

# Impact of Job Stress: An Overview



**Varsha Rokade**

Assistant Professor  
Department of Humanities,  
Maulana Azad National Institute  
of Technology,  
Bhopal, India

## Abstract

*Stress is a demand made on the adaptive capacities of the mind and body. If a given person can handle the demand and enjoy the stimulation involved, then stress is welcome and helpful. If they can't and find the demand debilitating, then stress is harmful. The stress faced by workers is substantial. For many professionals, it is intrinsic to the job itself, where competing demands and pressures cannot be escaped. This paper throws light on how management can provide invaluable assistance to employees as well as organisation by understanding and setting effective stress management techniques.*

**Keywords:** Stress, Impact of Stress, Productivity

## Introduction:

Stress is the major problem for working people, many of whom are juggling work, home, and the care of children and often times aging parents. The sheer volume of work can also be overwhelming at times. Stress can develop into a living nightmare of running faster and faster to stay in the same place, feeling undervalued, and feeling unable to say 'no' to any demand but not working productively. Job stress poses a threat to the health of workers and, in turn, to the health of organizations. The concept of job stress is often confused with challenge, but these concepts are not the same. Challenge energizes us psychologically and physically, and it motivates us to learn new skills and to master our jobs. When a challenge is met, we feel relaxed and satisfied; thus, challenge is an important ingredient for healthy and productive work. The importance of challenge in our work lives is probably what people are referring to when they say "a little bit of stress is good for you."

## Impact of job stress:

Studies and Statistics indicate that too much job stress has become a common and costly problem in the workplace like:

- 1 in 4 employees views their jobs as the number one stressor in their lives
- 3 in 4 employees believe that today's workers have more on-the-job stress than a generation ago
- Problems at work are more strongly associated with health complaints than are any other life stressor - more so than even financial problems or family conflicts.

According to study, 73 percent of workers said their performance in the workplace is affected by the level of stress they experience. The research also indicates the potential scale of the problem, with the number of mental and psychological claims rising by an alarming 88 percent over the past seven years.

Following Figure 1 shows the percentage share of job stress on the employees of the organization. According to this statistics of office workers;

- 40 percent have experienced fatigue as a result of job-related stress or exertion.
- 35 percent have stress-related headaches.
- 27 percent have gotten back pain, while 26 percent have felt neck strain.
- 18 percent reported repetitive motion injuries as a result of at-work stress.