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Stress at Work Place

# Introduction

Stress is a very common problem these days which may create serious issues at the workplace. It is necessary that the factors causing stress at the workplace are identified properly. Stress is caused due to a demanding and changing environment, some stress is referred to as positive and challenging, while both physical and mental changes may occur when individuals cannot cope with stress. The objective of this essay is to point out the effects of stress over the working conditions at the workplace.

# Discussion

Stress in the workplace is growing, where employees commonly face conditions of overwork, job insecurity, low autonomy and less job satisfaction. It creates a harmful effect on the wellbeing and health of employees, negative effect on profits and productivity. A change in the work environment may cause stress which can continue for a longer period of time whereas onetime events may include marriage, childbirth, change of job (Khamisa et al. 652). Some people are stressed easily as compared to others. At times, some people remain calm and composed while others become more anxious. The common effect of stress on the body include rise in heart rate and high blood pressure, weak immune system, etc. These health issues may be caused due to workload, inadequate time to complete a task, lack of preparation or training, autonomy, pace/variety of work, lack of appreciation (Bickford 3). This is a serious call for an employer to take actions in order to eliminate stress on the workplace. It is the responsibility of an employer to take serious actions to remove stressors from organizations in order to run an organization in a smooth way.

# Conclusion

 Various strategies can be used to reduce or manage stress at workplace. The stress may create a positive or negative impact; an employee may be more productive while managing stress e.g more work can be handled in less time with better quality. Whereas stress may also create some negative impacts on health. It is extremely important for the employers to focus on the issues related to stress in the workplace.

Works Cited

Bickford, Melanie. "Stress in the Workplace: A General Overview of the Causes, the Effects, and the Solutions." *Canadian Mental Health Association Newfoundland and Labrador Division* 8.1 (2005): 1-3.

Khamisa, Natasha, et al. "Work related stress, burnout, job satisfaction and general health of nurses." International journal of environmental research and public health 12.1 (2015): 652-666.