

# SOURCES OF STRESS IN ORGANIZATIONAL BEHAVIOUR

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## ABSTRACT

Significant risks to the caregiver's health might result from persistently high levels of stress. If measures are not made to periodically relieve these pressures, carers run a significant risk of collapsing and may have a variety of physical and emotional issues. A weaker immune system, high blood pressure, heart problems, depression, and other harmful health conditions have all been linked to prolonged stress. Any external or internal discomfort that is caused by a physical, chemical, or emotional stressor may contribute to the complaint. Stress can also be defined as a state of being. Trauma, illnesses, poisons, injuries of any type, and infections of all kinds are examples of physical and chemical variables that can cause stress. There are many different types of emotional reasons of stress and strain. While numerous people associate the term stress with cerebral stress, scientists and croakers use this term to denote any force that impairs the stability and balance of fleshly functions.

**Keywords:** Stress management, Employee Behaviour, sources of stress, Psychological outcome

## I. INTRODUCTION

### *Objectives:*

**1. Manage workload:** Set priority levels for tasks with a realistic work plan. Delegate existing workloads so workers are not attempting disaster response in addition to their usual jobs.

**2. Balance lifestyle:** Get physical exercise and stretch muscles when possible. Eat nutritiously and avoid excessive junk food, caffeine, alcohol, or tobacco. Get adequate sleep and rest, especially on longer assignments. Maintain contact and connection with primary social supports.

### *Causes of Stress:*

There are three primary categories in which “stressing out” are most frequently caused:

1. Change's unpleasant effects
2. The sensation that something outside of you is opposing or threatening you
3. The perception that you no longer have personal authority.

The most frequent triggers of stress are life transitions like marriage, career changes, divorce, or the loss of a loved one. Even though they are less frequent, life-threatening situations can sometimes cause the most severe bodily and psychological pain. They are typically linked to public service occupations such as law enforcement, fire and rescue, disaster assistance, and the military, where people work in environments with high levels of unpredictability and danger that are always present.

## **II. TYPES OF STRESS**

Positive or negative stress is possible. While some new work situations might excite and challenge us in a positive way, others can be extremely dangerous and anxiety-inducing. For instance, the economic downturn can make it stressful for salespeople because they will be more worried about meeting quotas and commissions. Promotions to new positions, on the other hand, stress personnel in a good way.

While employees may have anxiety around their new job assignments, they also enthusiastically anticipate them and look forward to the new challenges, rewards, and excitement that they will bring. In these scenarios, the novel and unpredictable work environments produce constructive stress, or eustress. For every

individual, there is an optimum level of stress under which he or she will perform to full capacity. If the stress experienced is below this optimum level, then the individual gets bored, the motivational level to work reaches a low point, and apathy sets in.

If one operates in a very low-stress environment and constantly experiences boredom, the person is likely to withdraw from work psychologically or physically. Every person has a certain amount of stress that will allow them to function at their best. If the level of stress is below this optimum level, the person becomes bored, their drive to work declines, and apathy sets in. People who work in low-stress environments who are frequently bored are more likely to disengage from their jobs physically or psychologically. Distraction from work during working hours, numerous accidental mistakes, and forgetfulness are all signs of psychological disengagement.

Physical disengagement may eventually induce turnover due to higher rates of tardiness and absence. According to research, people who appear to be under a lot of stress typically have one or more of the personality traits that include a high tolerance for ambiguity, an internal centre of control, and a high sense of self-worth.

Individuals with high levels of ambiguity tolerance may function in the face of incomplete knowledge or in an unclear situation with little to no suffering. People with an internal locus of control are also better at handling stress because they believe they are in control of the circumstances rather than feeling under the influence of it. They can regulate their environmental stress as a result of avoiding its negative impacts. High levels of self-esteem enable people to create good attitudes towards managing stress and respond to difficult situations with composure and clear thinking. As a result, they are better able to manage stress. The more calmly and confidently someone can handle a stressful event without panicking or becoming overwhelmed by it, the more equipped they will be to handle other stressful circumstances. Therefore, it is conceivable for a tomato to grow and cope with stress in subsequent situations.

### III. SOURCES OF STRESS

Our daily lives are characterised by stress. Our professional and personal lives can cause both eustress and distress. The job and non-work spheres of one's life are intricately entwined, as noted, among others, by Near, Rice, and Hunt (1980) and Sekaran (1986). The tensions and pressures Doma is under are transferred to her. As a result, if one is stressed out, that stress will transfer to the home, which will make it more obvious when there are even minor problems within the family. The job itself is one of the main causes of workplace stress. Job stress can be brought on by the way a job is structured, how much time pressure an individual has, and how many expectations people have of them at work. A second source of work stress is interpersonal interactions. How often a person interacts with co-workers and superiors, how much time he or she spends with clients or customers, and how enjoyable those encounters are, all have an impact on how stressed out a person feels at work. Third, issues from personal life can affect professional performance, adding further stress to an already difficult work environment. Nevertheless, there are so many variations in each person's pressures.

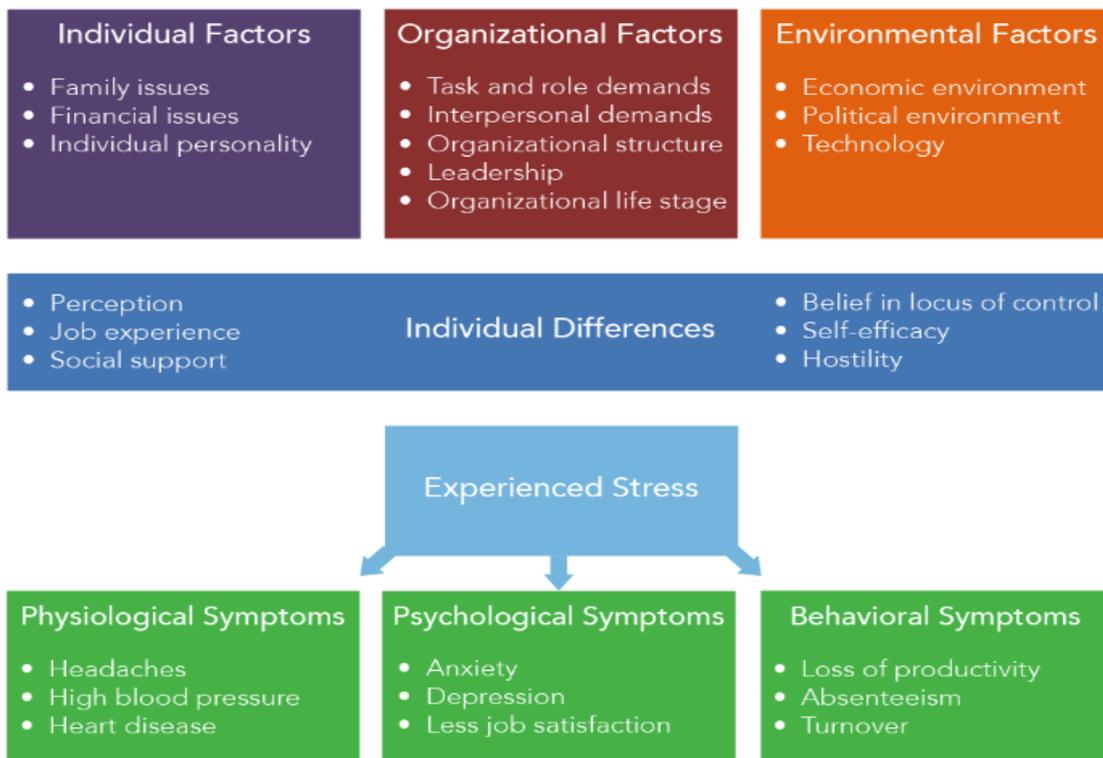


Figure No 1: Sources of Stress

#### IV. MANAGEMENT OF STRESS

Everyone deals with stress daily in both their professional and personal lives. Since the body can only respond to a certain amount of stress, it is crucial for people to effectively "manage" their stress in order to live as fully functional humans. There are several techniques to manage stress such that the destructive effects of stress are reduced. Some of them include:

***Role Analysis Technique (RAT):*** The Role Analysis Technique as it is referred to helps both the manager and the employee to analyse what the job entails and what the expectations are. Breaking down the job into various components clarifies the role of the job incumbent for the entire system. This helps eliminate imposing overload and can thus be considerably reduced through this technique and stress levels lowered for the individual

***Job Relocation:*** Job relocation assistance is offered to transferred employees by finding alternative employment for the spouses of the transferred employees and getting admissions to schools for their children in the new place. These arrangements help to reduce the anxiety and stress for the moving family.

***Recreational Programme:*** Providing recreational facilities, and arranging group meditation programs, help reduce the employees' stress levels.

***Employee Assistance Programme:*** the employee assistance programs which offer a variety of assistance to employees. These include counselling employees who seek assistance on how to deal with alcohol and drug abuse, handling conflicts at the workplace, dealing with marital and other family problems, dealing with other kinds of stresses, and coping with health problems.

***Career Counselling:*** Career Counselling helps the employee to obtain professional advice regarding career paths that would help the individual to achieve personal goals. It also makes the employees aware of what additional educational qualifications or specialized technical training, if any, they should acquire. By becoming knowledgeable about the possible avenues for advancement, the employees who consider their careers to be important can reduce their stress levels by becoming more realistic about their options and can start preparing themselves for them.

***Time Management:*** Another way of coping with stress is to manage time more effectively. People can learn to get better organized so that they can do their work more efficiently and fritter away less time needlessly.

***Delegation:*** Another way of coping with job stress is to delegate some responsibilities to others. Delegation can directly decrease work a demand put upon the manager and helps to reduce stress.

***Getting more Information and Help:*** Some new employees work three times longer on a job than necessary rather than admit they are not sure what they are doing. It is much more efficient, effective, and anxiety-reducing to get some help before doing the work.

***Health Maintenance:*** Probably the most frequently used organizational stress management program is health maintenance. Many companies invest large sums of money in gyms and sports facilities to maintain the employees' health.

***Supervisor Training:*** Another type of stress management program that organizations are experimenting with is supervisor training. The emphasis of supervisory training programs is on how to prevent job stress. Managers are trained to give better performance appraisals, listen to employees' problems more effectively, and communicate job assignments and instructions more clearly.

## V. CONCLUSIONS

As we have seen, healthy stress adds anticipation and excitement to life, and we all function best while under some level of stress. Deadlines, contests, conflicts, and even our disappointments and losses give our lives depth and richness. Instead of trying to get rid of stress, we want to learn how to handle it and how to use it to our advantage. Inadequate stress operates as a depressive and can make us feel bored or discouraged, but excessive stress can make us feel "tied up in knots." What we need to do is determine the ideal stress level that will individually motivate but not exhaust each of us.

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