



Study on Occupational Stress Among Employees and its Impact on their Mental Health and Life Satisfaction.

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Abstract:

The exploration sought to explain the impact of occupational stress related factors on workers' internal health. The exploration is guided by four exploration questions which aim to explore the impact of occupational stress related factors, instantiations of internal health problems, managing strategies used by workers and measures that can be taken to minimize the impact of occupational stress related factors. The exploration was amended with the transactional proposition of stress and the person- terrain fit model and applicable literature. A case study was used as a form of exploration design. Data was collected using the Simple arbitrary slice. Semi-structured interviews were administered to the established actors. Data was anatomized using thematic analysis. The study established that workers are subordinated to occupational stress related factors similar as shift work, retrenchment, long working hours, poor working relations, correctional procedures, and accidents. The study established that internal health challenges manifest through loneliness, depression, anxiety, wakefulness abuse and fatigue. It's the experimenter's findings that there are strategies that can be enforced to minimize the impact of occupational stress which include psychosocial support, effective communication, recreational installations and effective payment administration. Conclusively, the exploration discovered challenges endured by workers and recommendations similar as establishment of internal health programs to feed for workers' internal health requirements. The association should have professionally trained psychologist to help workers with cerebral problems.

I. INTRODUCTION

CONCEPT OF STRESS

Stress is a manifold circumstance. It's a veritably idiosyncratic experience, what may be a simple experience for one will be a cause of stress for another being. It monstrously depends upon the parenting, learning & gests, personality and environmental forces. Stress is a part of life and is generated by constantly changing situations in life that a person must face. The term stress discusses an inner state of an individual, which consequences from infuriating or unsatisfying condition. Certain position of stress is necessary and because of its complex nature stress has been studied for numerous times by experimenters in psychology, sociology, operation and drug.

Stress language

A stressor is any event or situation that's perceived by an individual as a trouble causing the individual to either acclimatize or initiate the stress response. Thus, a stressor is an encouragement and stress is a response. Stressor is the cause and stress is the effect. The goods of stress upon a person are accretive and can beget serious detriment if endured over a long time.

Good Stress or Easers is positive, desirable stress that keeps life intriguing and helps to motivate and inspire people. Easers involves successfully managing stress indeed if the existent is dealing with a negative stressor. It implies that a certain quantum of stress is useful, salutary and indeed good for health.

Bad Stress or torture refers to the negative goods of stress that drains an individual eschewal of his energy and goes beyond his capacities to manage. This is a situation of "high stress" torture showing a drastic negative change in performance. The possibility of part load may force the existent to commit crimes, make him indecisive and beget vexation in him at the fewest rationale. There may be a case of "no stress" torture also. Part underutilization creating tedium, dropped provocation, absenteeism and apathy are all signs of "no stress" torture. It's undesirable negative stress.

Over Stress- Hyper stress means too important stress. It can lead to physical and emotional breakdown. Work load can be a common source of over stress.

Under Stress- Hypo stress refers to too little stress leading to tedium, languor and frustration. Work under cargo and no work at all may lead to hypo stress in some situations.

According to another bracket given by Hans, stress can be acute and habitual in its goods. Acute Stress It's the result of short term stressors. It's generally relatively violent originally and also disappears snappily. It can be instigative and stimulating in small boluses, but too important leads to fatigue. People, who witness this stress, tend to be over aroused, perverse, anxious and tense. Its symptoms include pressure, headaches, migraines, digestive diseases, hypertension, casket pain and heart complaint. Habitual stress it's a long term stress generally performing from pecking problems. 3 In case of habitual stress, an existent's physiological and cerebral coffers are depleted. Habitual stress can lead to tone- payoff, recklessness, heart attack, violence and also condenses the quality of life.

II. RESEARCH METHODOLOGY

Main objectives:

The Present research was an endeavor to evaluate the occupational stress among employees and its impact upon the organizational employee and mental health.

Sub objectives:

- 1) To identify the level of occupational stress among the executives.
- 2) To compare high and low levels of occupational stress group on organizational climate and mental health.
- 3) To assess the impact of occupational stress on overall organizational climate and its dimensions.
- 4) To examine the impact of occupational stress on the mental health of the executives.
- 5) To ascertain the gender differences on all the variables of the study and its dimensions.
- 6) To study the relationship between occupational Stress and Organizational Climate.

Research design:

According to Paulin V. Young, 'a research design is logical and systematic planning and directing a piece of research'. In a simple language we may define research design as, the plan, structure and strategy for investigation conceived, so as to obtain answer to research equation and control. The purpose behind this study was to collect factual information and to explore the same. So research design is Descriptive.

Universe:

The first step in developing any sample design is to clearly define the set of objectives, technically called the universe. The universe for this study consists of "Silox India Pvt Ltd."

Sample and sampling size:

Sample is the representative of the whole universe. Here, the researcher has used simple random sampling method, and selected 51 respondents from various Employer of Silox India Pvt Ltd which are randomly selected.

Tool of data collection:

Primary Data:

Tool for the data collection will through questionnaires.

Secondary data:

Internet, books, previous dissertation, journals

Limitation of Study:

Occupational stress among employees.

Its impact on their mental health.

Employees living area.

III. Findings

- Majority of the respondents (98%) are male.
- Majority of the respondents (62.7%) are married.
- Majority of the respondents (43.2%) designation are retainer.
- Majority of the respondents (51%) are 6 to 10 year of experience.
- Majority of the respondents are known about stress or depression.
- Majority of the respondents (58.8%) are stress affects their performance.
- Majority of the respondents (66.7%) negative effect in your work.
- Majority of the respondents (52.9%) are stress helps to complete your work in time.
- Majority of the respondents (52.9%) are not feel stressed when you have to completed lot of work.
- Majority of the respondents (54.9%) are hobbies apply in your work.
- Majority of the respondents (56.9%) are feel the stress.
- Majority of the respondents (37.7%) are tackle workload.
- Majority of the respondents (58.8%) are feeling sad or depressed.
- Majority of the respondents (52.9%) are may be work culture are supportive.
- Majority of the respondents (54.9%) are not taken leave in the past 12 months due to work related stress.
- Majority of the respondents (39.2%) are sometime face stress related situation.
- Majority of the respondents (41.2%) are remained the total workload has changed during last three years.
- Majority of the respondents (51%) are strongly agree to stress management programs followed in your organization.
- Majority of the respondents (58.8%) are not felling tired or having little energy.
- Majority of the respondents (68.6%) are not have trouble in attention and concentration while doing day to day activities of life.
- Majority of the respondents (51%) are have poor appetite or have problem of overtime.
- Majority of the respondents (51%) are have feel not less confident than before.
- Majority of the respondents (51%) are may be feel happier or angriest than the usual self.
- Majority of the respondents (64.7%) are not think about got the job you deserved.
- Majority of the respondents (72.5%) are not feel overload from the work you get by the organization.
- Majority of the respondents (58.8%) are may be went to the office late and go to the house early because of the work of the organization.
- Majority of the respondents (31.4%) are isolated a frustrated with the organization.
- Majority of the respondents (58.8%) are maintain them work life and personal life.
- Majority of the respondents (52.9%) are happy to these types of work.
- Majority of the respondents (52.9%) are some time the overworked by your organization against to do.
- Majority of the respondents (49%) are other actives to usually do when you are very angry or upset like drawing, music, walking.
- Majority of the respondents (58.8%) are all expenses get covered from your salary.
- Majority of the respondents (62.7%) are may be work harder if you are motivated by management.
- Majority of the respondents (35.3%) are may be give time your family because of them works.
- Majority of the respondents (47.1%) are sometime stress result in weight gain or loss.
- Majority of the respondents (51%) are talk with friends about stress.
- Majority of the respondents (49%) are very effective in reducing stress.

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- Majority of the respondents (23.5%) are in 30 min order to calm down again after the situation.

References

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