

# Job Stress and Work Life Balance - A Macro Analysis

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## Abstract

Job stress has become a major concern to both employees and the employers. Job stress is a harmful state of responding physically and emotionally when job requirements rarely get matched with knowledge, skill, ability, resources or needs of the workers. Efforts have to be made to curb job stressors which are mostly present in the form of inter role distance, role stagnation, role overload, role isolation and role ambiguity. It is considered that the best remedy to manage job stress is to maintain a proper work life balance. Job stress costs individuals their health and organizations their profits organizations are involved nowadays in making jobs attractive to enhance job satisfaction levels and reduce job stress.

## Introduction

Problems caused by job stress have become a major concern to both employers and employees job stress is a harmful state of responding physically and emotionally when job requirements rarely get matched with knowledge, skill, ability, resources or needs of the workers (McMichel 1978). When potential of an individual and the Job demands are apart from each other it gives rise to job stress (Montgomery Blodget and Barnes-1996). It is observed that when an individual occupies and performs more than one role he might confront conflicting job demands or conflicting job roles. One is likely to be under stress and may find it difficult to come up to the others expectations in order to meet various expectation. Efforts have to be made to curb job stressors which are mostly present in the form of inter role distance, role stagnation, role overload role isolation and role ambiguity.

## Causes and Consequences of Job Stress on Employees

Job stress takes place when Job requirements do not match with the workers needs. It may be caused when the employees capabilities fall short of the expectation of the employer conditions like working at high speed, working against tight deadlines, working for very long hours increase in work intensity Tayoffs, retrenchment, and harassment may cause job stress. Further a persons's status in the work place, greater competition and higher expectation from the boss actually lead to job stress. Studies have revealed (Kranti Walia and Sourabhovarang-2015) significant negative correlation of job involvement with job stress inter role distance, role stagnation, role overload, role isolation and role ambiguite.

Job stress has been has been considered to be a key driver of rise in health costs for an individual as well as for an organization. Productivity of employees and their well being is compromised by stress in various ways viz.

- Absenteeism
- Issues in compensation system
- Employer-employee relations
- Grievances
- Accidents due to narrowing of attention and preoccupation
- Faults in execution
- Conflict and interpersonal issues arising from a diverse work force.

Kranti Walia and Sourabh Narang (2015) Job Stress and Job Involvement – A study of IT professionals, from North India – Prabhandhan – Indian Journal of Management – Vol-9 No-4 – April-2015

Job stress is considered to be the major cause of turnover in organization. Stress is found to be costly problem in organizations nowadays. According to Atkinson (2004) stress is also found to be a major factor in upto 40% of the turnovers and is majorly responsible for 80% of all work related injuries.

### **Job Stress and Work life Balance**

It is considered that the best remedy to manage job stress is to maintain a proper work life balance stress costs individuals their health, and the organizations their profits. Hence organizations are nowadays taking up various initiatives to help employees in maintaining a better work life balance. In this direction employers are improving the work environment to provide a quality work life to employees.

Organizations are involved in making jobs attractive to enhance job satisfaction levels and reduce job stress.

Employees are feeling that sound organizational climate helps in maintaining work life balance employees are found to perceive that organizations initiatives with respect to providing sound organizational.

Climate and enhancing job satisfaction level of employees, reducing their job stress and increasing their welfare through the provision of work life polices would help in maintain their work life balance. Better industrial relations are the most important contributors to work life balance. Organizations should design their jobs in such way to make jobs more attractive and thereby reducing the job stress level. Employees value interpersonal relations and they feel good when their problems are sorted out properly and a supportive work environment was created. Transparent recruitment and selection as well as grievance redressal system would to a long way in work life balance. These factors promote employee commitment. There is need for some wellness activities like employee assistance programmes and stress management workshops can be organized to reduce stress among employees management can offer various work life balance plans like job sharing, work from home, flexi time and longer lunch hours. There is need for minimizing sub variables of Job stress like role stagnation, role isolation and role overload for making productive work force. This can be achieved by practicing various techniques like paid vacation job rotation, self managed work groups and by introducing more recreational

### **Conclusion:**

Job stress has its impact on Job involvement among employees in an organization. As job stress increases job involvement decreases. It is found from various studies that there is a significant negative relationship between job stress and job satisfaction. Efforts have to be made to curb job stressors which are mostly present in the form of inter role distance, role stagnation, role overload, role isolation and role ambiguity. Enhancing job satisfaction level of employees reducing their job stress and increasing their welfare through provision of work life policies would help in maintaining their work life balance.

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