

OCCUPATIONAL STRESS –A MATTER OF CONCERN IN THE PRESENT ERA: AN OVERVIEW

Mr.Dilip Maiti

Research Scholar, Department of Education, RKDF University, Ranchi

Dr. Shubhra Nath

Supervisor & Associate Professor, Department of Education, RKDF University, Ranchi

ARTICLE INFO.

Keywords: Occupational, Employees, Work Stress, Management, Poor Social Status, Physical Weakness.

Abstract

When employees' mental and physical health is negatively impacted by their workplace, it has a trickle-down effect on the businesses that employ them. Work stress may have a negative effect on your overall sense of well-being. The present study is an attempt to study the stages and types of stress, to study the causes of stress and to discuss the stress management strategies. This paper is descriptive in nature and is based on the secondary data collected from the various sources like books, journals, articles and periodicals. It has been indicated that with a growing and increasingly urgent number of studies examining the causes and effects of stress, it was decided that we needed to "take a step back" and evaluate our priorities, issues, and problems.

<http://www.gospodarkainnowacje.pl/> © 2023 LWAB.

Introduction: Occupational stress may be defined as an interest in any aspect of one's employment that has detrimental or outrageous characteristics, the limit or harmfulness distinguishing stress from other characteristics of one's career that may have more subtle effects, including job dissatisfaction. Work difficulties, work overload, poor social status, and physical weakness, and so on are all examples of occupational pressures. When employees' mental and physical health is negatively impacted by their workplace, it has a trickle-down effect on the businesses that employ them. Work stress may have a negative effect on your overall sense of well-being. There are a number perspectives on life that may be gratifying or not, and stress affects all of them differently depending on whether or not it continues.

"No man's life is free from struggles and problems not even of the happiest, but everyone may build up his own happiness by making himself independent of outward conditions"

-Humboldt

Work is a primary contributor to job stress. Coexisting organizational and individual variables impact the environment and its consequences on workers' attitudes, conduct, and mental health on the workplace. The technical definition of stress is "the physiological and psychological response to threat or challenge." However, stress is often understood to be any mental state characterized by feelings of unease, restlessness, disturbance, agitation, heaviness, or pressure. Executives' typical routines and health are disrupted by stress. The fact that we are often unaware of the stress we are enduring makes it that much more challenging to achieve the ideal balance between too little challenge and too much

coping. Although there are many potential sources of stress for an executive, the goal of this in-depth analysis is to determine which ones are most significant and to develop an effective plan of action for reducing stress in order to maximize productivity.

Work Content	Work Environment and Equipment	pertaining to facility and equipment upkeep and availability
	Task and Design	Work duplication and skill mismatch
	Workload	“Under or overload, monitoring shortfall, time pressure” (<i>Oginska -Bulik, 2006</i>).
	Time	Uncertain working hours and inflexible, unproductive work schedules
Work Context	Organizational Culture	“Low levels of support for personal growth and problem-solving. no definite, measurable goals” (<i>Oginska -Bulik, 2006</i>).
	Role in Organization	The role's ambiguity and its unclear obligations
	Career Growth	Pay Decrease, Under or Over Promotion
	Decision Control	“Authoritative, Low Participation or lack of control” (<i>Oginska -Bulik, 2006</i>).
	Interpersonal Relationship at Work	Poor relationships within the team and social isolation.
	Work-Life Balance	Conflicting demands make it difficult to maintain a healthy work-life balance.

Work stressors as defined by Health and Safety Authority

Statement of the Problem: Teachers' roles in society and education may evolve with time, but the significance of what they do will never diminish. Institutions of higher learning have a significant difficulty in trying to recruit and retain excellent faculty members. A teacher's optimistic outlook is crucial in the classroom. In order to find fulfillment in their profession, teachers must be able and willing to do their duties with the highest dedication. Therefore the problem stated is “Occupational Stress –A matter of Concern in the Present Era: An Overview”

Objective: The present study has been carried out with the following objectives-

- ✓ To study the stages and types of stress
- ✓ To study the causes of stress.
- ✓ To discuss the stress management strategies

Method: This paper is descriptive in nature and is based on the secondary data collected from the various sources like books, journals, articles and periodicals.

➤ **Stages of Stress**

Stress related illness has been described three stages viz., Alarm stage, resistance Singe, and exhaustion stage 72041 Septe the Alarmed State.

When an individual's defence system is activated, it is in the Alarm stage, which follows an initial shock phase of diminished resistance and counter assault. (*Wolf and Godell, 1968*)

➤ Resistance

Here, a person's adaptations reach their peak and they find themselves back at balance. If the stressor persists or the defence is ineffective, however, the person will go to stage three.

➤ (C) The Point of Exhaustion

When adaptive mechanisms break down, a transition to this phase begins. If this phase lasts too long, the person's body and mind will suffer. The choice to quit one's work and profession is rooted in a series of psychological shifts, including shifts in mood, unpleasant emotions, and a sense of powerlessness.

Types of Stress

According to Canadian psychologist Hans Selye (1956), the notion of stress can be broken down into 4 types, viz.

1. "Distress (Bad-stress) events which are unproductive and destructive in nature" (eg. Loss of loved ones, divorce, etc.).
2. "Eustress (Good Stress) productive oriented events called as good stress (eg.: during the time of pregnancy for a mother, facing job interviews, waiting for a loved one's)"
3. "Hyper stress (Over stress)-Uncontrolled, intolerable, inevitable, unbearable and excessive way of experiencing stress" (eg.: during the time of fracture of a limb).
4. Hypo stress (Under Stress) Very low level of stress (eg: depressive state etc.).

Causes of Stress:

Every individual is faced by various stressors like psychological or mental stressors, Environmental stressors, physical stressors etc. The examination of occupational stress, however, fails to take into account the significance of external factors and events that will have a major effect on productivity on the job. Social and technical shifts, family migration, unstable financial markets, discrimination based on race and class, and unstable neighbourhoods and communities are all examples of external pressures that businesses must contend with.

Stressors may also arise from societal factors including race, economic status, and population expansion. According to recent studies, minority groups experience higher levels of stress compared to majority groups. The stress of discrimination, stereotyping, the marital interface, and social isolation did not vary significantly between men and women in the professional realm. Housing conditions, proximity to services and retail, friendliness of neighbours, noise levels, and air pollution have all been identified as factors that add stress to already busy workplaces. Organizational stresses, in addition to other external sources of stress, have a significant impact on people inside a group. "Administrative policies and strategies, organizational structure and design, organizational processes, and working conditions are only a few examples of these stresses. Workplace pressures continue to rise as organizations undergo radical transformations to adapt to shifting external conditions" (*Mohajan, H.K. 2012*), (globalization, the information technology boom, a concern with quality, and an appreciation for diversity).

Stress Management Strategies:

The arts, the sciences, and the humanities all make use of technology in their investigations of the world. As a result of technological advancements, executives will be expected to demonstrate even higher levels of expertise, knowledge, performance, accountability, and integrity than before. As a result of the increased workload brought on by the new requirements, executive stress levels have risen. An executive's stress might come from inside or beyond the organization. Executive pressures come from inside and might manifest as a variety of mental and physical ailments. The organizational

environment is a major contributor to external pressures. However, everyone's tolerance for stress is different. One person's idea of a stressful situation may have no impact, or just a minor one, on another. Stress may be handled in a number of different ways. Although stress is an inevitable part of life, it may be controlled effectively.

Balanced Life:

Seek Equilibrium

Moderate your emotions with logic.

Take a step back while still contributing

Equalize your giving and receiving.

Balance our spiritual and material requirements by dividing our time evenly between the two. Balancing obligations to others with those to oneself. Maintain a healthy equilibrium between self-care and other people-care. Let's do everything we can to help other people while also taking care of ourselves.

Introspective Practices:

Stress rush and strain are part of our life. This could be overcome by spiritual methods like Yoga and Meditation. For the management of stress, the yoga is more holistic based on the understanding of the stress presented in a person. Yoga is a scientific methodology applicable to all people and all times. Yoga is a very ancient system which originated in India.

1. Meditation (Raja Yoga) - This is the path of psychic control which systematically cultures the mind. Some special forms of concentration to relax the sub-conscious mind where there are impurities, emotions, fears etc., do this. This enables to be a self-realized person with a complete mastery over mind..

2. Constant Reminder of God (Bhakti Yoga) - The path of worship is a methodical way to get the mind involved in the exercise of divine love. This loving approach calms the mind and soothes our emotions. 'Bhakti Yoga' purges the mind in this manner, leading to the ultimate realization of God.

3. Unselfish Action (Karma Yoga): An executive who approaches each task as a heavenly command and completes it skillfully and with enjoyment will find mental relaxation. Failure or success shouldn't send shockwaves through the head.

4. Knowledge of self, supreme self (God) and world (Gnana Yoga)-This is another way to enlighten the mind, which mainly suits to intellectuals. This is the philosophical approach that methodically trains the mind to reflect on life's reality via contemplation.

5. Positive Thinking: You can't help but become what you focus on, so keep your mind, speech, and actions focused on enthusiasm. You will find more joy, significance, and pleasure in living.

Approaches in Stress Treatment:

Magnet Therapy: This therapy is gaining much importance in the recent years. The therapy is based on the premise that the red blood cells contain iron atoms. When a magnet is placed on any part of the body the blood passing through the region changes its magnetic fold. This boosts the energy level by improving the oxygen and nutrient carrying capacity of the cells, there by accelerating the frealing process. Magnet can be used for longer perused in all parts of the body except the head. Broadly speaking a magnet could be placed on any part of the head from 5 to 10 minutes. On other parts of the body it could be placed between 10 to 15 minutes or even 20 minutes as per the need. Between 2 to 4 sittings under the supervision of the therapist within a span of two or four weeks could yield better results for stress-related problems.

Gem Therapy: Gem therapy has an ancient origin and gems have been used quite successfully to ward

of the evil influences of the stars. They are normally prescribed by astrologers. Taking a cure from the beneficial influences of the gems, some naturopaths are also now using them for the treatment of poor health conditions or for improving health further. Some stones are said to exert specific healing or curative influences. For e.g. Ruby - Protects and enhances social status, Coral - Regulates blood deficiencies and depression.

Relaxation Technique: Regular use of relaxation techniques is one way to mitigate the deleterious effects of stress on the body.

Massage: In massage therapy by gradual pressing and releasing the muscles, muscles get loosened and their tightness and tension vanishes which lead to physical relaxation. By gliding the hands on the body in the form of long and short- strokes, the tired and frayed nerves are also purified.

Acupressure: In acupressure treatment, the body's energies are released by pressing certain places on the hands, feet, face, and spine. (also called 'prana' in yogic terminology) are balanced. By balancing this basic energy all imbalances in bodily functions including tightness of muscles are removed leading to relaxation.

Hydro Therapy: Water acts as a great relaxant for a tired and tension body and mind. There are various techniques in hydrotherapy for giving variable benefits. Even hot or cold water itself relaxes the body and mind. Hot water relaxes the muscles while cold water invigorates and soothes the tired nerves. Floating in swimming pool or lake water gives relaxation from tension or tiredness. Similarly, other nature cure methods like fresh air bath, sun bath, mud bath also gives relaxation.

Conclusion: As a consequence of the enormous changes in society over the last decade or two, work and life stress have taken on more obvious focus points of worry. With a growing and increasingly urgent number of studies examining the causes and effects of stress, it was decided that we needed to "take a step back" and evaluate our priorities, issues, and problems. This interest has translated into a greater focus on research into occupational stress, the effects of life events, and stress.

References

1. Agrawal, A. and Singhal, H. (2021) *Impact Of Employee Motivation On Organizational Performance, International journal of Multidisciplinary educational research*, Ic Value:5.16; I si Value:2.286.
2. Basha, S.R, Pardhasaradhi, R & , Prof S.Teki (2021) *Study On Role Of Motivation And Performance On Academic Staff In Higher Education, Webology* (ISSN: 1735-188X) Volume 18, Number 6, 2021.
3. Bao, H. J., Cheng, H. K., Vejayaratnam, N., Anathuri, A., Seksyen, S., Bangi, B. B., & Bakar, A. A. (2021). *A study on human resource function: recruitment, training and development, performance appraisal and compensation. Journal of Global Business and Social Entrepreneurship (GBSE)*, 7(20).
4. Din, G. R. A., Shahani, N. U. N., & Baloch, M. N. (2021). *Impact of rewards system in employee's motivation in the organizational context: A quantitative study of manufacturing industry in UAE. Liberal Arts and Social Sciences International Journal (LASSIJ)*, 5(1), 105–122.
5. Guo, Y., & Ling, B. (2020). *Effects of leader motivating language on employee task and contextual performance: The mediating role of feedback quality. Psychological Reports*, 123(6), 2501–2518.
6. Hussain, S. D., Khaliq, A., Nisar, Q. A., Kamboh, A. Z., & Ali, S. (2019). *The Impact of employees' recognition, rewards and job stress on job performance: Mediating role of perceived organization support. SEISENSE Journal of Management*, 2(2), 69–82.

7. Liu, Y., Hassan, M., Chupradit, S., Ageli, M., Shoukry, A. M., & Aldeek, F. F. (2021). *Aggressive workplace behavior, motivation, and worker's output: Mediating effect of religiosity among the service sector employees. Aggression and Violent Behavior*, 101625.
8. Kelvin Pang and Chin-Shan Lu (2018) *Organizational motivation, employee job satisfaction and organizational performance An empirical study of container shipping companies in Taiwan, Maritime Business Review*, Vol. 3 No. 1, pp. 36-52.
9. Mazllami, A. (2020). *The impact of rewards on employee performance: In SMEs in Polog region. Economic vision- International Scientific Journal in Economics, Finance, Business, Marketing, Management and Tourism*, 7(13-14), 53– 62.
10. Ngwa, W. T., Adeleke, B. S., Agbaeze, E. K., Ghasi, N. C., & Imhanrenialena, B. O. (2019). *Effect of reward system on employee performance among selected manufacturing firms in the Litoral region of Cameroon. Academy of Strategic Management Journal*, 18(3), 1–16.
11. Prasetyani, D., Kristianti, L. S., Andi, D., & Abid, M. (2021). *The effect of rewards and motivation on employee productivityat PT. Sinar Kencana Jaya in Surabaya*, 1(1), 43–47.
12. Shaikh, S. H., Shaikh, H., & Shaikh, S. (2019). *The impact of job satisfaction and job dissatisfaction on Herzberg theory: A case study of Meezan Bank Limited and National Bank Limited. International Journal of Business and Social Science*, 10(6), 143–147.
13. Zafar, N., Ishaq, S., Shoukat, S., & Rizwan, M. (2014). *Determinants of employee motivation and its impact on knowledge transfer and job satisfaction. International Journal of Human Resource Studies*, 4(3), 50–69.