Work Environment Pressure on Employees In Present Industry Scenario

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Abstract- *The present study aimed to find out the work environment stress and mental health among employees. The basic reasons by which employees getting stress in their day to day life duty to make reciprocation with customer and complete the goal within the time, threat of intensity; make the employees stressful and depressed. It is one of the most health problems reported by employees. Work-related stress can be caused by various occurrences. Suppose a person might feel under pressure if they demands for their responsibilities are greater than they can comfortably manage. The financial costs of occupational stress to organizations and industries are well known. It has been valued that at least half of all absences from work are stress related. As well as fragility and sickness absence, work-related stress has also been associated with reduced levels of job satisfaction, motivation and responsibility, increased employee turnover, diminished job performance and creativity, and a range of counter productive workplace attitudes and behaviors' such as dishonest, lack of respect and intrusion. Stress in the workplace as increased importance in recent times the world over. Companies and employers should recognize work-related stress as a major health and safety issue.*

Key Words: *stress; employees; dissatisfaction; work environment; counseling.*

1. INTRODUCTION

Stress is a vague term. It is clearly determined that people would come across the internal and external conditions that create stressful situations and the indications when they are stressed. The goal of every organization is to work towards achieving the objective for its reality if it may be profit or non-profit oriented. Stress is an unavoidable distinctive of life and work. Occupational stress describes physical, mental and emotional deterioration brought about by disparity between the requirement of the job and the abilities, resources and needs of the employee to deal with job demands McGrath (1976) proposed a definition based on the conditions necessary for stress. Stress in work life can be linked with several factors related to work characteristics. Some people overact to stressors and get highly stressed. Physical and emotional health had a negative effect due to job stress. Occupational stress is general and insensitive. Stress in the workplace has taken on increased importance in recent times the world over. Excessive job-related stress is not a small or exceptional problem. In recent times, the poor performance of labour markets across developed economies has strengthened the debate about technological unemployment among economists. Many organizations are going through radical transformations as a result of the need to rearrange their strategies and structures according to quickly changing and highly demanding work environment.

2. REVIEW OF LITERATURE

D'Zurilla, Thomas J., December (1990), According to him recent theoretical and research developments in the area of stress and coping, social problem solving (i.e., real-life problem solving) appears to be an important general coping strategy that can have a significant effect on a person's ability to reduce, control, and prevent the experience of stress in everyday living. Dee W. Edington (2001), with increasing work pressure and associated stressful environment that all employees work in, it is best that employees are safeguarded with some wellness measures that help them survive with maintained productivity. Mactavish, Jennifer; Iwasaki, Yoshitaka in his article "Exploring Perspectives of Individuals with Disabilities on Stress-Coping", analyze peer support occurs when people provide knowledge, experience, emotional, social or practical help to each other. Michael S. Dahl Druid (2011), in his article, "Organizational Change and Employee Stress", analyzes the relationship between organizational change and employee health. It illuminates the potentially negative outcomes of change at the level of the employee.

David S. Walonick, Ph.D., (1993), in his dissertation "Causes and Cures of Stress in Organizations", says that the role of management becomes one of maintaining an appropriate level of stress by providing an optimal environment. K.I. Pargament, K.I. Maton, & R.E. Hess (Eds.), Religion and prevention in mental health: Research, vision and action. Haworth Press reported that when faced with a problem, religious individuals use a variety of religious coping resources that are drawn from spiritual, cognitive, behavioral, and social aspects of an individual's faith. Greg Stewart, Henry B. Tippie., Research Professor of Management and Organizations in the UI Tippie College of Business, said "Peer pressure is a strong motivating force, and workers' willingness to please people who mean something to them is often a stronger motivating force than financial rewards." Groomes & Leahy (2002), reports that unique stressors that tend to be chronic in nature and intensified by factors specific to one's disability. Yu, Ming-Chu, (2009), "Employees' Perception of Organizational Change: The Mediating Effects of Stress Management Strategies", reports change to explore employees' perceptions of external changes, as well as the relationships among employee trust, stress management, organizational identification, and job involvement. It can't effect on a person's ability to reduce, control, and prevent the experience of stress in everyday living.

3. STRESS AT WORK

Stress at work is a most relatively new occurrence of modern lifestyles. The nature of work has gone through radical changes over the last century and it is still changing at brief speed. Stress is a person's adaptive reaction to a stressor in environmental condition or a stimulus. Stress is a body's method of reacting to a challenge. Stress is not simply anxiety or nervous tension. Stress normally expresses a negative condition or a positive condition that can have a force on a person's mental and physical well-being.

4. WORK RELATED STRESS

Most of the research on work related stress has concentrated on describing stresses within the workplace. For example, it has been verified that both too much work as well as too little work is connected with a physiological stress response. It has many reasons, as well as long working hours, heavy workload, and job insecurity, the threat of job loss or unemployment, and conflicts with other workers or bosses. Symptoms of work-related stress may take account of depression, anxiety, and a drop in work performance, feelings of being stunned, fatigue, headaches and an increase in sick days or absenteeism. Companies and employers should be familiar with work-related stress as a significant health and safety issue. A variety of factors support to workplace stress such as excessive workload, separation, increased worked hours, toxic work environments, lack of independence, no mutual

understanding among coworkers and management, management threats, sexual harassment and lack of opportunities or motivation to advancement in one's skill level. Professional stress or job stress causes a threat to physical health. As a result, work related stress in the life of organized workers, affects the health of organizations.
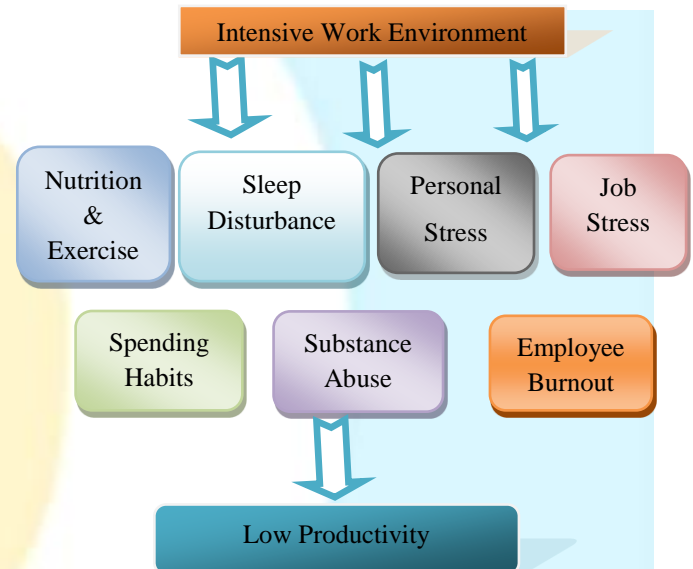

Fig 1.A Model of Stress Symptoms

4.1 Symptoms of work-related stress

The signs of work-related stress can be physical, psychological, mental, spiritual and behavioural. Physical symptoms include:

- Tiredness
- Muscular tension
- Headaches and colds
- Heart palpitations
- Sleeping difficulties, such as insomnia
- Gastrointestinal upsets, such as diarrhoea or constipation i.e., indigestion
- Teeth grinding
- Appetite

Psychological symptoms include:

- Depression
- Anxiety
- Bad temper
- Irritability
- Pessimism
- Over sensitivity
- Cognitive difficulties, fearfulness.

Behavioural symptoms include:

- An increase in sick days or absenteeism
- Aggression
- Diminished creativity and initiative
- A drop in work performance
- Problems with interpersonal relationships
- Mood swings and irritability
- Lower tolerance of frustration and impatience
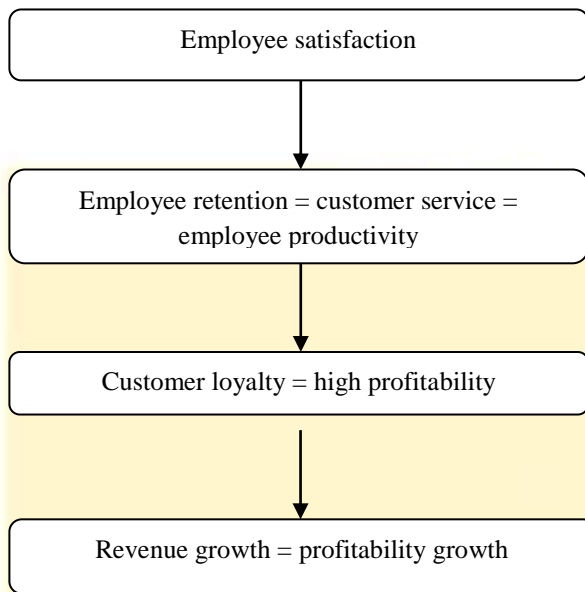
- Risk aversion
- Eating disorders

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│        Employee satisfaction         │
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│ Employee retention = customer        │
│ service = employee productivity      │
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│  Customer loyalty = high profitability │
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│ Revenue growth = profitability growth │
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Fig 2. Effective Business Plan

5. Managing stress

A company can ensure that employees are not subjected to excessive stress, including:

- Make sure of a safe working environment
- Ensure that everyone is well trained for their job.
- Avoid work-related stress by openly recognizing it as a real problem.
- Take over a conversation with employees about issues and grievances, and decide appropriate action when possible.
- Confirm that employees work environment was healthy and safety.
- Arrange to have a human resources manager.
- Decreasing the need for overtime by rescheduling duties or employing extra staff.
- Consider the personal lives of employees and understand their needs.
- Seek advice from health professionals, if necessary

5.1 Organizational strategies for managing stress

1. Meditation techniques are used with results being positive.
2. Have a healthy lifestyle and better sleep and good habits.
3. Muscle relaxation and meditative techniques are used to alleviate the stress.
4. Handling the most demanding parts of a job when one is alert and productive.

6. ANALYSIS

Effective communication can also change employee views. Managers can use better signs and symbols which are not misunderstood by the employees.

Employees are also given career counselling and other employee assistance programmes which help in reducing their uncertainties with regard to career. Work out a stress management policy in discussion with the employees. Employee counselling is a very good strategy to overcome their stress. Due to counselling, employees can be aware of their strengths and made a certain action to develop their strengths; and try to reduce their weaknesses and they can develop strategies for changing their behaviour.

7. DISCUSSIONS

Since most of the employees are affected with relevant factors as being a disturbance to their productivity and did not find certain relevant factors as a source of pressure at work, then it could be concluded that the women workers are, to a great extent, combining home and work responsibilities.

Below are some brief suggestions for preventive strategies and managing stress at a personal level.

- ➢ Develop reinforcement structures and talk to other individuals.
  - Enlightening task assignments, restraint, authority, and measures for performance evaluation.
  - Introducing consideration for people into one's leadership style.
  - Team building
  - take action and do something;
  - say no to unnecessary work demands;
  - Line up work and leave on time, take a break.
- ➢ All employees have a part to play in developing a healthy and positive work environment. If either they or their colleague suffers from work-related stress, there is anticipation that they will advise their managers. There is also an expectation that employees will accept chances for support and counseling when recommended. Representative more effectively and increasing individual autonomy where the situation justify it. Plan and produce mandatory vacations and flexible working hours.

8. CONCLUSION

Work stress is a real task for workers and their employing organizations. There are so many popular ways of dealing with stress includes stress reduction workshops, sedative, biofeedback, meditation, self-hypnosis, time management and a variety of other techniques designed to relax an individual. Encourage the employee to seek further help through their doctor, personal medical provider or Employee Assistance Programmes (EAP).The Health and Safety Committee has responsibility in policy implementation and for their effectiveness and provide other measures to reduce stress and further employee well-being. Rewards and incentives for employees have even the small changes. Directing the management of stress can

be an essential wellness strategy that makes for a healthier, happier workforce and a stronger, more productive company.

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Author's Biography

Dr. Venkatesh. J, Associate Professor, Department of Management Studies, Anna University, Regional Centre Coimbatore, Tamil Nadu, India have more than fifteen years of teaching experience with multi discipline specializations of Management Sciences. Understanding the uniqueness and priority of the field of education and research, he has imbibed the sense of disseminating and sharing knowledge with the environment wherever he is, which always makes him a continuous learner. Being a straight forward and transparent person with elite attitude, he would like to endorse a spectrum of educational qualification to effectively enforce his profession of teaching. His field of specialization spreads widely in the areas of Information Technology, Image Processing, Networking, Environmental Engineering, International Business, Finance and Marketing. Adding feather to his cap was the accreditation given by All India Management Association (AIMA, New Delhi, India) as Accredited Management Teacher (AMT) in the field of Information Technology (2012), Accredited as Certified Management Teacher (CMT) in the field of General Management given by Management Teacher Consortium (MTC Global, Bangalore) acknowledging his deep knowledge, research focus and excellence in the management research education.

Mrs. Dhibiya. P, Part time Ph.D Research Scholar in Management, Bharathiar University, Coimbatore, Tamil Nadu, India finished MBA (2011) in Maharaja Institute of Technology, Coimbatore, Tamil Nadu, India with distinction. Worked as Assistant Professor, Department of Management Studies, JKKNataraja College of Engineering and technology, Komarapalayam, Tamil Nadu, India. Now doing business in the field of ID card making and as a Graphical Designer. Having an ability to understand and change according to the situation.