Exploration of Employee Stress Factors: A Review

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Abstract: The workplace is a space for organizing the workers and managers together to perform the assignment in certain time phase. Ultimately both have undergo with some unusual pressure to finish the assignments in fixed time period. They faced stressful environment inclusive of working conditions, process executions and general interactions. In general this could be categorized as psychologically and physically. This paper has general introduction of the scenario created in work place and the relational impact. The investigation shows the corporations and the way managers experience to reduce the strain and put some useful resource for control business stress. Various process could be apply between the worker and manager. Any work place organized through HR has been deeply influenced through the employee stress. The first step is to give the idea through which the employees could conquer the most stress condition and the strain evolving environment conditions. Second is the manager who help to reduce stress with the aid of setting clear expectations, assisting personnel set priorities, making ready to pay attention to worker difficulties, and not tolerating bullying or harassment inside the place of work. This paper explore the stress condition affecting the HR drawn from the reviews of the different author.

Key Word: Stressful Environment, Harassment, HR, Employee Stress, Organizational Factors

1. Introduction

1.1 Stress and Employment

Employees stress (Balasubramanian, 2019) are increasingly worried for various corporate today. Stress can be defined as a crucial scenario in which human beings face boundaries, possibilities, or loss of what they want, and the results are unpredictable and vital. Stress is crucial factor for any human beings specially incorporates. Stress isn't always continually poor it may have pleasant in specific people appear time to time. It may additionally encourage people to discover their inherit clever approaches to do some typical things that world not perform in easy way. However, the term "pressure" generally has a bad impact, and this disadvantage of strain is known as “Stress”. For instance, if a subordinate is being burdened or warned by way of his boss, or is dissatisfied with inappropriate work, then the "stress” come. The manager some time impose stress to their employee in certain circumstances in some very crucial work or sensitive issue. The signs of stress at work are:

- Absence, get away from work, being late, leaving early, and many others.
- Work performance degradation, blunders-prone overwork, reminiscence loss, etc.
- Fancy, overreaction, controversy, frustration, anxiety, and so on.
- Deterioration of fitness, increase of accidents, etc.
- Inappropriate ingesting behavior (excessive or insufficient food plan), immoderate smoking and drinking, insomnia, and so on.

Therefore, it is vital that any business enterprise have an effective stress management approach to minimize the unfavorable consequences of stress on personnel and their performance and manipulate.
1.2 Sources/Causes of Stress: Factors that lead to non-public strain are referred to as stressors. Some elements / pressures affecting personnel.

Organizational factors: As the stress and complexity of an organization increases, the organizational elements that still motive worker stress increase. Some of those factors (Gaffley & Hildreth, 2020).

a. Discrimination in pay/salary structure
b. Strict rules and regulations
c. Ineffective communication
d. Peer pressure
e. Goals conflicts/goals ambiguity
f. More of centralized and formal organization structure
g. Less promotional opportunities
h. Lack of employees participation in decision-making
i. Excessive control over the employees by the managers.

Individual factors: There are many expectancies that own family, colleagues, subordinates, and subordinates have for employees. Failure to recognize or speak such expectations ends in conflicting roles of ambiguity / role, which in flip results in employee strain. Other individual factors that motive worker pressure are inherent personality developments together with patience, aggression, stiffness, and the constant feeling of time pressure. Similarly, family problems, non-public monetary issues, and sudden career adjustments can all result in strain.

Job concerning factors: Some associated elements that cause pressure imposing the persons consist of:

a. Monotonous nature of job
b. Unsafe and unhealthy working conditions
c. Lack of confidentiality
d. Crowding

Extra-organizational factors- There are several issues outside of the business enterprise that can cause worker fatigue. In contemporary current world and era, there is growing strain. Inflation, technological exchange, social responsibility, and speedy social change are elements that cause strain outside the organization (Safari et al., 2019).

2. Review of Literature

Dinh (2020) proposed several factors on stressors and mediators. Apparently, it has served as a key element of employee engagement. Therefore, to reinforce engagement with employees, managers need to provide more than a few recreation plans and short working hours. Further managers create open and interactive conversation with their subordinates to build agree and create a way of life that supports employees to compensate with worries approximately caring for their personal lives in addition to organizational tasks.

Caillier (2020) exhibits the impact of decreasing pride on work fatigue in energetic work relationships has additionally been investigated for the intent of commercial enterprise turnover and place of job aggression the significance of work relationships. Research showed that place of work attacks reduce work pressure and satisfaction with workability. Workplace assaults additionally increased income significantly.
Ramli (2019) studied for healthcare experts to find out how professionals enjoy the work stress. The findings displayed that intensive stress has a sizable terrible impact on organizational commitment, then negatively impacts employee performance, and that the following maximum organizational commitment definitely shows consequences that could have a massive high-quality impact on employee performance.

God and others. (2019) suggest that the work stress negatively affects on employee overall performance. The consequences shown a bad and important consequences among worker engagement and worker task pressure. Work pressure is a poor phenomenon and might have a wonderful impact on worker overall performance and in the end the corporation.

Kurniawaty et al. (2019) explore on the work environment, stress, and task satisfaction. This paper observe and discover a solution to the problem of growing willingness to spin that can result in serious problems.

Kang and so on. (2016) investigated on the relationship among high dedication human resource management (HRM) and work stress. Hierarchical regression evaluation confirmed the worker cognizance of superior commitments HRM dedication, reduced perceived help, and giant discount in paintings pressure, and perceived supervisor assist增加 the effect of especially committed HRM work on strain discount. Based on those experimental outcomes, we propose both theoretical and sensible implications and discussions of research barriers.

Drumea (2016) focused on the overall performance and professionalism of human assets versus international public companies in the mild of consumer orientation, finances constraints, and the brand new stress of over-specialization of people in such environments.

Rubin and others. (2016) developed a theoretical version that explores how individuals assess the demands of various varieties of disturbing paintings and how those cognitive assessments have an effect on paintings performance. The consequences of the multilevel structural equation modeling evaluation show that the role of project evaluation in shifting the outcomes of difficult strain elements to task overall performance is the function of mediation inside the barrier assessment manner in moving the results of disabled stressors to process performance. From. Implicit discussion of findings is discussed in theory and exercise.

Mustafa (2016) examined the mechanisms by using which people-enterprise (P-O) fits. The outcomes of this observe imply that HPHRP had a nice impact on the P-O fit. P-O compliance also confirmed a high level of mediation inside the dating among HPHRP and results.

Beijer (2015) studies have proven that the use of excessive performance work structures is related to worker performance. The effects of this survey highlight the significance of thinking about how personnel add which means to excessive performance to expect worker overall performance.

3. Strategies for Managing Stress
The stress that employees enjoy at some creative work negatively influences the health, performance, and conduct of the business enterprise (Hamlin, 2017). Therefore, stress should be controlled efficaciously to launch these harmful results. The stress management method is as follows.

3.1 Organizational strategies for managing stress
Promote organizational communication with personnel and make sure that there may be no ambiguity or warfare of roles. Effective verbal exchange also can alternate the perspective of personnel. Managers can use greater appropriate symbols and symbols that aren't misunderstood by using employees.
• Encourage worker participation in decision making. This reduces the function of pressure.
• Give employees independence, meaningful and timely comments, and greater duty.
• The desires of the organization should be sensible, interesting and unique. Employees need to be commented at the route of these goals.
• Encourage decentralization.
• Distribute incentives and pay systems pretty and equitably.
• Promote job rotation and activity enrichment.
• Create a fair and secure paintings environment.
• Provide effective recruitment and in-residence steerage.
• The value employees to acquire and exceed desires.

3.2 Individual strategies for managing stress

Employees need to prepare a “to-do” listing every day, prioritize movements at the listing and plan changes as per the work assignments. Take regular breaks during hectic schedule and make enjoyable and pleasant environment. Effective time management lets in employees to reap their goals in a well-timed manner and respond to work stress, as a consequence averting pressure.

Perform Goals. This try to always ping to each employer in work place to make his mind attentive to achieve the performance goal of individuals as well as in group.

Indulge in gymnastics. Helps powerful blood movement, circumstance and continues the thoughts away from work strain.

Promote a healthful lifestyle. Sleep regularly and takes lots of water implies the healthful behavior within the workforce. Promote relaxation techniques such as yoga, paying attention to track and meditation.

Employees want to take an optimistic technique to work. Employee and manager avoid passive method for personnel enhancement.

Employees should have emotional intelligence at work. They need self-assurance and self-discipline at work.

Employees need to build social support. They should concentrate to the problem and feature a close link with a trusted companion who can boom their level of self-assurance. This social network helps personnel triumph over strain.

HR consulting is excellent strategy for overcoming employee stress. Providing experience advice allows to employees understand their strengths and how to develop the work place. Their elimination of weakness of work force, specific strategies conduct in work place. Employees additionally get hold of career counseling to help reduce work ambiguity. Find amusing methods to relieve pressure, like joking, playing tennis or playing golfing.

Don't get addicted to yourself. Move consciousness outward help others. This release some stress. Stress arises from the contrast among situational demands and the ability of employees to satisfy those needs. In essence, it's important between the perceived behavioral deviations.
3.3 Classification of Stress

![Stress Funnel diagram]

**Stress and EU Stress**: Situation create high stress some time. But good management can convert the stress to EU Stress. It seem as a catalyst that encourages human beings to stand for challenges, without which individuals or employee or manager can’t raise the excellence of overall performance. The EU Stress could be very beneficial to corporates because it could be enhance the team, knowledge and strength and critical handling situation.

3.4 Stressors – Sources of Stress
The fundamental causes of strain fall into 4 classes.
Fig 2: Source of Stress

**Individual-level stressors**: Stressors which are associated directly with an individual’s personality and job responsibility.

- **Personality type**: How someone feel pressure and react with their circumstances. They have varieties of characters.
- **Role overload**: Excessive workload increases personnel stress and anxiety, ultimately main to pressure.
- **Role Conflict**: In a corporation, when human beings face competing needs, position conflicts arise. Role conflicts can occur two opposing turns, and individual position conflicts can end result from differences in individuals goal set and institutional goals.
- **Role ambiguity**: When personnel are unaware of their duties, capabilities, and overall performance expectancies, this called role ambiguity.
- **Task Characteristics**: Task assignments also motive individuals to revel in strain, specifically when it comes to activities consisting of decision, facts change, and activity monitoring.

**Group level Stressors**: Stress due to organization dynamics and management conduct is included in this category. This may be for the following reasons.

- Lack of cohesiveness
- Managerial Behavior
- Workplace violence
- Intragroup conflict
- Sexual Harassment
- Status Incongruence

**Organizational level Stressors**: These pressures affect almost every worker within the agency.

- **Organizational climate**: When the agency's environment places excessive pressure on employees, it puts severe stress on employees.
- **Organizational structure**: The structure of the enterprise describes the level of authority and the rules and guidelines on which selections are made. If the organizational layout regulations are large and the participation charge is low, the organizational structure can also function a stress on personnel.
- **Organizational leadership**: Management style plays an essential function in employee development. The institutions pressure to accomplished work in time leads the stress, fear, anxiety. Operating lengthy hours to finish a designated task in a quick time, this may be fired and put great pressure in employees and management team.
- **Organizational Lifecycle**: Because the entirety existence cycle, an organization some time want extraordinary work from ordinary person. This need to start, increase, politics, tactics, principle, religion, ceremonies, and recent uplift in ordinary person. The early ranges of an enterprise's life are exciting and organizational lifecycle may enhance the ordinary to extra ordinary person with in the workplace.
• **Extra organizational Stressor**: Restrictions prevent an individual from doing what they need exactly, but requests require losing something that the man or woman wishes. Some are without problems susceptible to stress because they have interaction excessively with elements that can purpose strain, even as others have the capacity to triumph over pressure. Therefore, it’s far the individual’s belief, mindset, and social aid that decide how a person suppress the upcoming organizational stress (Vohra et al., 2019).

4. Role of HR Manager in Stress Management

It is crucial to take powerful management strategies to reduce the worker pressure. This not easy task to improvise the worker overall performance, however additional benefits from experienced team or manager could resolve the pressure. Most importantly, it is very essential that the HR managers to "diagnose, treat and rehabilitate" worrying personnel at certain situation.

5. Corporate Social Responsibility among the Employees and Management

Various agencies in the business enterprise are responsible for dealing with workplace strain, but here the HR manager performs a primary role. The CSR assure to commercial enterprise related stress reduced. The Human Resources branch works with the Health and Safety Department to deal with pressure through pre-assigned duties that deals to reduce harassment and extra pressure work culture place of job (Low e al., 2018). The critical roles and duties of HR managers in pressure control are:

• To understand what work-related stress is, its basic cause, and the way it may be managed and averted.

• Develop a applicable and powerful stress management coverage and deal with this problem early in the agency

• Communicate with employees about this difficulty, increase their focus of the way to talk

• Implement powerful management standards

• Work with different departments inside the company, which include fitness and protection, enforcing work-improvement programs.

• Review and resolve the pressure through control strategies and right policies

• Identify and increase right worker in team.

6. Conclusion and Future Work

This review paper affords ample proof that workplace stress that cannot be not avoidable. Almost one third of the running population in maximum growing countries, record excessive extreme stress incorporates. The effect of stress on personnel causes them to depart from employment or quit their jobs. These outcomes can bring about expenses for individuals, agencies, and corporates very much. The diverse treatment options proposed to mitigate annoying environments and create a stress- work environment from various researchers. Implementing these proposed measures enhance or strengthen a
pressure-free and pleasant surroundings at work, also significantly assist in the uplifting the productiveness. Various key technique also has been explored in this paper for enhance the sustainability of institutions. In institutions, some talented employees contribute to the boost up the financial and overall performance. It is the duty of the HR supervisor to maintain the fitness of those gifted personnel. According to the medical expert, a person or employee is said to be in precise or assets who properly-balanced physical, intellectual and social life with right kind of treatment. In this aggressive global, employees usually prove that they prefer to be healthy themselves. A troubled worker always describes a heavy tension that is however very stress. Eustress works as a enhancer process for employees to work harder and retain the situation and perform at very crucial situation.

References


