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## The Role of Women in Global Development

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## An Analytical Study on Causes and Preventions of Occupational Stress

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*Hans Selyes, father of stress believes that stress is spice of life and absence of stress is death. Different persons respond to stressful situation in different ways.*

### Abstract:

Stress is very harmful for every person. Occupational stress is related with one's job. Stress and especially occupational stress is common parlance in today's globalized world. Every worker wants to work in stress free environment in our organization. Occupational stress impact workers job performance. This is negative experience for workers. The research paper explored definitions, causes or sources of occupational stress & preventions for reducing occupational stress which will improve the productivity and worker will complete their target within time. This is one of the major challenges for globalized world.

**Keywords:** Stress, Occupational Stress, Job Performance, Causes, Preventions.

**Introduction:** Stress is result of an action against with a reaction an emotional and physical response. Occupational stress is that in ability to deal with pressures in workplace because of worker without the ability to fulfill working demands and working circumstances. Stressful life is common among human being. It affects the human life. Stress free living is very essential to us. Stress free situations are main aim of our life. Stress is impacted by the personality characteristics and person's life experiences. Stress included depression, anxiety, and tension. Occupational stress is nothing but the persons work related stressful situation. It is comes from unexpected duties and pressures when done. In suffering the occupational stress the person do not feel very well and not get support from his seniors and colleagues. Stress deals with negative situation in life. In this negative situation person could not think positive so the impact of that person cannot handle any situation properly.

**Objectives:** 1. To understand the concept of occupational stress.

2. To study the causes of occupational stress.

3. To study the preventions for occupational stress and its management.

**Research Methodology:** The research paper has been written on the basis of secondary data. The secondary data & useful information were collected from published books, journals, research articles, reports, official documents, theses, & various websites & internet.

**Occupational Stress:** Occupational stress can be defined as the harmful physical and emotional responses that occur when the requirements of job do not match the capabilities, resources or needs of any worker. Occupational stress can lead to health of employees and even it should be resulted injury. In shorts, the stage is set of illness, injury & job failure. Occupational stress is a condition arising from the interaction of people and their job and characterized by changes within people that force them to deviate from their normal functioning. Occupational stress is a major problem for many workers. Increased workloads, downsizing overtime, work environment and shifts work are just a few of the many causes of stressful working conditions. Thus, occupational stress is job related mental, emotional or physical reaction from an individual's response to environment pressure and similar stimuli.

Occupational stress has negative effects for organizations and employers. Occupational stress is divided into two types Eustress and Distress. Eustress is defined as, good stress. It is form of stress. It effect on health, motivation, performance and emotional wellbeing. It was firstly explain by Richard Lazarus. Eustress is optimistic cognitive reply to stress that is very health and it gives a good feeling of completeness. It is indicated by hope and active engagement. Eustress is process of exploring potential goals.

- Eustress Motivates and focuses energy
- Eustress is short term stress
- Due to eustress we feel exciting
- Eustress improve performances
- Eustress seems as within our coping abilities

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## Causes of Occupational Stress:

1. **Goals:** goal set should be realistic goal set at very high level stress.
2. **Policies and Procedures:** Unfavorable policies and difficult procedures cause stress.
3. **Rules and Regulations:** Strict and inflexible rules designed to affect employees result in stress.
4. **Working conditions:** Employees feel stressful if the working conditions are unhealthy, unsafe and affect performance.
5. **Compensations:** Low salaries and wages discrimination in wages, lack of incentives, delayed payments etc. causes stress.
6. **Job design:** Poorly designed job, mismatch between job and skills unrealistic job description etc. give rise to stress.
7. **Performance Appraisal:** Bias, unfairness and lack of transparency give rise to stress.
8. **Organizational structure**
9. **Job loss:** The unexpected loss of a job can take an emotional toll on individuals especially in situation where personnel are not financially prepared to deal with this set back.
10. **Frequent Over workloads:** The over workload may leads to an increased risk of high blood pressure especially for those who do not feel as though they have a great deal of control over their job duties.
11. **Economic factors:** In 21<sup>st</sup> century high level target of productivity may leads stress, higher expectations and greater competition, putting more stress on the employees.
12. **Heavy loans of employees**
13. **Inadequate salary**
14. **Sexual harassment**

### • Signs or Symptoms of occupational stress:

Physical Symptoms	Psychological Symptoms
Headaches, Chest Pain, Asthma, Diabetes, Blood Pressure, T.B., Sleeplessness, Fatigue, illness, Stomach disorder, Back Pain, Spondylitis	Panic, Anxiety, Lack of Concentration, Mood Swing, Irritability, Depression, Confusion, forgetfulness, feeling powerless, Frustration

**Source:** The AFT's Health & Safety Program (2000)

- **Preventions of Occupational Stress:** A Combination of organizational change and stress management is often is the most useful approach for preventing stress at work. Following are some tips to help manage and reduce occupational stress:

1. Avoid caffeine, alcohol and nicotine.
2. Indulge in physical activity.
3. Ensure adequate more sleep.
4. Try relaxation techniques
5. Talk to someone.
6. Keep stress diary.
7. Manage your time.
8. Keep a positive attitude.
9. Learn to relax.
10. Eat well-balanced meals.
11. Proper time Management.
12. Developing your hobby.
13. Building healthy relationship.
14. Take yearly break from work.
15. Spending time with nature.

**Conclusion:** It is concluded that, occupational stress is an essential part of any industry or organization. Also it is part of everyone's job. Occupational stress can deals with working conditions, work culture, organizational environment. It is most common factor in workrs in the modern era. Occupational stress affects the job performance of workers by reducing performance and effective, efficient work productivity. This study used conceptual framework to study the different aspects of occupational stress such as definitions, causes, symptoms and effects of stress.



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