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Subject

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Stress at work

Introduction

Stress at workplace remains one of the common issues faced by the employees’ that impacts their productivity and work performance. Stress undermines the quality of work by creating disinterest for the workers. It is thus important for the organization and managers to adopt adequate ways for addressing the problem of stress and providing positive work environment to the employees. Stress promotes negative feelings including fear, insecurity and hopelessness. It undermines work determination and enthusiasm that causes energy deprivation. Work performance depends on the mental state of employees so it is critical to provide stress free and positive work culture to the employees.

Discussion

Khamisa et al., (2015) identifies the factors that creates stress workplace. Lack of incentives and low salary are dominant factors that create stress for workers. Employees when feel that they are not receiving salary according to their input they experience anxiety. This also reflects their dissatisfaction resulting from the belief that their salary is lower than the deserved level. Mishra (2011) states that another factor that contributes to stress include insecurity of job. The workers who fear that they would be laid off at anytime exhibit high level of stress or anxiety. The reason for people to join workforce is to generate incomes but the thought of getting laid-off creates negative feelings that leads to depression (Mishra). Lack of chances for promotions or growth also causes dissatisfaction that promote feelings of stress. Literature indicates that

Stress can have deteriorating impacts on the professional and social development of individuals. The symptoms of stress can be determined as revealed by (Mishra). The findings of the study states that stress can be identified in four phases starting from warning. The second phase of stress that can be recognized by the manager include mild symptoms such as disengagement from work, lack of interest, tiredness or aggression. These symptoms then leads to the third phase that is of cumulative stress. If stress is not controlled at the third level it transforms to extreme stress. Patnaik et al., (2013) identifies environment as a significant factor that contributes to stress. Employees who are working at nonproductive or less friendly environment are more likely to feel stress. Organizations that provide least collaborative or open environments add to the stress of workers. it is crucial to identify thee signs and symptoms of mental disorders faced by employees at workplace.

Stress can be treated by adopting appropriate methods at the workplace. Self-motivation is an effective strategy that encourage employees to overcome stress. This will require that the managers and supervisors must provide guidance and motivate employees to establish their goals. Self-motivation promotes positive feelings among employees and they learn to get aware of their situations. This will allow them to identify ways for resolving stress. Mishra (2011) revealed that self-motivation encourage employees to focus on their goals and develop love for their work. This will allow them to see things in positive way and they feel more productive. Self-motivation is a practical way that will allow employees to change their attitudes and get rid of negative feelings. It assist employees to identify the problems and find ways for resolving issues. The most important part of this strategy is to become self-aware about the problem underlying in the sub consciousness. After gaining awareness the individual learns to handle it. Another strategy that can help employees in overcoming their feelings of stress is by managing conflicts. The organizations can adopt conflict management strategy that will assist individuals to deal with negative or conflicting situations. Employees can learn to avoid others in conditions that raise conflict. This will allow them to avoid engaging in situations that causes argument with co-workers (Patnaik et al).

Cognitive and support strategies can be adopted by organizations for providing safe workplace to the employees. Cognitive strategies stresses on changing the behavior of the employees. This will require that the organizations must offer counseling to the workers. Their interaction with the counselor will allow them to reveal their conflicting thoughts that promote negative feedings and contribute to stress. Cognitive strategy will assist employees to overcome aggression and find relaxing techniques. They learn to evaluate situations and things that add to stress. Deep breathing is a common relaxation technique shared with employees that provide instant relief from stress and negative feelings. progressive muscle relaxation is also effective technique used for getting rid of stress (Patnaik et al).

Caroll et a., (2018) emphasizes on identifying symptoms and adopting strategies for mitigating stress at workplace. An important strategy commonly integrated by firms for offering help to thee workers include cognitive behavior therapy. This therapy has significant role in transforming the behaviors of individuals. Individuals encounter decision-making situation in which they examine the problems and formulate ways for resolving them. Overwork is another factor that creates stress for the workers. When employees are unable to get adequate hours for sleep they get tired and are unable to focus on work. This also creates stress because they have to manage more work then their capacity. This reflects the need for dividing work on fair basis. Unfair division of work promote negative feelings that also leads to stress.

Building collaborative and positive environments at workplace is an effective strategy for overcoming stressful situations. The findings state that provision of open culture to employees eliminates negative environmental factors. By providing positive work culture to the employees they manage to overcome stress. Collaborative environment is important for dealing with stress because it permit employees to build positive relationship with co-workers. This helps them is understanding behavior and attitude of other workers. Such culture has effective role in undermining the negative situations that promote feelings of aggression or conflict towards others (Caroll). Support form the manager and supervisor is also useful for providing stress free environment. the organizations where managers take notice of the issues faced by employees are offer sage work culture. This is also an effective way of resolving conflicts among employees.

Conclusion

The overall analysis if the essay depicts that stress is one of the common issues faced by people at the workplace. Stress has negative impacts on the personality and profession of employees. Common mild symptoms such as disengagement from work, lack of interest, tiredness or aggression. In stress they are unable to concentrate on work that causes energy deficiency and low productivity. The workers who fear that they would be laid off at anytime exhibit high level of stress or anxiety. Employees don’t perform better when they are stressed face difficulty in performing professional role. It is important to integrate methods that leads to stress management. Self-motivation is a practical way that will allow employees to change their attitudes and get rid of negative feelings. Cognitive and support strategies can be used for helping employees in stress. Cognitive strategy will assist employees to overcome aggression and find relaxing techniques. The most important part of this strategy is to become self-aware about the problem. Collaborative environment is important for dealing with stress.

Work Cited

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