: The Sources of Stress.

Intrinsic to job	Role in organization	Career development	Relationship at work	Organizational structure and climate
Poor physical working conditions Work overload Time pressures Physical danger, etc	Role ambiguity Role conflict Responsibility for people Conflicts re organizational boundaries (internal and external)	Over promotion Under promotion Lack of job security Thwarted ambition etc	Poor relations with boss, subordinates, or colleagues Difficulties in delegating responsibility, etc	Little or no participation in decision Restrictions on behaviour (budgets, etc) Office politics Lack of effective consultation, etc Financial difficulties.

1.3 Types of Stress

a) Eustress: These are otherwise called Positive Stress, which makes us to feel great and applying solid impact. This kind of Stress happens brief timeframe. Eustress offers capacity to individual to create ideal yield by performing best. In such circumstance individual may excited, energized while watching Horror Movie, Excited when won the Prize, Zeal for buying first auto, satisfaction in achieving difficulties, and so forth.

b) Distress: This is called as Negative Stress, awful stretch. This is inverse to Eustress. Demise of somebody you adore, Illness, Financial emergency, heavy work load and so forth, prompt Distress. It has two sorts, for example, Acute Stress and ceaseless Stress.

c) Hyper-Stress: If the individual pushed past what one can deal with, this swings into Hyper-stress. More times it happens in light of the fact that workload or over worked. This sort of Stress happens when consistent substantial money related challenges; work both at home and office, Continuous strain, voyaging day and night and so on.

d) Hypo-stress: This is specifically inverse to hyper-stress. This kind of Stress experienced by individuals when they always feel exhausted, same undertaking again and again, fretful work and absence of motivation.

1.4 Causes of Stress: Causes can be extensively separate into three,

Table 2: Reasons for Stress

Authoritative Factors	Personality Factors	Work-family interaction Factors
Job it shelf	Age	Work demands
Poor physical working conditions	Sex	Family demands
Work overload	Headache	Work flexibility
Time pressures	personality	Pressures at work
Long working hours	Control & decision making capacity	Support at work
Job Instability	Physical agents	Work & Family life
Job Clarity.	Depression	

2. The Signs and Symptoms of Stress

Cerebral pain, Fatigue, Increased non-appearance , Altered execution, Changes in mentality, state of mind or conduct, Becoming crabby, unstable or forceful , Conflict with others, Diminished work connections, Tiredness/torpidity/absence of interest, Difficulty in concentrating or deciding, Changes to appearance or individual cleanliness, Becoming pulled back or segregated, Demonstrating unlikely models or Expectations for self or others and Uncharacteristically labile.

2.1 Combating Stress

Table 2: Combating Stress.

Physical Skills	Mental Skills	Social Skills	Redirection Skill
Breathing activities	Meditation	Meeting individuals	The action which makes your psyche off from issue.
Progressive unwinding	Yoga Practicing	Keeping pets	
Stretching activity			Introspection exercise which assists you with connecting you with yourself
Walking and Sleeping			

2.2 Coping with Stress

Embrace Stress audit: Organization chooses to take a peep into mental cum physical wellbeing status of its representatives. Polls and meetings are utilized to gather information on different stressors, adapting methods and results.

Use exploratory inputs: Spread mindfulness and data about successful managing Stress, both inside and outside the association.

Check with the organization doctor: The medicinal officer can lead stress administration programs.

Spread the message: The significance of normal work propensities, recreation, eating routine, practice and rehearsing individual unwinding ought to be underlined.

3. Literature Review

“Reading makes a full man, meditation a profound man, discourse a clear man”
Benjamin Franklin (1706-1790) *American statesman, scientist and philosopher*

Alfred Champion Ncube & Thembinkosi Tshabalala (2013) [7], in their research work on “*Factors contributing to the Cause of Work related Stress and Its Impact on Performance of Teachers in Nkayi District*”, have used questionnaire to collect the data from 200 respondents (Teachers). The researchers have found that, 83% of the respondents were below 40 years of age. The respondents feel stress because of Poor pay (98%), work load (95%) & poor management (94%) are most highlighted. Respondents raked career development as least (33%). Teaching & working life of teachers impact on their job performance.

Deepika Sharma & Dr. M.L. Gupta (2012) [8], in their work titled “*Job Stress & Employee Burnout: An Overview*”, have viewed new concept to Manage Stress and brings Distress in to Eustress i.e. S-Strength (Physical & Mental), T-Traffic Control

(Thought of Mind), R-Re-design (Life Style), E-Erase Anger, Fear & Ego, S-Sharing (Knowledge, workload, experience & Sorrow) and S-Surrender to the God. They concluded that, 'without work all life goes rotten, but when work is soulless, life tiffles & dies'.

Tarika, Ruchika & Monika (2015) ^[9], in their research titled "*Stress Management: Its Causes and effect*" have found that, employees feel stress because of imbalance of demand & resource [S=P>R, S-Stress, P-Pressure & R-resource]. The Stressor which impact on employee are organizational, individual & Job Stressors. They concluded that, 60% of employees feel stress because of work overload, 20% because of family tension & 40% because of non-achievement of work target.

Dr. Sneha Mankikar (2014) ^[10], in her research work titled "*Stress management in Insurance Sector: A Veracity Check*", have found that, Men & Women are react to Stress in different ways in both physically & Mentally; gender impact on occupational Stress positively and the remuneration of employees & occupational Stress are highly correlated. She concluded that, responsibilities without stress will definitely improve work performance of employees.

Dr. N.A. Anabarasana & C. Jaganath (2014) ^[11], in their research work titled "*A Study on Stress management Among Employees in Information Technology sector at Chennai City*", have used structural questionnaire for collection of primary data from 100 employees of IT company; they used analytical & descriptive Study. They found that, majority of employees are between the age group of 25 years, 50.4% among them are married & most employees are strongly agreed that, more workload & working time leads to stress i.e. 52.40%. They concluded that, if stress is not managed properly & effectively leads to strained relationship among the employees.

Laiba Dar & et.al (2011) ^[12], in their work titled "*Impact of Stress on Employee Job Performance in Business sector of Pakistan*", have selected 143 respondents with use of convenient sampling & used structured questionnaire for collection of data. They found that, majority of respondents were male (76.2%), 72% of respondents were single & age below 30. They used Likert scale; Chi-square for analysis of gender, age, qualification etc; t-test were conducted to know stress score between Male & Female respondents and further they found that, male respondents are possess more stress bearing capacity than female.

Ashfaq Ahmad & Dr. Mahammad Ramzan (2013) ^[13], in their work titled "*Effect of Job Stress on Employee Job Performance: A Study on Banking Sector of Pakistan*", have selected 144 respondents from the banking sector; used close ended questionnaire to obtain primary data. They used regression correlation for analysis of data. They found that, Job Stress & Performance are negatively correlated each other and stress is significantly reduces the performance of employee. To boost up the performance organization needs to maintain healthy, friendly & co-operative environment in the working teams.

Dr. Sandeep Singh & Himja Jamwal (2014) ^[14], in their research work on "*Impact of Stress on Employee Behaviour: An Empirical Study of J&K bank*", have distributed self-administrated questionnaire which comprises of 5 sections & 34 questions. 190 were fitted for analysis among the returned questionnaires. The researchers were used descriptive statistic for analysis (Correlation & KMO) with the use of SPSS-17.

They found that, the stress is inversely proportion to employee behaviour i.e. higher the stress level, lower is the positive behavior and vice-versa.

Conclusion

The critical part of each association is, Stress. Stress has turned into the most well-known reason for workers in every one of the businesses. Stress can make an individual profitable and valuable when it is distinguished and very much overseen. Inspirational state of mind and reflection will be useful for adapting the Stress. Thinking in a more extensive point of view of life will change stress. There are numerous courses for overseeing Stress, for example, contemplation, Yoga and so on. The Negative push or Distress executes the representatives' uplifting disposition and it swings to missing, turnover, indecent, uneasiness, discouragement, aggressive et cetera. Henceforth, we will be effective in the event that we make trouble into eu-stretch, our sound way of life and also authoritative prosperity will change.

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