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Rising Levels of Stress of Corporate Professionals and its Relationship with Values

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ABSTRACT:

Stress becomes a universal and typical difficulty for the employee's productivity to organization. In modern era researchers cannot ignore the realities of stress in any employment. The current study covers research related towards the association of human values and personal stress of corporate professionals. The link between human values and stress level of corporate professionals has lately been examined extensively, and studies have suggested strong relationships among these factors. Literature suggests that exercising human values are useful to cope up with stress among corporate professionals.

Keywords: Human Values, Personal Stress Level, Corporate Professionals, Cope Up, Stress

1. Introduction

 The workplace of the 21st century seems to be a fast-paced, dynamic, highly exciting atmosphere which delivers a wide variety of rewards and chances to people who work inside it. The ever-changing demands of the working environment might increase levels of stress, especially for all those who are continuously working under pressure in corporates etc. Whilst pressure does have its beneficial side in improving performance, if such pressure gets extreme this could lead to stress which seems to have detrimental implications (Issa, et al. 2009; Al-khasawneh and Futa, 2013). (Issa, et al. 2009; Al-khasawneh and Futa, 2013).

Stress at work seems to be a relatively recent problem of modern living. According to Beheshtifar and Nazarian (2013), that is an inescapable consequence of modern existence. Stress isn't always terrible. A small bit of stress can assist to keep focused, active, and able to handle new difficulties in the profession. This may help to stay on one's toes throughout a presentation or alert to prevent mishaps or costly blunders. But in today's hurried environment, the office too frequently looks like an emotional roller coaster. Long hours, tight deadlines, and ever-increasing demands can leave you feeling concerned, fatigued, and overwhelmed. And when stress surpasses our ability to deal, it stops being useful and starts inflicting damage to our mind and body—as well as to our work satisfaction. Workplace stress not only impacts the individual, but also has detrimental consequences on corporate performance well.

Stress can have a negative effect on the body and well-being as well as your relationships at home and work. Additionally, this could lead to defensiveness, lack of enthusiasm, difficulties concentrating and accidents, as well as diminished productivity and interpersonal friction. Employees who are under a lot of pressure at work are more likely to make mistakes, perform poorly, suffer from mental health problems, become burnt out, and engage in conflict with co-workers. Organizations pay the price if they don't handle employee stress, which results in greater turnover, disengagement, and absenteeism rates.

In today's workplace, stress seems to be a universal and widespread problem for both the corporation and its employees. Stress is a reality for corporate executives in a variety of settings. Many factors contribute to the high levels of stress experienced by corporate executives. High levels of stress are linked to a host of negative outcomes for businesses and their employees, including a rise in absenteeism, high mistake rates, and a deterioration in the general quality of work, as well as a drop in productivity and profitability.

Beheshtifar and Nazarian (2013) Employees in lower levels at the workplace have far less control over their work environment, and hence are more likely to experience stress as a result. However, positive events, such as with a promotion or a move to a new place, can also cause stress at work. A lot of attention has been paid recently to job stress, especially in the context of organisational behaviour (Mimura, 2003). People's ability to mix various stress management strategies and the adaptive repercussions this flexibility represents for business professionals has gained increasing attention in recent years.

2. Literature review

According to Lorenz et al. (2019) religiosity can help relieve stress-induced depression symptoms. According to the findings, stressor-induced depressive symptoms are delayed by the impacts of non-organized religious practise, such as prayer, scripture reading, and the like, as well as organically generated religious beliefs. People who place a high personal value on religion/spirituality have a much lower chance of developing serious depression, according to Miller et al. (2012). According to Na-Young et al. (2015), only a favourable response to antidepressant medication was linked to spirituality. When the degree of depression and the length of therapy was held constant, those with higher levels of spirituality had better outcomes.

Another factor to take into account seems to be the possible intricacy of the connection between mental illness and religion/spirituality or any similar concept. As to whether religion or spirituality has a direct or indirect impact, this is an important subject to consider. Rather than focusing on religion as a causative factor in symptom severity, several research have looked at whether it acts as a moderating (buffering) factor for certain people. However, Leurent et al. (2013) showed that religiousness or spirituality had no effect on the association between big life events with depression start.

Religiousness and spirituality may have some effect on mental health, but some people believe that it must be the encouragement of others, but instead of religion or spirituality itself, that has the most effect. Even while social support has been demonstrated to have a significant influence on the severity of depression symptoms, the function of religion/spirituality on mental health is also important to study.

The results of the study conducted by Milas et al. (2019) indicate that socioeconomic and cultural values could influence stress levels, which in turn may alter health habits and, thus, a person's lifelong health. Many studies have found that social support can help alleviate the consequences of stress, as well as the findings were startling. In addition to relieving stress, social support has been shown to promote health and lower death rates. Studying the association between stress and depression in university students, Wang et al. (2014) investigated the moderator impact of social support. Perceived stress, perceived social support, and depression were completed by a total of 632 undergraduate students in this study. Social support was found to mitigate the relationship between anxiety and burnout in a hierarchical regression analysis. Stressed undergraduate students were more likely to be depressed than those who were less stressed but had a lower amount of social support. It has been shown that there in high social support group, the influence of stress on depression were considerably less significant than in those in the low social support group.

Tokgoz et al. (2021) found a relationship between the degree of job stress and the democratic attitudes of principals and teachers. According to this study, supervisors that are more fair to their employees and demonstrate equitable conduct have lower levels of job stress. It was Subba (2014) who presented the relevance of democratic values and placed the role of teachers in today's democratic environment. Educators should uphold freedom, equality, and justice, according to Shechtman (2002). Autonomy, cooperation, shared decision-making, and a sense of belonging are among the democratic ideals listed by Winfield and Manning (1992). Equitable treatment, respect for life and also the dignity of human beings, the pursuit of truth and a high sense of personal worth are all democratic principles in literature that Kincal and Isik (2003) identified as democratic ideals in literature.

3. Conclusion

Stress is a universal and prevalent problem for businesses and their employees, and that it is a fact of modern life. Stress is a fact of life for corporate professionals who work in a variety of industries and organisations. Many factors contribute to the high levels of stress experienced by corporate professionals. Stress has now been linked to a variety of health problems, including anxiety, emotional disorder, work-life balance issues, depression, and a host of those other ailments, including frequent headaches, obesity, and cardiac arrests, all of which have a negative impact on the productivity of an organisation and the overall performance of its employees. Workplace victimisation and bullying, unclear roles and duties, work-home interface, fear of joblessness, exposure to traumatic situations at work, and economic instability may all be reduced or eliminated via job redesign. A supportive system, a common objective and direction, problem solving, innovation tolerance, dispersed decision making, and team work are all possible changes that may be made by organisational policymakers. Stress in the workplace is a fact of life for all. There is therefore need for much further research into the development of stress-reduction programmes for workers that this study may contribute to.

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