



A Study of Occupationalstress Among Industry Professionals

Hardik Dineshchandra Modi

Research Scholar, Education, Surendranagar University, Wadhwan City

Supervisor

Dr. Vipin Gupta

Surendranagar University, Wadhwan City

Abstract

Stress is a major factor and most considerable fact in the present era and we cannot escape its importance and impact on the industrial environment. Stress refers to an individual's feeling of internal unhappiness and it is an adaptive reaction to external conditions or situations in the form of psychological, physical and behavioral deviations among working management professionals. Stress at the workplace always affects the working conditions like increasing complexities, divergent demand and function of the organization. Stress is not only an individual issue but also a social & industrial problem, therefore a management Professional in the industry is also no exception. The researchers in the area of stress used the term Occupational Stress to denote worker's physical and mental aroused by a job situation. The present article reports on the study of occupational stress among industry professionals.

Introduction:

Stress is a natural phenomenon, and every human being is affected in daily life (Sapolsky 2004). Stress may be defined as any physical, chemical or emotional factor that causes bodily or mental unrest i.e. a feeling of emotional or physical tension (Jones et al 2001). Its results

can be seen as unwilling of work, low health, hypertension, low productivity, lack of control, neck pain, High blood pressure, low morale, poor job performance and poor quality of decision making, feeling of frustration, anger, anxious, willing of inactiveness and disorder of mental and physical conditions which directly affect the industrial working culture (Selye 1974).



Figure 1: Various types of stress*

*Source: simply psychology

There are various causes like organizational characteristics of the job, work overload, role in organization, relationship at work, organizational structure, organization culture, reimbursements and benefits, career development and job security and different personal causes which create stressful situations at the workplace among management professionals (Lundberg 2010 and Van 2019).

Occupational Stress:

Occupational stress is psychological stress related to one's job. Occupational stress refers to a chronic condition. Occupational stress can be managed by understanding what the stressful conditions at work are and taking steps to remediate those conditions (Agyemanget al 2023 and Campbell et al 2016). Occupational stress can occur when workers do not feel supported



by supervisors or coworkers, feel as if they have little control over the work they perform, or find that their efforts on the job are incommensurate with the job's rewards (Piao^{a& b} et al 2022 and Sulsky et al 2005). Occupational stress is a concern for both employees and employers because stressful job conditions are related to employees' emotional well-being, physical health, and job performance (Sulsky et al 2005). A landmark study conducted by the World Health Organization and the International Labor Organization found that exposure to long working hours, which are theorized to operate through increased psycho-social occupational stress, is the occupational risk factor with the largest attributable burden of disease, according to these official estimates causing an estimated 745,000 workers to die from is chemic heart disease and strokeevents in 2016 (Munsif 2022 and Pega et al 2021).

Main Causes of Occupational Stress:

The causes of occupational stress can be placed into a broad category of what the main occupational stressor is and a more specific category of what causes occupational stress. The broad category of occupational stressors includes some of the following: bad management practices, the job content and its demands, a lack of support or autonomy and much more.

- a. **General working conditions:** Although the importance of individual differences cannot be ignored, scientific evidence suggests that certain working conditions are stressful to most people. Such evidence argues for a greater emphasis on working conditions as the key source of job stress, and for job redesign as a primary prevention strategy (Niosh 1999).
- b. **Workload:** In an occupational setting, dealing with workload can be stressful and serve as a stressor for employees. There are three aspects of workload that can be stressful (Munsif 2022).
 - **Underload:** Having work that fails to use a worker's skills and abilities (Katz et al 1978).
 - **Quantitative workload or overload:** Having more work to do than can be accomplished comfortably.
 - **Qualitative workload:** Having work that is too difficult.



- c. **Long hours:** According to the U.S. Bureau of Labor Statistics in 2022, 12,00,000 Americans or 8.7% of the labor force worked 41–48 hours per week. And 13,705,000 Americans or 9.8% of the labor force worked 49–59 hours per week. And approximately 9,181,000 Americans or 6.7% of the labor force worked 60 or more hours per week (Johnson et al 1988).
- d. **Status:** A person's status in the workplace is related to occupational stress because jobs associated with lower socioeconomic status (SES) typically provide workers less control and greater insecurity than higher-SES jobs (Schonfeld et al 2017). Lower levels of job control and greater job insecurity are related to reduced mental and physical health.
- e. **Salary:** The types of jobs that pay workers higher salaries tend to provide them with greater job-related autonomy. As indicated above, job-related autonomy is associated with better health. A problem in research on occupational stress is how to "unconfound" the relationship between stressful working conditions, such as low levels of autonomy, and salary (Sinclair 2016).
- f. **Workplace bullying:** Workplace bullying involves the chronic mistreatment of a worker by one or more other workers or managers. Bullying involves a power imbalance in which the target has less power in the unit or the organization than the bully or bullies (Rayner et al 2006).
- g. **Narcissism and psychopathy:** Thomas suggests that there tends to be a higher level of stress with people who work or interact with a narcissist, which in turn increases absenteeism and staff turnover (Thomas 2010).
- h. **Sexual harassment:** A review of the literature indicates that sexual harassment, which principally affects women, negatively affects workers' psychological well-being (Gyllensten et al 2005).

Research Objectives:

- To find out various causes of occupational stress among Industries professionals.
- To examine various strategies for overcoming occupational stress.

Hypothesis:

- There is no significant impact of job factors on the performance of employees.
- There is no significant impact of organizational factors on the performance of employees.

Relevance of the Study:

The only people with no stress is dead - no kidding, stress is simply a behavioral adjustment to change. The body is under stress from breathing, walking and eating just as the wire a tightrope walker walks on is under stress. If the wire weren't under stress - slack - the tightrope walker would fall. The same is true of us, without stress, our bodies and mind wouldn't perform. The key is to find the right amount of stress for each of individually. Everyone experiences stress in some way, shape, or form. We all recognize when we're in stressful situations, and we all know when we're stressed. At the same time, stress is more than just a feeling that we have a lot to deal with. Once the effects of stress and the damage it is doing to the body are recognized then it's time to do something about it. We may reduce it by adopting stress management skills (Figure 2).



Figure 2: Stress management techniques*

*Source: medium.com



Significance of Occupational Stress:

Occupational stress has the most significant effect on mental health (Holton et al 2016). Mental health refers to a state of well-being in which individuals realize their own abilities can cope with stress in life (Lombardo 2018). According to the statistic in America (ADAA, 2016), there were nearly 40 million of peoples experience mental disorder, especially anxiety disorder annually, and they were among the most susceptible populations to endure mental health disorders due to their stress at work and inability to cope with stressors (Fan et al 2015, Meridaet al 2017 and Alvarado 2019).

Conclusions:

This review expanded the current understanding of different types of stress, such as occupational stress, coping strategies, health, and well-being of industries professionals. A majority of studies reported industries professionals encountered moderate to high level of stress, and the good volume of workload was one of the main stressors. Dealing with stress in work, professionals were more likely to use problem-focused coping. Negative approaches like drinking alcohol, using cigarettes and drugs were reported. Very poor mental health and decreased well-being of industry workers were presented in most studies. Occupational stress can affect the mental health and well-being of industry workers through negative coping styles and positive coping styles. This study is an effort to understand the work phenomenon of various industries and improve their health and well-being, which in turn can contribute to satisfaction and productivity within the different industries.



References:

1. Agyemang G, Bema Y, Eturu DA, Bawontuo V and Kupiel D (2023). "Occupational stress and burnout experience among healthcare workers compounded by the COVID-19 pandemic in Africa: a scoping review protocol", *Systematic Reviews*, 12(1), 34.
2. Alvarado SC (2019). "Resilience, Mental Health, and Burnout Among School Teachers in Mexico", M.S. California State University, Long Beach.
3. Bowling NA and Beehr TA (2006). "Workplace harassment from the victim's perspective: A theoretical model and meta-analysis". *Journal of Applied Psychology*, 91(5), 998–1012.
4. Campbell QJ and Henderson DF (2016). "Occupational Stress: Preventing Suffering, Enhancing Wellbeing", *International Journal of Environmental Research and Public Health*, 13(5), 459.
5. Cooper CL (1998). "Theories of organizational stress", Oxford, UK: Oxford University Press.
6. Fan LB, Blumenthal JA, Watkins LL and Sherwood A (2015). "Work and home stress: Associations with anxiety and depression symptoms", *Occupational Medicine*, 65(2), 110-116.
7. Hart PM and Cooper CL (2002). Occupational stress: Toward a more integrated framework, In D.S. Anderson, N. Ones, and H.K. Sinangil, (Eds.), *Handbook of industrial, work and organizational psychology*, Vol. 2, *Organizational Psychology* (pp.93–115). Thousand Oaks, CA, Sage.
8. Holton MK, Barry AE and Chaney JD (2016). "Employee stress management: An examination of adaptive and maladaptive coping strategies on employee health". *Work*, 53(2), 299-305.
9. Jones F, Bright J and Clow A (2001). *Stress: myth, theory and research*. Pearson Education. p. 4. ISBN 9780130411891.
10. Katz D and Kahn RL (1978). *The social psychology of organizations* 2ed. New York City: John Wiley.



11. Keenan A and Newton TJ (1985). "Stressful events, stressors and psychological strains in young professional engineers". *Journal of Organizational Behavior*, 6 (2), 151–156.
12. Lombardo P, Jones W, Wang L, Shen X and Goldner EM (2018). "The fundamental association between mental health and life satisfaction: results from successive waves of a Canadian national survey". *BMC Public Health*, 18, 342.
13. Merida LS, Extremera N and Rey L (2017). "Emotion-regulation ability, role stress and teachers' mental health", *Occupational Medicine*, 67(7), 540-545.
14. Munsif D (2022). "Young Working Professional now have a Higher Risk of Stroke: Study". *The Munsif Daily | Latest News India | World News | National and International Headlines. The Munsif Daily.*
15. Pega F, Nafradi B, Momen N, Ujita Y, Streicher K and Pruss U (2021). "Annette; Technical Advisory Group. "Global, regional, and national burdens of ischemic heart disease and stroke attributable to exposure to long working hours for 194 countries, 2000–2016: A systematic analysis from the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury". *Environment International*, 154,106595.
16. Piao X and Managi S (2022). "Evaluation of employee occupational stress by estimating the loss of human capital in Japan", *BMC Public Health*, 22 (1), 411.
17. Piao X, Xie J and Managi S (2022). "Occupational stress: evidence from industries affected by COVID-19 in Japan". *BMC Public Health*, 22 (1), 1005.
18. Rayner C and Cooper CL (2006). "Workplace_Bullying". In Kelloway, E. Kevin; Barling, Julian; Hurrell, Joseph J. (eds.). *Handbook of Workplace Violence*. Sage. pp. 121–146. ISBN978-0-7619-3062-4.
19. Sapolsky RM (2004). "Why Zebras Don't Get Ulcers", New York: St. Martins Press. pp. 37, 71, 92, 271. ISBN 978-0-8050-7369-0.
20. Schonfeld IS and Chang CH (2017). "Occupational health psychology: Work, stress, and health". New York: Springer Publishing Company.
21. Selye H (1974). "Stress without distress", Philadelphia: J.B. Lippincott Company. p. 171. ISBN9780397010264.
22. Sulsky L and Smith C (2005). *Work Stress*. Belmont, CA: Thomson Wadsworth.



Vidhyayana - ISSN 2454-8596

An International Multidisciplinary Peer-Reviewed E-Journal

www.vidhyayanaejournal.org

Indexed in: Crossref, ROAD & Google Scholar

23. Thomas D (2010). Narcissism: Behind the Mask. Book Guild. ISBN 978-1-84624-506-0.
24. Van KHS (2019). "The principle of consistency and the cause and function of behavior", Behavioral Processes, 159, 42–54.