

A Study on Impact of the Stressful Work in Organization

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Abstract: The normal limits to worker perceptions usually the leading sensitive measure of worrying in service conditions and from time to time gives the primary indication of involvement effectiveness. Adding objective events like absence and health care issues might also be helpful. However, the results of job stress interventions on such measures lean to be less clear-cut and might take an extended time to seem. Once the sources of pressure at work are identified and consequently the scope of the matter is known, the stage is ready for style associated implementation of an intervention strategy.

Keywords: stress, organization stress, HR.

I. INTRODUCTION

Strain in human being is often outlined as correlate measure obstruction that disturbs an personality' healthy emotional and corporeal well-being. Stress is that the process that we have an affinity to react actually, performance emotion and psychologically to several conditions, changes and stress in our life. It happens once the body is desired to perform on the far side its conventional varies of capabilities. The consequences of stress area unit are injurious to people, society and organizations. High levels of stress will have an effect on harmfully our corporeal and conventional well-being in addition as performance.

II. TYPES OF STRESS

- ✓ If the anxiety for the day to day skill of the human being along with his surroundings and ends up in the preservation of inner stable state known as stress.
- ✓ Stress is taken in harmful conditions. It is intended to be caused by one thing depressing or dangerous e.g. the boss provides a feedback for poor performance. If the strain response is without a doubt sickness mechanized and unfavorable, this can be known as distress. Also, continuous worry or anxiety in a very oriented individual can even result in any corporal effects like ulcers etc.
- ✓ If reaction of the strain is positive or constructive and ends up in improvement in physical or mental or each performance can be a positive aspect of stress is caused by stress with obtainable employment promotion etc.
- ✓ Anxiety operates alone within the mental and emotional area, whereas stress operates in each the said area. Stress could also be in the middle of anxiety. However the one must not be equated with the contradictory.
- ✓ Anxiety is moreover not a just nervous tension, like anxiety. It is supposed to result from stress; however they're not an equal for all individual. Some people keep their stress "bottled up" and thus not show any nervous tension.

- ✓ Stress isn't essentially one thing dangerous, damaging or to be avoided. Eustress isn't damaging or dangerous and are some things people ought to search out instead of avoided. Everybody expertise stress. The necessary issue is however the individual will able to handle stress. However, distress ought to be prevented or effectively controlled.

III. THE NATURE OF STRESS

Stress as a balance mechanism

Demands and pressures > Skills and **ability**(too several demands = stress)

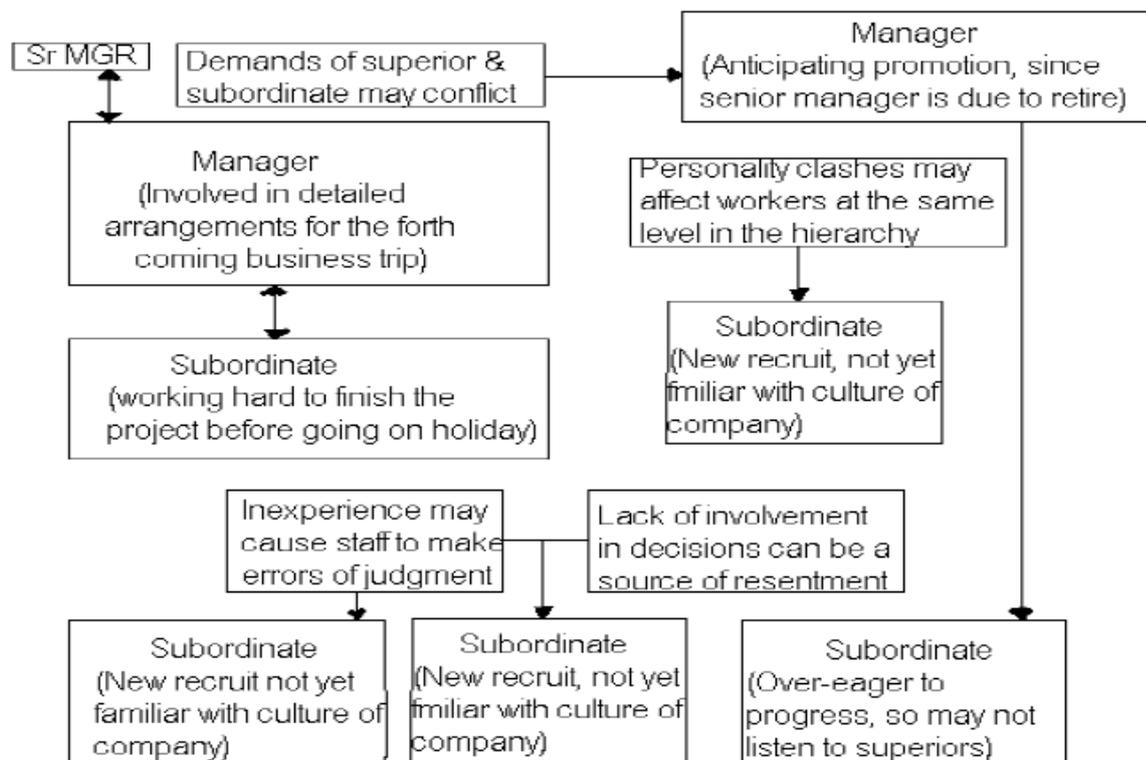
Demands and pressures = Skills and **ability**(a balance between demands and skills = happy and productive workforce)

Demands and pressures < Skills and **ability**(too few demands = stress)

Organizational stress

Stress affects organization what is more as a result of the individual at intervals them. Modification in operative practices, just like the introduction of latest technology or the alternation of latest technology or the selection of targets, may cause stress or stress is additionally designed into academic degree organizations' structure. Structure stress is measured by absence and quality or work. An organization with a high level of absence, quick workers turnover, deteriorating industrial and consumer relations, a worsening safety record or poor control is packed with structure stress. The below chart shows how the structure of a department in a corporation, indicating typical causes of stress that will have an effect on stress at bound levels within the structure and explicit.

Organizational stress



Potential sources of stress

The society, the operational world and existence have changed nearly on the so much facet recognition among the past fifty years. These changes have contributed to a major increase in stress. Stress is caused from every outside & among the organization & from groups that workers area unit influenced by & from workers themselves.

Categories of potential stressors are:

- Environmental issue
- Organization issue
- Extra organization issue
- Individual factors

A. Environmental factors

While environment an uncertainty influences the planning of an organization. Changes in fluctuation turn out economic uncertainties.

a) Political uncertainties

If the grouping associate exceedingly in a very} country is implemented in an orderly manner, there wouldn't be any reasonably stress.

b) Technological uncertainties

New innovations can build academic degree employee's skills and experiences obsolete terribly short quantity of some time. Technological uncertainty therefore might be a 3rd reasonably environmental issue which will cause stress. Computers, robotics, automation and differing types of technological innovations area unit threat to many people and cause them stress.

B. Organization factors

They don't seem to be any storages of things at intervals the organization which will cause stress; pressures to avoid error or complete tasks throughout a restricted measure, work overload area unit few examples.

a) **Task demands** area unit factors related to a person's job. They embrace the planning of the individual's job operational conditions and additionally the physical work layout.

b) **Role demands** relate to pressures placed on somebody as to operate of the particular role he or she plays among the organization. Role overhead is older once the workers area unit expected to undertake to quite time permits.

c) **Role ambiguity** is made once role expectations aren't clearly understood and employee isn't positive what he / she are to undertake to.

d) **Interpersonal demands** area unit pressures created by totally different workers, lack of social support from colleagues and poor performance.

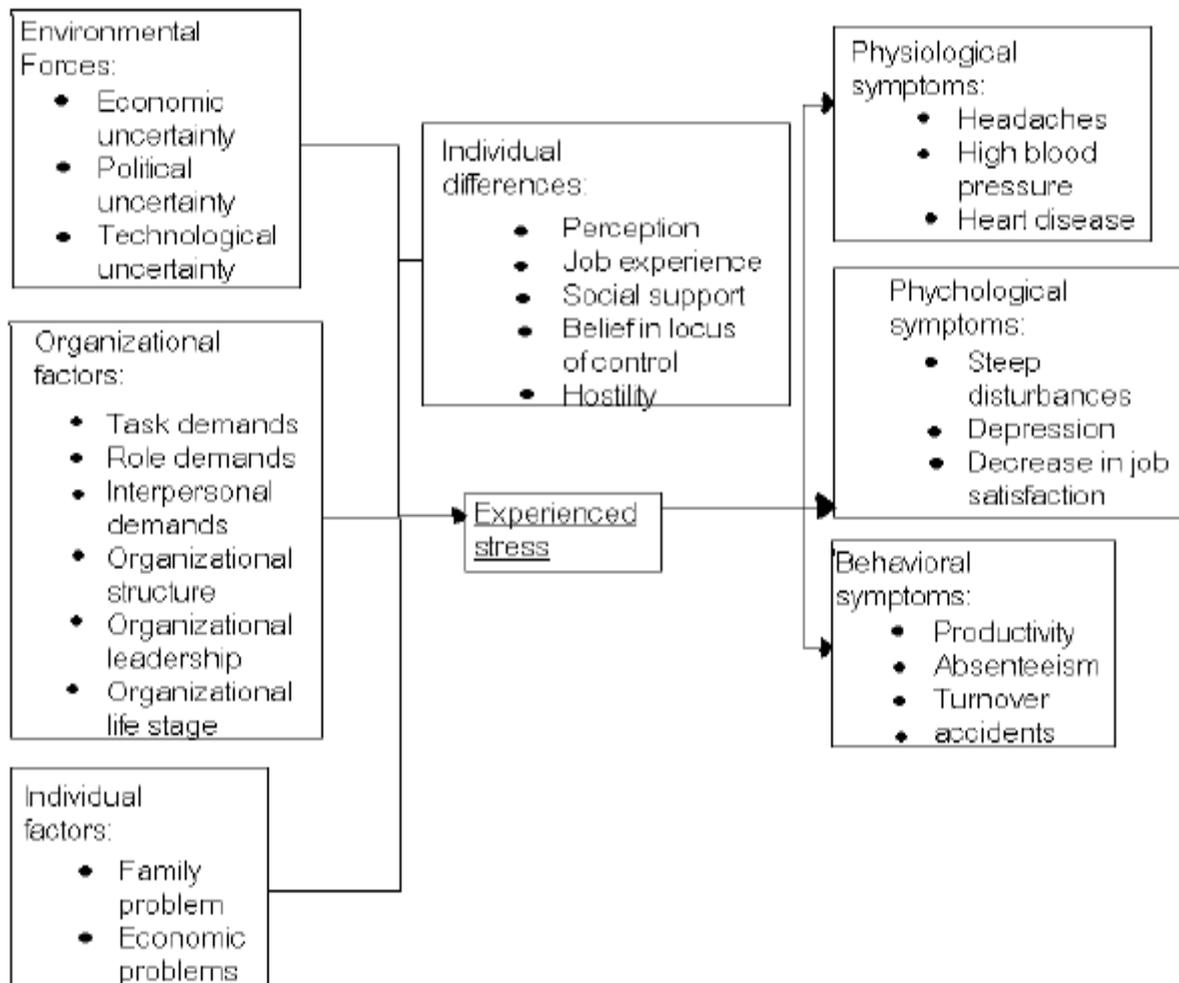
e) **Interpersonal relationships** can cause extended stress, notably among used with a high social would really like.

f) **Organizational structure** defines the number of differentiation among the organization, the degree of rules and rules and where decisions area unit created. Excessive rules associate degreed lack of participation in decision that have a bearing on employee area unit samples of structural variables which can be potential sources of stress.

g) **Organizational leadership** represents the group action style of the organizations senior government. Some government officers turn out a culture characterized by tension, concern and anxiety. They establish unreasonable pressures to perform among the short impose to a fault tight controls and routinely fireplace workers international organization agency don't qualify. This creates a priority in their hearts that cause stress.

Sources & Consequences of stress

Potential sources



Any structure issue

Organizations bear a cycle. They're established; they grow, become mature and eventually decline. Associate organization's life stage - i.e. where it's in four stages. Cycle creates utterly totally different problems and pressures for employees. The establishment and decline stage are notably attempting.

D. Individual factors

The quality individual only works regarding forty hrs hebdomadally. The experience and problems that folk encounter in those totally different 128 non-work hrs hebdomadally can spell over to the duty.

a) Family problems

National surveys consistently show that folk hold family & discipline and troubles with youngsters square measure samples of relationship problems that build stress for employee that aren't at the outside door once they hit work.

b) Economic problems

Economic problems created by individuals overextending their cash resources are another set of personal troubles which is able to produce stress for employees and distract their attention from their work.

Causes of stress

Types of Job	Related causes of stress
Financial Accountants, stock-marketing, Traders, bank tellers, mortgage consultants.	In companies where money is the major products, a high level of stress is a permanent feature. The larger the sum involved, the greater the stress on the staff
sales-oriented Sales and marketing managers and consultants advertising executive.	These jobs pressurize workers by continually demanding that they reach targets within certain budgets and deadlines. Sales staffs are on snow.
Technological Computer programmer & technicians, statisticians.	Information-technology specialists have to keep abreast of the fastest changing industry ever. Technicians have fix hardware and explain complex problems to the unanimated.
Media Newspaper, magazine, or television journalist producers, editors.	Periods of calm are interspersed with frantic bursts of activity as media worker hunt for new subject material and are then required to be creative to a tight deadline.
Medical Nurses, doctors, anesthetists, pharmacists, physical therapists.	When people's health and even lives are stake, there can be enormous pressure to make the right decision quickly. There is a great stress in dealing with human distress.
People-based Personal managers, social workers, counselors, any managers with team of staff working under them.	These jobs require skills such as tact and discretion that can be necessary to implement redundancies, disciplinary procedures, and other decisions that cause people distress.

Consequences of stress

The impact of stress is closely connected to individual temperament. Identical level of stress affects altogether completely different people in many ways in which during which & everyone has alternative ways in which of brick. Recognizing these temperament varieties implies that lots of targeted facilitate are going to be given.

Stress shows itself vary of however. For instance, individual administrative body is experiencing high level of stress would possibly develop high force per unit space, ulcers, irritability, drawback in making routine alternatives, loss of craving, accident disposition and additionally form. These are going to be subsumed below three categories:

- a) Individual consequences
- b) Organizational consequence
- c) Burnout

Individual consequences

Individual consequences of stress are those, which have an impact on the individual directly. As a result of this the organization would possibly suffer directly or indirectly, but it's the individual administrative body ought to pays for it. Individual consequences of stress are broadly divided into activity, psychological and medical.

- a) Behavioral consequences of stress are responses which will injure the person below stress or others. Behaviorally connected stress symptoms embrace changes in productivity, turnover any as changes in uptake habits, exaggerated smoking or consumption of alcohol, paid speech and sleep disorders.

b) Psychological consequences of stress replace to a private psychological state and wellbeing from or felling depressed. Job connected stress could cause yearning, infact it's most psychological impact on the individual and lead to tension, anxiety irritability and tedium.

c) Medical consequences of stress have an impact on a person's well being. In line with a probe conducted, it discovered that stress could manufacture changes in metabolism, increase heart and respiration rates, can increase force per unit space bring out headaches and induce heart attacks.

Physiological Symptoms of the Stress

Systems and Organs	Response to Stress or Sympathetic Stimulation
Digestive organs	Decreases activity of digestive system and constricts sphincters
Liver	Causes glucose to be released to blood
Lungs	Dilates bronchioles
Urinary bladder/ urethra	Constricts sphincters
Kidneys	Decreases urine output
Heart	Increases rate
Blood vessels	Constricts vessels; increases blood pressure
Glands- salivary, lacrimal	Inhibits secretion
Eye	Pupillary dilation; decreases bulging of lens
Adrenal medulla	Secretes epinephrine and norepinephrine
Sweat glands	Perspiration
Arrector pili muscles attached to hair follicles	Piloerection
Penis	Ejaculation
Cellular metabolism	Increases metabolic rate

Steps toward Prevention

Low morale, health and job complaints, and ratio usually give the primary signs of job stress. However typically there aren't any clues, particularly if staff square measure petrified of losing their jobs. Lack of obvious or widespread signs isn't an honest reason to dismiss issues concerning job stress or minimize the importance of a bar program.

Step 1 - Establish the problem-

1. Hold cluster discussions with staff.
2. Style associate worker survey.
3. Live worker perceptions of job conditions, stress, health, and satisfaction.
4. Collect objective knowledge.

5. Analyze knowledge to spot drawback locations and nerve-wracking job conditions. The best technique to explore the scope and supply of a suspected stress drawback in a corporation depends partially on the dimensions of the organization and therefore the out there resources. Cluster discussions among managers, labor representatives, and staff will give wealthy sources of knowledge. Such discussions could also be all that's required to trace down and remedy stress issues in a very tiny company.

In a very larger organization, such discussions are often accustomed facilitate style formal surveys for gathering input concerning nerve-wracking job conditions from giant numbers of staff.

Regardless of the tactic accustomed collect knowledge; info ought to be obtained concerning worker perceptions of their job conditions and perceived levels of health, stress and satisfaction. The list of job conditions that will result in stress and therefore the warning signs and effects of stress give sensible beginning points for deciding what info to gather. Objective measures like absence, unhealthiness and turnover rates, or performance issues can even be examined to measure the presence and scope of job stress. However, these measures square measure solely rough indicators of job stress-at best. Knowledge from discussions, surveys, and different sources ought to be summarized and analyzed to answer questions on the placement of a stress drawback and job conditions that will be responsible-for example, square measure issues gift throughout the organization or confined to single departments or specific jobs?

Survey style, knowledge analysis, and different aspects of a stress bar program might need the assistance of consultants from an area university or firm. However, overall authority for the bar program ought to stay within the organization.

Step 2- style and implement interventions.

1. Target supply of stress for modification.
2. Propose and place intervention methods.
3. Communicate planned interventions to staff.
4. Implement interventions.

Once the sources of stress at work are known and therefore the scope of the matter is known, the stage is ready for style associated implementation of an intervention strategy. In tiny organizations, the informal discussions that helped establish stress issues might also manufacture fruitful concepts for bar. In giant organizations, a lot of formal method could also be required. Frequently, a team is asked to develop recommendations supported analysis of information from step one and consultation with outside consultants. Certain issues, like a hostile work surroundings, could also be pervasive within the organization and need company-wide interventions. Different issues like excessive employment might exist solely in some departments and so need a lot of slender solutions like plan of the means employment is performed. Still different issues could also be specific to bound staff and Relationship between potential social control stress and stress among staff could also be studied in larger detail direction of aggression might also be studied in details. The elaborate study of the defense mechanism, adopted below stressed conditions by the boys and ladies.

To sum up, the scope of the analysis it depends on associate inquiring mind and therefore the extent to that a investigator is supplied with tools of analysis, accustomed to numerous method procedures and determined to conduct analysis.

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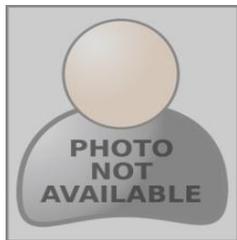
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