



Occupational Health: Stress at the workplace

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Received- 02.11.2018, Revised- 10.11.2018, Accepted- 15.11.2018 E-mail: aaryvart2013@gmail.com

Abstract: *In these times of economic crisis, most managers and entrepreneurs are faced with a slew of new job problems that can quickly turn into pressures. Workplace stress is a growing worry, as it has major financial ramifications for businesses. Even while some stress is a normal part of life, excessive stress can negatively impact one's productivity, health, and emotions, and it must be managed. When people lose confidence, they refuse to take on tasks, become easily annoyed, and are dissatisfied with their jobs, their performance suffers, and the organization suffers. Fortunately, most managers and entrepreneurs are aware of the most common stress indicators and have the skills to manage and reduce stress before it affects workers' everyday work. Because stress has an influence on both the organization's well-being and the personal conduct of supervisors and employees, the ability to manage it can be the difference between job success and failure.*

Key Words: economic crisis, entrepreneurs, pressures, financial ramifications, excessive stress.

The following are the primary forms of organizational stress: (1): Eustress is a beneficial form of stress that assists individuals in mentally and physically preparing for what is about to happen. Eustress can boost one's energy, inventiveness, or competitive spirit, as well as provide the strength to perform well. When anything disrupts one's routine for a brief period of time, it is called distress. It has a detrimental influence on humans and includes two types of stress: acute and chronic stress. When a change occurs in one of a person's regular tasks, acute stress occurs. Although it appears to be a severe form of stress, it is just temporary. Headaches, hypertension, a racing heart, and gastrointestinal difficulties are all indications of this type of stress. Chronic stress is the most severe kind of stress, and it may be extremely detrimental to people's health. It happens when anything disrupts the pattern over an extended length of time, ranging from weeks to years. When faced with a string of professional or personal failures, this type of stress emerges. Entrepreneurs/managers' stress sources, symptoms, and repercussions We can distinguish between those who act simply on entrepreneurs or managers after examining the sources of organizational stress.

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The goal of this research is to investigate Romanian managers' and entrepreneurs' perceptions of the stress phenomena, including whether they believe they are impacted by stress if they advocate stress-reduction strategies, and whether they believe stress might impair organizational performance. We utilized an online questionnaire to survey 75 managers and entrepreneurs who were part of the project "Flexibility and performance via management," which was funded by the European Social Fund - "Invest in people." Each participant was asked to answer 35 questions on stress, with the findings being given in this study. The key conclusion is that, while the work itself is a stressor, there are other important elements that might cause stress, such as family issues, personal issues, or societal issues. A 35-question structured questionnaire was created for this aim. The target demographic is Bihor County entrepreneurs and managers, who are participants in the project "Flexibility and performance via management," which is funded by the European Social Fund - "Invest in people." The database of the target group - Bihor County entrepreneurs and managers - is built on online surveys. There are 75 records in this database. Structure of the responder



In terms of business category affiliation, 40% of respondents are entrepreneurs and 60% are managers at all levels of SMEs. Structure of gender. Women account for 40% of all replies, with males accounting for 60%. Stress is a very complex set of physiological and psychological reactions, for example when not sleeping enough or not eating regular meals and even laughing sometimes stresses the body. Because of it, the person feels disappointed or annoyed and eventually is prone to anxiety and depression, anger, hostility, inadequacy and low frustration tolerance. Workplace tensions An emotional, cognitive, behavioural, and physiological response to the aggressive and destructive features of employment, work environment, and organizational climate is referred to as organizational stress. It's a condition marked by feelings of powerlessness when it comes to completing activities. Work-related stress, in other words, is people's reaction to being confronted with expectations or particular duties that are beyond their ability or understanding. Organizational stress types. These factors include: - task diversity and complexity; - high responsibilities that necessitate management positions; - concern for the organization's future; - awareness of the possible consequences of a badly formulated choice; - improper management style; - excessive centralization of power; - the presence of inadequately professional educated subordinates; the expansion of work programme due to the appearance of some particular scenario.

Individuals may take a variety of steps to regulate their stress levels and prevent them from becoming more significant problems. There are three types of constructive acts that people can take: - altering behaviour; - developing a healthy lifestyle; - altering mentality When it comes to behaviour, the following interventions can be made: - being more assertive: Listen to others, respect others, tell people how you feel or what you need, negotiate, compromise, and be self-assured. Improving time management: set priorities, develop a to-do list, reduce time-consuming tasks, focus on the

fundamentals, delegate effectively, learn to say "no," arrange daily activities, and create a to-do list. - Beware of perfectionism - learn to relax; - learn to transform stressful life circumstances into opportunities for personal growth; - get in the habit of taking "time out" The major activities that people may engage in to lead a healthy lifestyle are: - a healthy diet: Moderate alcohol consumption is advised.

Regular exercise: reduces muscular tension, increases energy, preserves self-image, attractiveness, and tends to regulate weight, and helps to cleanse the mind of worrying thoughts; - relaxation: improves sleep patterns, relieves pain, lowers stress levels, and boosts self-esteem; - more leisure time and hobbies. The third area in which people may intervene is an attitude, which includes: - changing perceptions; - self-talk; - positive thinking. Organizational stress management methods When it comes to controlling organizational stress, there are several ways that can be used, such as: - early avoidance and removal of work-related problems that might cause stress; - changing job expectations; - ensuring that workers have the essential knowledge and abilities to function efficiently. Provide employees with stress management training to teach them techniques to overcome stress; - boost the assistance required by employees; - guarantee a strong level of collaboration among employees; - clearly outline disciplinary processes; - promote a supportive working culture so that employees feel valued. The project's overall goal is to improve general managers' professional abilities in order to prepare them for advancement. The subject manages the appraisal of stressful events. That is, by seeing the event differently, changing the emphasis of one's perceptions. Actual steps are taken to change the situation for the benefit of the individual. The issue is addressed, aspects are changed, support is gathered from colleagues, etc. Avoidance: Confrontation is avoided. This is also a behaviour, but not the one bringing about change in perception or the situation. These stressors are still present but



are ignored or avoided. Sometimes, this is the only alternative, but sometimes there is no alternative to this whole-person perspective. Tubesing and Tubesing (1982) have grouped the coping techniques for dealing with stress into four major categories: personal management skills, relationship skills, outlook skills, and stamina skills. According to Tubesing and Tubesing (1982) relaxation skills are important for the management of stress. Ways to do it are by hypnosis, meditation, prayer, music, massage and their stressed job life. These strategies are tapped to others, direct action towards a solution of the problem, preparatory action (getting an appraisal, information, and seeking alternative methods of the solution) withdrawal, feeling helpless, and expressing resentment and other categories) confront to superior's expression, and show assertiveness to others.

the capacity to adapt and the introduction of new technology The particular aims are: professional training for 180 entrepreneurs and SMEs managers from two development regions in order to promote new forms of work organization and new technologies with lower environmental effects; raising the informational level of the target group entrepreneurs and managers when discussing the need of introducing and following safety and health norms at work. The study will also be directed at the NW - Bihar County target group. Methodology of Research The goal of this descriptive study is to create an image of the examined phenomena stress - at a certain period. The survey was used as the research approach for this quantitative investigation. Taking completed years into account, the situation is as follows: 16%, 18-24 years, 73%, 25-45 years, 9%, 45-54 years, 2%, 55-64 years. In terms of marital status, the majority of participants (62.8%) are married, 34.8% are single, and 0.04% are divorced. 45 percent of respondents work more than 48 hours a week, which causes stress. Given these circumstances, it's no surprise that 70% of respondents say they are stressed.

Action coping, cognitive reappraisal, and

symptom management were suggested by Latack (1984, 1986). The focus of action is on situational cognition and symptom control. These methods, which relate to action and cognitive reappraisal strategies, work at a more global level. Latack has further divided both action and connective techniques into control and escapes control, which includes proactive action and cognitive reappraisal. Actions and cognitive reappraisals reflect an escapist or avoidance mindset. According to a number of stress specialists, organizations can play a key role in lowering workplace stress.

Conclusion- Other people stress almost everyone. Many personal and organizational strategies for employees to cope with stress in the workplace, as recommended by the management and behavioural scientists, are outlined in this research. Employees are exposed to a variety of coping techniques that they might use in each challenging work setting, depending on the type of stress, the context, and the level of stress (i.e. hyper or hypo). According to Alluto, different individual control methods and organizational programmes are available to help employees in satisfying work requirements (1981). Work-related events or conditions were not stressful on their own. However, depending on human characteristics and other conditions, they may be capable of creating psychological stress and strain. Occupational stress is described by Allen, Hitt, and Green (1982) as a disruption in an individual's psychological or physiological homeostasis that causes them to depart from normal interpersonal functioning. SPECs are stress-producing events and situations that are social and psychological rather than physical in character, and they are also a strain variable. A state in which an internal or external demand surpasses a person's ability to cope with stress is known as stress. Workplace expectations or unfavourable conditions can generate stress. SPECs in the workplace are classified as occupational stress or job-related stress. Various workplace events or situations have substantial negative repercussions on an individual's



health. Any employer will have a lot of stress at varying degrees, and of course, this will interact with the individual in his or her circumstance. An executive will be more vulnerable since defining job stress is difficult for him.

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