

Influential Factors for Workstrain in Working Spot

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ABSTRACT

Stress is an irresistible factor in everyone's life. Everyone in their work is exposed to tension, frustration and anxiety as he/she gets through the duties assigned to him/her. There is no stress-free job in the world. Even though it has two faces as eustress (positive) and distress (negative), negative stress is the most considered one. The negativity of this stress mostly affects one's health. The level of stress is diverse within the individual depending on the individual self-perceived and the way of stress being handled. The consequences of job stress were due to various factors regardless profession and occupation. These factors seem to be common for all but its impact differ for each and every individual. The main focus of this paper is related to the factors influencing this stress in working environment.

Keywords: *Stress, Eustress, Distress, Job stress, Influencing factors*

INTRODUCTION

Stress is the unavoidable factor for human beings caused by frequently changing environment. It has physical and emotional effects. It can create positive or negative feelings. Positive influence of stress can help and compel us to action; it can result in a new awareness and an exciting new perspective. Negative influence can result in feelings of distrust, rejection, anger, depression, and lead to health problems such as headaches, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart disease and stroke. Stress can make and destroy things depending on how we react to it. Everyone needs a certain amount of stimulus to make life interesting or most efficient. But pressure is a little different from stress. If pressure is excessive or far too long, it can become stress. Stress can vary depending upon the people. If pressure is mild it improves employee performance. But excess pressure reduces performance and efficiency.

Stress might have multiple effects on a person. Stress effects are developed on different levels: physiological, psychological and behaviour related. Physiological effects comprise ulcers, cardiovascular illness to hormonal problems. Psychological effects are anxiety, depression, burnout, insomnia, no satisfaction. Behaviour related effects can lead to a lower performance in current activity, heavy information process, etc. The resources needed to deal with different challenges may affect one's health. Moreover, the fact is that a too high or too low level of stress influences our performance in different activities. If no strategies are adapted in order to reduce stress, it's effects can increasingly cause real disturbance in our daily activities through tension and struggle. Past records show that stress can lead to heart problems, ulcerative colitis, and other problems. Although it is hard to determine the role played by stress for our health it becomes the fact that many diseases are caused by stress. Positive and negative

aspects are put forward in a best way by the relation of stress performance. On a lower stress level, it shows as one is not focused and engaged to perform at our full capacity. An increased level of stress reduction might improve our performance and probably an optimal level of stress is reached in most tasks.

REVIEW OF LITERATURE

According to Smruti Rekha Sahoo (2016), analysed the management of stress at workplace. Stress is state of mind or an illness. Stress is the way human beings react both physically and mentally to changes, events, and their lives. This study aims to make one understand the causes and effects of stress, both on organisations and individuals. Also discussed about various strategies on how to manage the stress.

According to Andrea Senova and Maria Antosova (2014), work-related stress is today a global issue and based on statistics, stress affects about one out of four workers. Work-related stress has a long-term effect on human body. It is not only related to leadership position, but also at any level of business and attention should be given for its elimination. This paper evokes the interest of society to address the issue of stress, enhance communication between employees and company and identify problem areas in work process.

TYPES OF STRESS

Stress can be categorized into four major types such as eustress, distress, hyper stress, and hypo stress.

i. Eustress

Eustress is a short-term stress. This stress arises when there is increased physical activity, enthusiasm and creativity. Eustress is a positive stress which emerges under the condition when motivation and inspiration are needed. It raises the level of employee performance as it is a positive stress.

ii. Distress

Distress is a negative stress. It is brought out by re-adjustments or routine alterations. Distress creates feelings of discomfort and unfamiliarity. This stress affects job performance adversely and creates physical, psychological and behavioural problems. There are two types of distress such as:

a) Acute stress

Acute stress is an intense stress that arrives and disappears in a fraction of second.

b) Chronic stress

Chronic stress is a long-term stress that exists for weeks, or even years. This type of stress is experienced by persons who are relocating or contemplating job changes.

iii. Hyper stress

Hyper stress occurs when an individual is pushed beyond their stress tolerance. The overload or overwork leads to hyper stress. If someone is hyper stressed, small things can trigger a strong emotional response. It is important for persons who think they might be experiencing hyper stress to take measures to reduce stress in their lives, because hyper stress can lead to serious emotional and physical repercussions.

iv. Hypo stress

Hypo stress is the opposite of hyper stress. Hypo stress occurs when an individual is bored by an unchallenged job, such as a worker performing the same task again and again. The effect of hypo stress includes a feeling of restlessness and lack of inspiration.

FACTORS INFLUENCING STRESS

There are number of ways in which human efficiency is reduced, one of the reasons is stress. Different kinds of stress at different point of time will have different impact of how it can decrease human capacity of workflow. The factors are as follows,

Work overload

Symptoms such as headaches, stomach complaints and difficulties sleeping are caused by work overload and it can lead to physical and emotional burst-out. It occurs when they become inflexible and when they think that they are having a problem physically. Whenever people have work overload, they show signs like over sleepy, they become ill, not interested in anything as a result intellectual calibre will suffer.

Work under load

Work under load is the opposite of burnout to an extent. A dull, continuous, not benefitting job with no results can quickly lead to boredom and leads to left unchecked, apathy sets in and productivity slows. These kinds of jobs can become highly stressful because there is no way other than keep on doing. In extreme case workers may even gear to minor acts of sabotage that can negatively affect others.

Fear

People with the fear of job loss at the unexpected times may find themselves turning up earlier than usual for work, taking shorter breaks, they may even stay longer and volunteering for extra work. It is a way of showing dedication and increase their profile so that they may not lose the job. It is seen that they may refuse to take a day off even at emergency times.

Workaholic

The people who are engrossed in work are known as workaholics. For them the work is their first priority, which includes relationships, family and friends. There are people use works to distract from deeper issues such as depression, troubled relationships, and fear of job loss.

Technology

The stress of work technology is a relatively new feature because we need the technology and we find it difficult keep a balance and its one that is fuelling debates over how it affects our quality of life

Workplace bullying

It is one of the difficult areas where people at workplace bullying includes rudeness, gossiping, giving impossible deadlines, ageist or sexist comments and more. There are mixed of emotions in a situation when we are polite, we try to be helpful, and we try to give back.

Symptoms of Stress

Symptoms of stress often occurs are inability to concentrate, at times loss of motivation and a lack of commitment to work when it is required. There is a tendency to become more sensitive emotionally in an unnecessary time. Symptoms of stress will include exactly back pain, vomiting, and stomach problems and even sleeplessness. Eating and sleeping patterns may change when the stress develops, and alcohol or drug use may be initiated or increase in these persons.

Aggressive management style

People who think they are assertive are actually aggressively. Non-assertiveness is usually polite (considerate of other people's perspectives), to say they are unwilling to stand up for one's own needs. One need to understand the differences between assertiveness and aggressiveness because the time they think that they are something in reality they are not so that and when they take a step to get their needs met, they don't go overboard and step on everyone else.

Psychological Support

Employees feel that when they have psychological support, they have greater job attachment, job commitment, job satisfaction, job involvement, positive work moods, thus they feel to or desire to remain with the organization, organizational citizenship behaviours.

Organizational Culture

Culture of the Organizational is a basic assumption held by a particular group. There is a mix of values, meanings and expectations where each individual can have in general. High interest for the profit is always considered as acceptable pattern among the members and how to come to a proper solution. Trust among the members of the organization is necessary and it is a predicting tool for cooperative behaviour, organizational citizenship behaviours and they can be seen from different angle, commitment toward the organizational, and loyalty towards employee. Any organization with the health-focused culture that usually will enhances employees, job satisfaction and organizational commitment, which helps to retain and attract employees in any organization. The culture which is usually known as work culture with social support and also enhances employee well-being by providing a positive boost environment for employees who may be experiencing psychological conditions such as depression and anxiety due to over work or any other issues.

Time pressure

Time Pressure at the workplace is unavoidable because of the demands of the modern work environment. The presence of pressure is always and it is acceptable by an individual, may even keep workers alert, motivated, able to work and learn, depending on the available resources and personal behaviours. Hence, when that pressure becomes extreme it leads to stress known as time pressure. Stress can deteriorate an employees' health, family relation and the performance in his/her job.

Unrealistic Deadlines

Unrealistic Deadlines creates more stress and as result incomplete tasks are piled up every day. This situation occurs when the group leader does not have any idea how to do it, how to arrange the timeline for a particular job task and failure of a particular task are the important issue faced here.

Stress and Job insecurity

Downsizing and restructuring were taken as the measures where there is perceived job insecurity. The extreme negative impact was witnessed not only in the blue colour job, but also the graduate at professional level jobs was also affected. In the earlier times many of the employees were the young males engaged in the blue-collar jobs. As on date, white-collar workers with higher pay are in the higher level of their careers, but the situation has changed the old and the young in present were the main victims of the retrenchments due to job insecurity or dearth of job.

Working hours and stress

In an environment where downsizing and restructuring, many organizations have increased the number of working hours, even though certain jobs need long working hours it affects the betterment of the employees. The common stressors, shift work are one of them, that causing mental efficiency and many health issues. There is risk which is observed in the mid of the night shift because of lowest possible alertness among the workers during this period. There are both fortunate or unfortunate in the flexible working hours. The fortunate are increased job enrichment, lower stress levels, morale and autonomy, tardiness and reduced absenteeism, productivity and improved job satisfaction and the unfortunate includes work co-ordination and scheduling, increase costs, differing work hours can hinder the life of the employee and finally changes in the culture of the organization.

Control at work and stress

Perceived control means, within the working environment, the extent to which an individual has the freedom to take decisions and to accomplish their goals. The employees who are well known of being controlled are willing to take more responsibility on their shoulders. Some of the controls recently included are method control and timing control, organizational and resource control and task control. Most of the researches shows the difference between the “desire for control” and “being in control”. There is situation feared by the employees, who additionally remain open from the time of announcement of acquisition of combining and it is much before the real change taking place.

Psychological problems

It has been evident that physical health is impacted by stress and that has medical implications. Stress can even cause psychological problems. Work or task have connection with psychological problems the reactions of which are changes of attitude, feelings of helplessness, anger, nervous, tension, and boredom. The impact of the stress by the individuals by demonstrating aggressive acts such as interpersonal reaction, arrogance and complaints. The organizational downsizing creates a vigorous impact on job security and which in turn exhibits reactions of stress, anger, anxiety, insecurity etc.

Character Issues

Behaviour problem is attached with stress and it is reflected through overeating or under eating, drinking and increased smoking, fatigue and drug abuse which happens because of the uncontrolled behaviours. If any individual is stressed, they will expose a pattern of aggressive avoidance or aggressive behaviour which is common in everyone. As the exposition of reaction, the individual may be argumentative, stubborn, strike out or become confrontational and anyone can be the victim of that. Any individual who choose avoidance behaviour may avoid stressful situations, thus they become passive etc.

Next is alcohol consumption which is joined with similar issues like the fall out of which are job turnovers or absenteeism. Quitting one's work or staying away from job due to

stress also considered as a reaction to this behaviour. This constitutes much healthier response instead of a fight reaction. In this situation, people remain in stressful environment and exhibit anger or aggression and they even lose the control of themselves.

CONCLUSION

Stress is a reaction of an employee when certain demands, pressures and professional aspects have to be faced at the work place which does not relate to their level of knowledge and lead to a challenge and threat to the capabilities of the employee which in turn would create a struggle for existence in terms of being employed in a place. Any job can be said to be healthy when there is appropriate relation with their abilities and resources, and the amount of control it will have on their job. Hence it gains support from the people who matter to them. A work environment is considered as healthy if it is one in which individual have made health an important factor in their working environment. Therefore, it may include continuous and consistent assessment of risks to health, proper timely delivery of information and training on health issues and to provide and avail of health promoting organisational support practices and structures.

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