## Job Stress of Employees in Various Organizations in India: A Review Appraisal

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### Abstract

Stress is the "wear and tear" our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As we have seen, positive stress adds anticipation and excitement to life, and we all thrive under a certain amount of stress. Deadlines, competitions, confrontations, and even our frustrations and sorrows add depth and enrichment to our lives. Our goal is not to eliminate stress but to learn how to manage it and how to use it to help us. Insufficient stress acts as a depressant and may leave us feeling bored or dejected; on the other hand, excessive stress may leave us feeling "tied up in knots." The objective of this paper is to furnish a comprehensive review of the empirical studies conducted to study the job stress of employees in various organizations in India.

**Key Words**: job, stress, organization

### INTRODUCTION

Stress is the "wear and tear" our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As we have seen, positive stress adds anticipation and excitement to life, and we all thrive under a certain amount of stress. Deadlines, competitions, confrontations, and even our frustrations and sorrows add depth and enrichment to our lives. Our goal is not to eliminate stress but to learn how to manage it and how to use it to help us. Insufficient stress acts as a depressant and may leave us feeling bored or dejected; on the other hand, excessive stress may leave us feeling "tied up in knots." What we need to do is find the optimal level of stress, which will individually motivate but not overwhelm each of us. There is no single level of stress that is optimal for all people. We are all individual creatures with unique requirements. As such, what is distressing to one may be a joy to another. And even when we agree that a particular event is distressing, we are likely to differ in our physiological and psychological responses to it.

### REVIEW OF LITERATURE

Stress is caused by the external events and the dynamics of the environment. But we need to emphasis the fact that the Stress is caused by our reaction to the external environment. The manner in which we perceive and understand the changes or the particular event creates same event can bring happiness and cause stress in two different people depending upon how they react to it. So, Stress is our reaction to external events

and it can be positive or negative depending upon how we react, it is the general wear and tear of the body machine that takes place due to extra demands put on it. Stress is the biggest killer in today's world and the cause of huge losses of production in industry. This is further evident from the various research studies as discussed below:

**Das, Priyanka and Kumar, Alok (2015),** in their study on stress among employees of public sector banks in Asansol explained about Organization must begin to manage people at work differently, improve physical work environment, treat them with respect and value their contribution. If we enhance the psychological well being and health of the employees, the organizational revenue will increase and there will be employee retention as well.

**R. Gomathi and R. Deepika (2013)** explained that stress has become a major concern of the modern times as it can cause harm to employee's health and performance. Work related stress costs organization billions of dollars each year through sickness, turnover and absenteeism. So it becomes necessary for every organization to know the factor causing stress among the employees as well as how they cope up with stress to make the employee more participative and productive. This research study was conducted to find out the factor causing stress among employees and to know how they cope up with stress.

**Showkat Khalil Wani (2013)** in the study revealed that clerical grade employees experience more stress than officers and there is strong relationship between job stress and employee motivation. On the basis of findings of the study the current payer puts forth some relevant suggestions and recommendations to improve overall job scenario in organizations.

**Shukla, Harish and Garg, Rachit (2013)** in their study on stress management among the employees of nationalized banks found that as most of the employees feel that they feel stress at work, banks should take positive steps to make their employees free from stress so that they can work with optimum efficiency and effectiveness. Employees of the banks should be made free from not only fear of quality of performance also from other types of fear generating in their minds. Guidance and counseling, quality consciousness awareness programs, psychological support can be provided to employees.

**Jins Joy. P and R Radhakrishna ( 2013),** in their study on impact of work stress among the factory workers in Trichur district found that work stress is a real challenge for workers and their employing organization. For the employers not only it is import to monitor the workplace, identity and deal with stress problems but to promote healthy work and reduce harmful aspects of work. A good employer designs and manages work in a way that avoids common risk factors and prevent as much as possible foreseeable problems.

**Yasir Arafat Elahi and Mishra Apoorva (2012)** in his study disclosed the significant differences in stress experience among short, medium and long tenure groups. so it has been observed that the total and for six types of role stress, experienced the minimum stress, medium tenure group experienced a

medium level stress and the short tenure group experienced the maximum stress, pointing out the significant existence of a negative relationship between length of service and role stresses

**Rajesh Jampala, P. Adi Lakshmi and O.A.R. Kishore (2012)** researched occupational stress with HSE indicator tool. The differences among the various employees based on different demography's including sector, gender, qualification, industry and experience has been analyzed. The correlations among various factors causing stress including demand, control, manager support, peer support, relation, role and change factors are explored.

**Suchitra M. G. (2012)** concludes that the stress in the work place has become the black plague of the present century. Much of the stress at work is caused not only by work overload and time pressure but also by lack of rewards and praise, and more importantly, by not providing individuals with the autonomy to do their work as they would like. Most of the employees were not satisfied with the grievance handling procedure of the organization which was found by the unstructured interview. Organization must begin to manage people at work differently, treating them with respect and valuing their contribution. If we enhance the psychological well-being and health of the employees.

**Ajay Singh and Nidhi Dhawan (2012)** described stress as a universal element and persons from every walk of life have to face stress. Climate refers to perceptions of organizational practices reported by people who work there. Stressful organizational climates are characterized by limited participation in decisions, use of punishment and negative feedback, conflict avoidance or confrontation (rather than problem solving), and non-supportive group and leader relations. Stress can have a negative impact on both employee and organization. The research paper examines the different organizational climate stressors encountered by public and private sector bank employees and the coping styles being used by them to cope with it.

**Devit, Uma (2011)** in her study on stress management and coping strategies with reference to IT Companies stated that stress issue has become contemporary, being an occupational hazard in fast pacing IT profession, needs to be addressed without delay. Hence the importance of the study of stress at various levels, among IT employee is growing. Stress can make an individual productive and constructive when it is identified and well managed. In times of great stress or adversity, it's always best to keep busy, to plow anger and energy into something positive. Positive attitude and meditation will be helpful for coping the stress.

**Rajendran Jayashree (2010)** in his research studied the impact of occupational stress on Nationalized Bank employees. The problem of stress is inevitable and unavoidable in the banking sector. A majority of the employees face severe stress related ailments and a lot of psychological problems. Hence, the management must take several initiatives in helping their employees to overcome its disastrous effect. Since stress in banking sector is mostly due to excess of work pressure and work life

imbalance the organization should support and encourage taking up roles that help them to balance work and family. The productivity of the work force is the most decisive factor as far as the success of an organization is concerned. The productivity in turn is dependent on the psychosocial well-being of the employees. In an age of highly dynamic and competitive world, man is exposed to all kinds of stressors that can affect him on all realms of life. The growing importance of interventional strategies is felt more at organizational level.

**Shruti M. (2009)** concludes that employees at bank are too much stressed with their job with heavy workload, so the employees expert some refreshing events to add up in their work place like entertainment, trips, tea breaks, intervals once in a while during lumps of work. Accordingly the employees expect hike in their salary from their worth performance. But even then the employees are very cooperative and have a very good high regard and respect towards the bank's image and its future.

**Dileep Kumar M. (2008)** explained that the productivity of the work force is the most decisive factor as far as the success of an organization is concerned. The productivity in turn is dependent on the psychosocial wellbeing of the employees. In an age of highly dynamic and competitive world, man is exposed to all kinds of stressors that can affect him on all realms of life. The growing importance of interventional strategies is felt more at organizational level. This research was study the impact of occupational stress on Nationalized and Non–Nationalized Bank employees. The author draws the attention from policy makers and men of eminence in the related fields to resume further research.

**CONCLUSION**

The important aspect of every organization is, Stress. Stress has become the most common cause of employees in all the industries. Stress can make an individual productive and constructive when it is identified and well managed. Positive attitude and meditation will be helpful for coping the stress. Thinking in a broader perspective of life will definitely change stress. There are many ways for managing stress, such as meditation, Yoga etc. The Negative stress or Distress kills the employees' positive attitude and it turns to absent, turnover, immoral, anxiety, depression, aggressive and so on. Hence, we will be successful if we make distress into eu-stress, our healthy lifestyle as well as organizational well being will change.

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