

A STUDY ON IMPACT OF STRESS ON EMPLOYEE AT WORKPLACE AND STRESS REDUCTION TECHNIQUES

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ABSTRACT:

Stress is playing a vital role in this modern world where, every individual, irrespective of gender, race, religion, caste, class etc. is bearing stress and nervous tension due to a variety of factors-especially ever growing cut throat competition in today's achieving society in which each sky is not the edge of achievement. It happens when they are worrying that they cannot handle the pressures of working life which lead to stress. Up to a certain point of work, stress will improve performance and the worth of life, if stress becomes too much it loses its advantageous effect and becomes dangerous. The stress grows from the work environment, relationships in the workplace, the organizational culture. Stress in the workplace can also be reduced to the level that the yield and health of the employee is maintained which could lead to a healthy environment. This paper will discuss about the causes of stress at workplace and techniques to minimise it.

Keywords: Stress, Workplace, Signs of stress, Work Stress, Reduction Techniques.

INTRODUCTION:

Stress is the most significant issue of current competitive world wherein every personality, irrespective of gender, race, religion, caste, class etc. is undergoing stress and injures due to a large quantity of factors-specially increasing current struggle in today's achieving humanity in which every sky is not the limit of achievement. The majority harmful effects of stress consist of high levels of absenteeism, poor job performance, low self-esteem, low dedication, increased incidence of accidents, complicated industrial relations, poor interactions with customers and possible proceedings. Employees are subsequently trapped between a swing and a stiff place. On the one hand, they have to leave workplace in due time; on the other hand, they must fulfil their employer's requirements. And moreover incompleteness of everyday jobs it effects stress. While it will not be possible for organizations to remove all these stressors it is important that they work with employees and managers to identify which aspects of the working environment are causing most difficulties and work together for improvements.

A company's achievement depends upon the employees who work for it. Stress is a great deal of complicated incident that can have an effect on employees in many dissimilar ways and to differing degrees. Ruthlessly stress have an effect on the performance of an organisation to the disadvantage of its employees and hence its end product or service.

As an effect of this:

- The link between absence and stress is well confirmed that non-attendance data are frequently used as a pointer of stress 'hot spots' at workplace.
- The effect of stress on work performance is harmful to the degree that employees struggling from high levels. It may ultimately discover that their powers of creativeness and realistic thought have been damaged.
- Where an employee is incapable to perform his/her work to the required standard, this will ultimately create its own stress reaction.
- Many stress-related problems can be making worse as a direct outcome of management not having the necessary knowledge to compact with them.
- Employee self-esteem is significant to the success of any organisation. Low self-esteem and lack of identification by the employer will often lead to the loss of valuable trained employees.

- Where relationship limitations within the workplace are not clearly defined, this can show the way to misunderstandings that cause too much pressures.
- Conflict can be common within the workplace, and if not concentrated will spoil both the organisation and the persons involved.
- In its most severe form, workplace stress can result in intimidate, inhumanity or even suicide, either within or outside of the workplace.

LITERATURE REVIEW:

“If a warrior is to succeed at anything, the success must come gently, with a great deal of effort but with no stress or obsession”

-- Carlos Castaneda

The study is based on secondary data. In this look upon various libraries were visited and some On-line journals were also reviewed in this direction.

Manjunatha M K. & Dr.T.P.Renukamurthy (2017), they found that Stress can make an individual, productive, constructive and well managed Positive attitude and meditation will be helpful for coping the stress. Hence, it will be successful if it makes distress. It enhances the psychological well-being and health of the employees.

B.Kishori and B.Vinothini (2016) the authors have found that productivity of the work force is decisive factor for the success of an organization is concerned. In an age of highly dynamic and competitive world, an employee is exposed to all kinds of stressors that can affect them on all realms of life.

According to Gardazi, et al. (2016), stress produces strain within the individuals while pushing the psychological and physiological factors beyond their stability. It may have very strong effect on the health and performance of an individual (Lecompte, et al. 2017). The situation that is overwhelming an individual and he/she feel difficulty in coping with it, can be referred to stress.

Mrs. Caral Lopes, Ms. Dhara Kachalia, (2016) they have conducted a study in private and public banks. They have shown that the technological growth has revolutionized the way banking sector works and the competition is globalised now way days because of the economic condition.

Prakash B. Kunderagi and Dr.A.M.Kadakol in their research titled — WORK STRESS OF EMPLOYEE (2015), they have focuses on the stress for the employees at workplace. They found in their research that, Stress has become the most common cause of employees in all the industries.

Dr. P.Kannan & Suma.U (2015) in order to manage stress in the organization has to encourage employee development and embark on training interventions for employees. Training specifically related to policies and policy implementation is a key priority. The organization should support and encourage taking up roles that help them to balance work and family.

Theoretical Framework

Stress is the way human beings react both physically and mentally to changes, actions, and situations in their lives. The stress that survives that encouragement could be something physical, such as emotional, fear of losing job or being uncomfortable in the workplace. The response is based on your perception of an event or circumstances. If you view a position depressingly, you will likely feel *distressed*—Overwhelmed, exploited, or out of control.

FACTORS AFFECTING STRESS

There are plenty of different factors that can affect work related stress:



Organizational Stress factors

Stress causes in the working environment due to like chalk and cheese stressors in the organization. Refer to those stress factors that influence employees within the organization, such as:

- Poor physical working conditions
- Organisations can misguidedly support a culture of "presenteeism", in which employees feel the need to be seen to be working at all times.
- Over Workload
- Home workers may feel inaccessible and necessitate controlled support.
- Time pressures
- Long working hours
- Job unsteadiness
- Job Clarity
- Rapidity / Diversity / Significance of work
- Independence (e.g., the capability to create individual decisions about their job or about specific tasks)
- Work Timings
- Segregation at the place of work (emotional or working without help)
- Role difference (contradictory job demands, various supervisors / managers)
- Role uncertainty (be deficient in clarity about everyday jobs, expectations, etc.)
- Intensity of responsibility
- Cooperation or noncooperation in decision making

Physiological Stress Factors

Stress is a physiological (physical) response to certain triggers in the work environment.

- Long Working hours,
- Machine-paced and repetitive work,
- dependability for people
- Complicated/complex tasks
- Lack of Breaks
- Lack of diversity and poor physical working conditions

Psychological Stress Factors

Psychologically exhausted individuals also have a diminished sense of personage achievement and an enlarged sense of insufficiency.

- *Quantitative overload* - too much to do, time stress and boring work-flow.
- *Qualitative under load* - too narrow and one-sided job content, lack of motivation dissimilarity, no demands on creativity or problem- solving, or low opportunities for societal relations.
- *Role conflicts*
- *Be deficient in of control over one's own situation*
- *Be deficient in of societal support* at home and from the superior or fellow workers.

Personal & Relational Stress factors

Personal Stress created by different factors like

- Family & Personal Relationship
- Over extended Financial Resources
- Personality Disarray
- Economic problems from exceeding earning capability
- General feelings of negativism, helplessness and low self-esteem
- Relationship issues at workplace.

Risk Stress Factors

Risk factors for work-related stress are interrelated so it is best not to consider them in isolation. There is a greater risk of work-related stress when a number of these stressors or risk factors act in combination.

- Work demands
- Low levels of control
- Be deficient in of role clarity
- Inadequately managed relationships
- Low levels of appreciation and reward
- Poorly managed amend
- Organizational Justice
- Poor support from employees

Environmental Stress Factors:

Environmental stress factors in the workplace can create an unlikeable impression, poor work performance, absenteeism and maybe even corporal injuries. Ordinary corporal environments that cause an individual stress or nervousness are known as an environmental stressor. It might be caused by environment or humans and can be done without intention. In the place of work, environmental stressors contain a variety of hazards, strains, and inconveniences.

- **Ergonomics** - frequent, unnatural schedule or posture while performing job duties
- **Physical** - high temperature, illumination, Vibration, inside Air Quality, sound, Crowding
- **Chemical** - Flammables, Explosives, Corrosives
- **Biological** - Biological environmental stressors can have an effect on body and make it harsh to perform on a day-to-day basis.

Work - Family interaction Stress Factors

The work conditions and family responsibilities connected with work-family conflict and other measures of mental health uses the employee.

- Work demands
- Family demands
- Work flexibility
- Job conditions – Team level job condition & Individual level Job Condition
- Work & Family Conflict
- Mental Health Outcomes

IMPACT OF STRESS AT WORKPLACE:

Stress in the workplace can have a harmful impact on employee productivity and physical and emotional health. Ability to deal with it can mean for difference between success and failure. Employees can't control everything in the work environment, but that doesn't mean they were powerless even they were stuck in a different situation.

For the individual

- Healthiness
- Happiness/Quality of life
- Execution/Goal accomplishment
- Self-worth/Confidence
- Individual enlargement

For the place of work

- Increased bunking off and turnover
- Reduced value and amount of work
- Reduced job fulfilment and moral
- Poor communication and increased conflict

Area of Difficulty	Impact on the Workplace
<ul style="list-style-type: none"> • Short term working Memory • Slow processing • Coordination & Spatial Awareness • Sequencing & Organising 	<ul style="list-style-type: none"> • Following verbal instructions, remembering phone messages, tracking information in meetings. • Reading & written tasks including report writing & taking notes. • Finding new addresses or meeting locations, hot desking. • Using in ear dairy systems, filling, prioritising tasks & meeting deadlines.

Signs of stress

For employees everywhere, job and workplace stress increases in today’s uncertain climate. Emotions are communicable and stress has an impact on the quality on employee interactions with organization.

Sensations	Perceptions
<ul style="list-style-type: none"> ✓ Nervous ✓ Miserable and exhausted ✓ Annoyed or short-tempered or disturbed ✓ Uninterested and fed up ✓ Lead to accidents and formulate blunder ✓ Eating/asleep ✓ Take drugs (e.g. tobacco, alcohol) ✓ Challenging Social Behaviour 	<ul style="list-style-type: none"> ✓ Poor attention and memory problems ✓ Poor association and decision making ✓ Less inspired in problem solving ✓ Oversensitive to criticism ✓ Increased absenteeism and turnover ✓ Sweating, faint, sick, breathless Aches and pains ✓ Frequent infections ✓ Asthma, ulcers, skin complaints, cardiac problems.

Reduction Techniques to overcome stress at Workplace

Employee stress at work place is getting to be buzz word in corporate world. Stress is not always bad, a little bit of stress can help the employee stay focused, energetic and able to reach new challenges at work place. But today’s hectic world work place too often seems like an emotional roller coaster.

There are plenty of things can reduce overall stress levels and regain a sense of control at work:

Tip 1:- Beat workplace stress by reaching out

The best stress reducer is simply sharing stress with someone is close in the workplace. Having a solid support from co-employees at work place can help buffer from negative effects of job stress. Instead of directing

attention to smart phone, try to engage colleagues. Rising public contact at work, having a strong set of connections of encouraging friends and family members is tremendously significant to control stress in all areas. Meet new people with common interest by taking a class or joining a club or by volunteering time.

Tip 2:- Support health with exercise and good nutrition

When employees overly focused on work, they may neglect their physical health. When they're following their physical condition with good nutrition and exercises, they're stronger and more flexible to stress. To manage work stress without becoming overwhelmed:-

- A. Make time for regular exercise
 - a) Aerobic exercise
 - b) Rhythmic movement such as walking, running, dancing, drumming etc.
 - c) Yoga or meditation
 - d) Swimming
- B. Make smart, stress – busting food choices
 - a) Minimize sugar and refined carbs like baked goods, sugary snacks, comfort foods such as French fries, pasta, noodles, pizzas, burgers etc.
 - b) Reduce intake of foods that can adversely affect mood such as caffeine, alcohol or drugs and avoid nicotine
 - c) Eat more Omega-3 fatty acids

Tip 3:- Don't skimp on sleep

Skimping on sleep leaves interferes with daytime productivity, creativity, problem-solving skills, and ability to focus. So try to improve the quality of sleep while avoiding stimulating activities, turnoff screens one hour before bedtime like TV, Tablets, Smartphone, and Computers.

Tip 4:- Reduce Job stress by prioritize and organize

While job and workplace stress make threats to overwhelm there are simple practical steps can take regain to manage:

- Create a balanced schedule
- Leave earlier in the morning
- Plan regular breaks
- Establish healthy boundaries
- Don't over-commit between the 'should' and the 'musts'
- Tackle high-priority tasks
- Break projects into small steps
- Delegate responsibility
- Be willing to compromise.

Tip 5:- Reduce bad habits that contribute to workplace stress

Job stress is not as good as with pessimistic thoughts and actions. If we turn around these self- defeating habits, we'll find employer-imposed stress easier to handle.

- Resist perfectionism
- Flip negative thinking
- Don't try to control the uncontrollable things
- Humor is a great way to relieve stress at workplace, find the best way to lighten the mood by sharing a joke or funny story.

Tip 6:- Be proactive about job and workplace duties

Uncertain, helpless, or out of control, stress levels are the highest, here are the things to regain a sense of control over the work and career.

- Talk to employer about workplace stressors.
- Simplify job updated description of job duties and responsibilities.

- Request a transfer if workplace is enough it might be able to escape a toxic environment by transferring to another department.
- If the employee doing same work for a long time, ask to try something new
- If burnout seems foreseeable take a complete break from work like go on vacation, using sick leaves anything to remove stress from the situation.

Tip 7:- Look for self satisfactory work

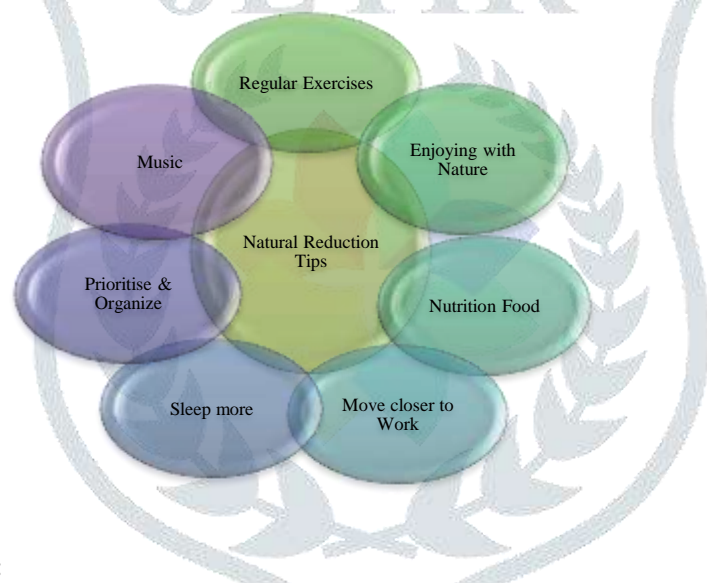
Focusing on right career, focus on aspects of the job that will give satisfaction towards the work. That will help regain a sense of purpose and control.

Tip 8:-Controlling Environmental Stressors in the place of work

Every work environment is departing to have various types of stressors. Employee has to learn how to manage your individual space and actions, which may turn can create a less stressful environment.

- Reach destination to work about 10 to 15 minutes earlier each day to avoid hurrying
- Maintain work station clean
- Keep up a low level of noise; use headset if listening to music throughout the day
- Use allotted breaks throughout the day, in addition to vacation time throughout the year.

Tip 9:-Natural Reduction tips for Stress



a. Regular Exercises:

Exercise is one of the incredible advices to relieve stress at place of work. When put physical stress on body by practicing exercise on a regular basis like Jogging, Aerobics, Meditation, Walking in nature, Gym, Dancing, Walking, Yoga and Rock climbing. etc., can fight stress and nervousness naturally.

b. Enjoying with Nature:

Mind & bodies are premeditated to activate most effectively and innovatively when spend time close to nature.

c. Nutrition Food:

Eating healthy food and making that a conscious choice can really offer some real stress relief. Certain foods like Green Tea, Green Vegetables, Dark Chocolates, Carbohydrates, Omega-3 fatty acids, Nuts etc., supply relieves and essentially enhances levels of hormones in the body that naturally fight stress.

d. Move Closer to Work:

Moving closer to your workplace may save you money, time and nerves. Focus on the things can control – like effort, attitude, and how treat people – rather than the outcomes can't.

e. Sleep more:

- Shoot for eight hours a night
- Internal Clock by hitting the hay at the same time every night

- Stay away from sleeping in on Weekends.
- Turn off screens like TV, Laptops, or Smartphone before one hour want to go to bed.

f. Prioritize and Organize:

- Set clear objectives
- Focus on 2-3 things will have the major impact on goals
- Set down – to – earth deadline for everything
- Make a To – Do list in a notebook or to note taking
- Use Calendar.

g. Music:

When suffer from stress, listen to soothing and peaceful music. It is one of the tips on how to reduce stress, gloominess, and nervousness. Listening to music can relieve stress and nervousness because natural sounds of music have the calming effects.

CONCLUSION

The essential characteristic of every organization is Stress. A little stress reduction goes a long way while practicing techniques daily. Stress has become the most widespread reason of employees in all the organizations. Stress can make an employee's productive and constructive when it is recognized and well managed. Optimistic thoughts and meditation will be supportive for coping the stress. Thinking in a broader perception of life will definitely change stress. There are many ways for managing stress, such as meditation, yoga etc. The pessimistic stress or distress kills the employees' positive attitude and it turns into absent, turnover, immoral, anxiety, depression, aggressive and so on. Hence, we will be successful if we make distress into eu-stress, our healthy lifestyle as well as organizational well being will change.

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