

# DIFFERENT TYPES OF STRESS IN WORK PLACE

\*Dr. Chandra Kumari- Associate Professor, Banasthali Vidyapith, Rajasthan

\*\*Priyanka Raghav- Research Scholar, Banasthali Vidyapith, Rajasthan

## Abstract

Workplace stress can occur when there is a mismatch between the requirements of the role, capabilities and resources and supports available. Everyone feels stress like all experienced it at some stage – at home, school or work, or while getting outside our comfort zone, but while this stress is normal, if it is ongoing, it can become a problem. This paper deals sources of different type of stress in a job.

**Key word-** work place, stress, job, physiological, cognitive, behavior, etc.

## Introduction

In today's economic upheavals, downsizing, layoff, merger and bankruptcies have cost hundreds of thousands of workers their jobs. Millions more have been shifted to unfamiliar tasks within their companies and wonder how much longer they will be employed. Adding to the pressures that workers face are new bosses, computer surveillance of production, fewer health and retirement benefits, and the feeling they have to work longer and harder just to maintain their current economic status. Workers at every level are experiencing increased tension.

The loss of a job can be devastating, putting unemployed workers at risk for physical illness, marital strain, anxiety, depression and even suicide. Loss of a job affects every part of life, from what time you get up in the morning, to whom you see and what you can afford to do. Until the transition is made to a new position, stress is chronic.

Taber's Cyclopedic Medical Dictionary defines stress as "the result produced when a structure, system or organism is acted upon by forces that disrupt equilibrium or produce strain". In simpler terms, stress is the result of any emotional, physical, social, economic, or other factors that require a response or change. It is generally believed that some stress is okay (sometimes referred to as "challenge" or "positive stress") but when stress occurs in amounts that you cannot handle, both mental and physical changes may occur.

"Workplace stress" then is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting these demands. In general, the combination of high demands in a job and a low amount of control over the situation can lead to stress.

Stress in the workplace can have many origins or come from one single event. It can impact on both employees and employers alike.

## Stress cause health effects

**Physical:** headaches, grinding teeth, clenched jaws, chest pain, shortness of breath, pounding heart, high blood pressure, muscle aches, indigestion, constipation or diarrhea, increased perspiration, fatigue, insomnia, frequent illness.

**Psychosocial:** anxiety, irritability, sadness, defensiveness, anger, mood swings, hypersensitivity, apathy, depression, slowed thinking or racing thoughts; feelings of helplessness, hopelessness, or of being trapped, lower motivation.

**Cognitive:** decreased attention, narrowing of perception, forgetfulness, less effective thinking, less problem solving, reduced ability to learn; easily distracted.

**Behavioural:** overeating or loss of appetite, impatience, quickness to argue, procrastination, increased use of alcohol or drugs, increased smoking, withdrawal or isolation from others, neglect of responsibility, poor job performance, poor personal hygiene, change in religious practices, change in close family relationships.

Stress isn't always bad. A little bit of stress can help stay focused, energetic, and able to meet new challenges in the workplace. It's what keeps you on your toes during a presentation or alert to prevent accidents or costly mistakes. But in today's hectic world, the workplace too often seems like an emotional roller coaster. Long hours, tight deadlines, and ever-increasing demands can leave you feeling worried, drained, and overwhelmed. And when stress exceeds your ability to cope, it stops being helpful and starts causing damage to your mind and body—as well as to your job satisfaction.

If stress on the job is interfering with your work performance, health, or personal life, it's time to take action. No matter what you do for a living, or how stressful your job is, there are plenty of things you can do to reduce your overall stress levels and regain a sense of control at work.

## Common causes of stress in workplace

- Fear of being laid off
- More overtime due to staff cutbacks
- Pressure to perform to meet rising expectations but with no increase in job satisfaction
- Pressure to work at optimum levels—all the time!
- Lack of control over how you do your work

**List of sources of stress during job-**

**In a job-** Workload (overload and underload), pace / variety / meaningfulness of work, autonomy (e.g., the ability to make your own decisions about our own job or about specific tasks), shiftwork / hours of work , skills / abilities do not match job demands, lack of training and/or preparation (technical and social), lack of appreciation, physical environment (noise, air quality, etc), isolation at the workplace (emotional or working alone).

**In the organization-** Role conflict (conflicting job demands, multiple supervisors/managers), role ambiguity (lack of clarity about responsibilities, expectations, etc), level of responsibility

**In Career development-** Under/over-promotion, job security (fear of redundancy either from economy, or a lack of tasks or work to do), career development opportunities, overall job satisfaction

**Relationships at work (Interpersonal)-** Supervisors (conflicts or lack of support), coworkers (conflicts or lack of support), subordinates, threat of violence, harassment, etc (threats to personal safety), lack of trust, lack of systems in workplace available to report and deal with unacceptable behavior.

**In the organizational structure/climate-** Participation (or non-participation) in decision-making, management style, communication patterns (poor communication / information flow), lack of systems in workplace available to respond to concerns, not engaging employees when undergoing organizational change, lack of perceived fairness (who gets what when, and the processes through which decisions are made). Feelings of unfairness magnify the effects of perceived stress on health.

## Reference

<http://www.ccohs.ca/oshanswers/psychosocial/stress.html>

<https://www.headsup.org.au/healthy-workplaces/workplace-stressors>

<http://www.apa.org/helpcenter/workplace-stress.aspx>