International Journal of Research Publication and Reviews

Journal homepage: www.ijrpr.com ISSN 2582-7421

A Study on Workplace Stress in the New Normal Work Environment

[1] A. Grace Antony Rose, [2]Abinanthana. R

[1]Associate Professor of Sri Ramakrishna Engineering College, Coimbatore, Tamil Nadu, India.
[2] Student of Sri Ramakrishna Engineering College, Coimbatore, Tamil Nadu, India.

ABSTRACT:

Stress is the "wear and tear" our minds and bodies experience as we attempt to cope with our continually changing environment. Stress mainly occurs when the pressure is greater than the resource. Stress is not something bad but it all depends on how we take it, most of the stress we experience is self-generated. It is generated on how we perceive life, whether an event makes us feel threatened or stimulated, encouraged or discouraged, happy or sad depends to a large extent on how we perceive ourselves. Self-generated stress is something of paradox, because so many people think of external causes when they are upset. But one should recognize that we create most of our own upsets in our daily life through our way of responding to things in a negative way which may be due to lack of awareness or our inability to perceive things as they are ought to be.

I. INTRODUCTION

Stress is broadly defined as a reaction to too much pressure or too many demands. It can arise both at home and at work. However, there is no question that stress in the workplace is a major issue both for individuals and for organizations. Unchecked, it can lead to both physical and mental health problems for individuals, and significant losses for organisations through sickness absence.

In many countries, employers have a legal responsibility to recognize and deal with stress in the workplace. Whether or not this applies, however, it is important to tackle the causes of stress in the workplace to avoid problems for individuals, teams and the organisation as a whole. Managing stress in the workplace is therefore an essential part of both individual and corporate responsibility.

II. OBJECTIVES OF THE STUDY

- To study on workplace stress in the new normal work environment.
- To study the factors influencing stress in the new normal work environment.
- To understand the present stress reduction technique by the employees.
- To understand the present stress reduction technique by the employees.

III. REVIEW OF LITERATURE

Jean-François Stich (2020) studied on "A review of workplace stress in the virtual office"**.** This research explore that virtual offices give employees the ability to work anytime, anywhere, using information and communication technologies, thereby blurring the temporal and geographical boundaries of work. Workplace stress is thus allowed to spill over from traditional offices to virtual offices, and vice versa. This review article presents key research from work psychology and information systems on workplace stress experienced in virtual offices (interruptions, workload and the work-home interface). It further discusses the main threats faced by organizations and office managers: reduced social interactions, poor communication, and deviant behaviours. Suggestions are also offered to practitioners seeking to design virtual offices in which employees can feel and work well, and to academics seeking to research this phenomenon in a trans disciplinary way.

Neeru Joshi and Kalki (2019) studied on "A study of stress management sector". In this article the pressure which employees faced to complete their work at any cost. When the company invested in large amount to train their employees but when it wasted due to sudden departure of the employees. This paper highlights strategies to reduce stress level and the stress management.

K. Saravanan (2017) studied on "A Study of stress management among employees". In this article the stress management was at the level of effect personal factors among employees. It should be balanced between both physically and mentally. Stress was existing in everybody's life nowadays. It was measured in between managing individual in a team, managing critical situation in a team, dimension of respective and responsive behaviour of different individual.

Prakash B. Kundragi and Dr.A.M.Kadakol (2015) studied on "Work stress of employees" . In this article stress is as a mental illness which is socially acceptable by everyone. It is also stated that stress is an affected by both individual internal strain and pressure from the environment. Stress can be differentiated based on the individual perception. When it comes to the distress called as negative stress it is out of individuals control and ousters it is based on positive stress.

Nirmala.R (2015) studied on "Stress management among the employees". In this article the productivity of the organization is depend on the psychological well-being of the employees. Employees are facing rapid changes in their work culture and this will lead to stress. The aim of the paper is to improve managing stress in workplace

IV. STATEMENT OF THE PROBLEM

The problem statement is that there are many factors of job stress that are impact on employee job satisfaction, employee's performance and productivity of the organization.

V. RESEARCH METHODOLOGY

Source of data: The data is collected through Questionnaires meeting respondents personally. Keeping in mind the economic factors, time, power and manpower limitations the sample size of 92 respondents is considered. The tool used for analysis is Percentage analysis.

VI. LIMITATIONS:

- All the employees were not ready to give response to the questionnaire.
- Accuracy of analysis depends on questionnaire.
- There are chances for ambiguous replies for certain questions.
- The interpretation of analysis depends up on the personnel view.

VII. ANALYSIS AND INTERPETATION:

GENDER OF THE RESPONDENTS

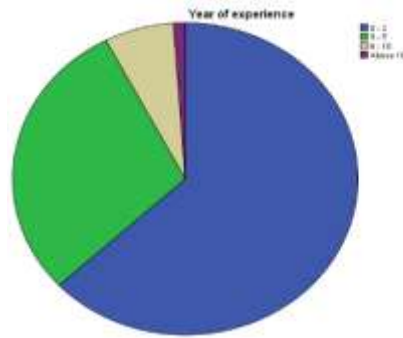| Gender	No. of Respondents	Percentage
Male	47	51.1
Female	45	48.9
Total	92	100
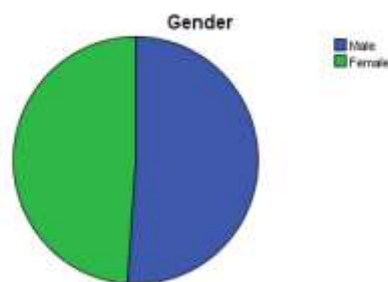
Interpretation:

Majority of the respondents are Male (51.1%) and 48.9% of the respondents are Female.

YEARS OF EXPERIENCE

| Years of experience	No. of respondents	Percentage
0 – 2	58	63
3 – 5	27	29.3
6 – 10	6	6.5
Above 10	1	1.1
Total	92	100

Interpretation

The above chart implies that 63% have 0-2 years of experience, 29.3% have 3-5 years of experience , 6.5% have 6-10 years of experience and 1.1 % have above 10 years of experience. Therefore majority (63 %) of the respondents have 0 – 2 years of experience.

COMFORT IN WORKPLACE

| Comfort in workplace	No. of respondents	Percentage
Always	53	57.6
Sometimes	39	42.4
Never	-	-
Total	92	100
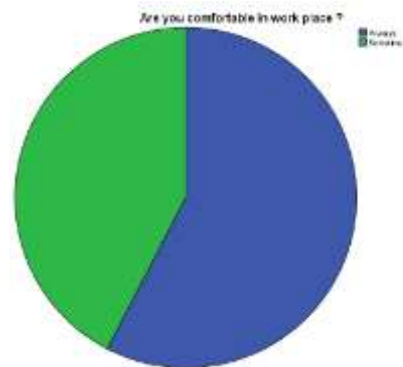
Interpretation

From the above table 57.6% of respondents are always comfort in their work place, 42.4% of respondents are sometimes feel comfort in their work place. So, it is coming to know that most of the respondents have selected always for the comfort in their workplace.

RESPONSIBILITY WILL LEAD TO STRESS

| Responsibility lead to stress	No. of respondents	Percentage
Always	26	28.3
Sometimes	55	59.8
Never	11	12.0
Total	92	100
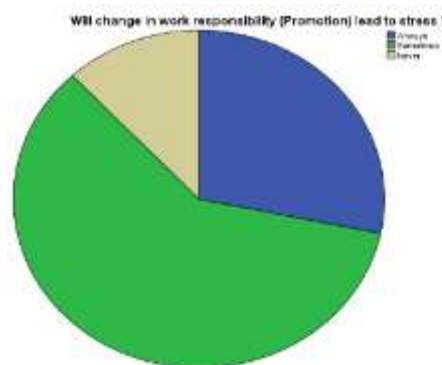
Interpretation

From the above table 28.3% respondents have selected always for the change in work responsibility will lead to stress and 12.0% respondents have selected never for the change in work responsibility will lead to stress, 59.8% respondents have selected sometimes for the change in work responsibility will lead to stress. So, 59.8% of the respondents' states that change in work responsibility will always lead to stress.

OVER STRESSED AND STILL CONTINUE TO WORK

| Overstressed and still continue to work	No. of respondents	Percentage
Always	33	35.9
Sometimes	53	57.6
Never	6	6.5
Total	92	100
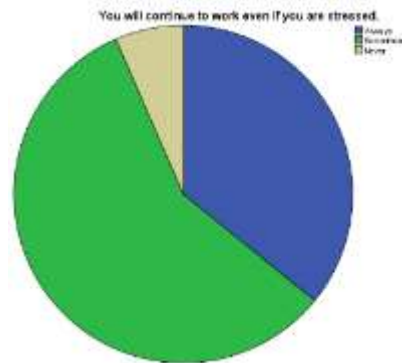
Interpretation:

From the above table 35.9 % of the respondents have selected always, 57.6 % of the respondents have selected sometimes, and 6.5 % of the respondents have selected never. So, majority (57.6 %) states that sometimes they will work even if they are overstressed.

WORK MORE THAN 10 HOURS IN WORKING DAY

| Working more than 10hours in a day	No. of respondents	Percentage
Always	25	27.2
Sometimes	48	52.2
Never	19	20.7
Total	92	100
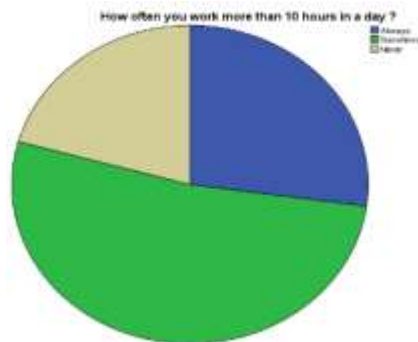
Interpretation:

From the above table 27.2 % of the respondents have selected always, 52.2 % of the respondents have selected sometimes, and 20.7 % of the respondents have selected never. So, majority (52.2 %) states that sometimes they are working more than 10 hours in a day.

INDIVIDUAL CONFIDENCE HELPS YOU TO OVERCOME STRESS

Individual confidence helps you to overcome stress	No. of respondents	Percentage
Yes	57	62.0
No	11	12.0
Maybe	24	26.1
Total	92	100

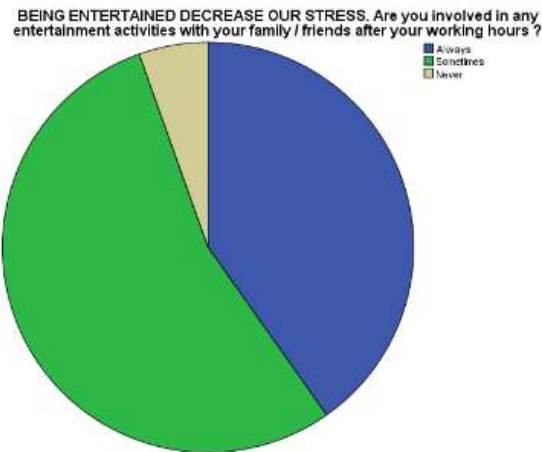Does your confidence level help you to overcome stress ?
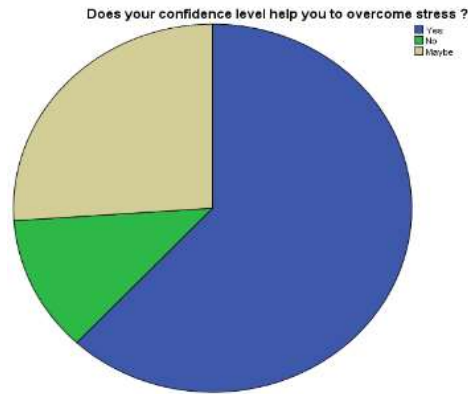
Interpretation:

From the above table 62.0 % of the respondents choose yes, 12.0% of the respondents choose no and 26.1 % of the respondents choose maybe. So, majority (62.0%) says that individual confidence will lead to overcome stress.

ENTERTAINMENT DECREASE YOUR STRESS AFTER WORKING HOURS

Entertainment decrease stress	No. of respondents	Percentage
Always	37	40.2
Sometimes	50	54.3
Never	5	5.4
Total	92	100

BEING ENTERTAINED DECREASE OUR STRESS. Are you involved in any entertainment activities with your family / friends after your working hours ?
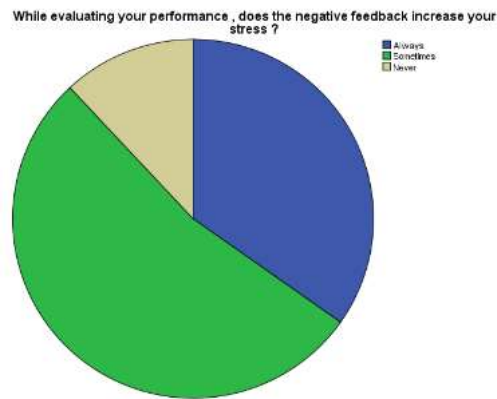
Interpretation:

From the above table 40.2 % of the respondents have selected always, 54.3 % of the respondents have selected sometimes, and 5.4 % of the respondents have selected never. So, majority (54.3 %) states that sometimes entertainment will decrease the stress after working hours.

NEGATIVE FEEDBACK INCREASE YOUR STRESS

Negative feedback increase stress	No. of respondents	Percentage
Always	32	34.8
Sometimes	49	53.3
Never	11	12.0
Total	92	100

While evaluating your performance , does the negative feedback increase your stress ?

- Always
- Sometimes
- Never

Interpretation:

From the above table 34.8 % of the respondents have selected always, 53.3 % of the respondents have selected sometimes, and 12.0 % of the respondents have selected never. So, majority (53.3 %) states that sometimes negative feedback will increase the stress.

VIII. CONCLUSION

- Majority (51.1%) of the respondents are male

- Majority (63 %) of the respondents have 0 – 2 years of experience.

- Most (57.6%) of the respondents feel comfortable in their workplace.

- Majority (59.8%) of the respondents agreeing that change in work responsibility will always lead to stress.

- Majority (57.6 %) of the respondents states that sometimes they work even if they are overstressed.

- Majority (52.2 %) of the respondents are working sometimes more than 10 hours in a day.

- Majority (62.0%) of the respondents says that individual confidence will lead to overcome stress.

- Majority (54.3 %) of the respondents states that sometimes entertainment will decrease the stress after working hours.

- Majority (53.3 %) of the respondents states that sometimes negative feedback will increase the stress.

IX. REFERENCES

[1] Preeti narendra, S. S. (March 2018). Work life balance of IT professionals. International Journal of Latest Engineering and Management Research (IJLEMR), PP. 07-17

[2] Raj, S. S. (June 2017). work life balance of employees & its effects on work related factors in Nationalized banks. Shanlax International Journal of Management, 29-35.

[3] Nayak, N. S. (February 2016). Study on Work Life Balance and Organisation Policy in IT Sector in NCR. Amity Global Business Review,   115-122.