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# INTERVENTION AT WORKPLACE FOR REDUCING STRESS AMONGST EMPLOYEE

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## ***Abstract***

*Employee health and wellness are important for employees, their families, and their organizations. We review the literature on both stress management interventions in organizations and workplace health promotion and wellness programs, from the lens of primary, secondary, and tertiary interventions as well as the framework provided by the job demands. Stress management interventions tend to be ameliorative, often focusing on restoring resources that have been depleted by the work environment, whereas workplace health promotion and wellness programs tend to be more preventive, enhancing job and personal resources for all employees. We conclude the review by offering suggestions for future research and some considerations for the design and evaluation of future interventions.*

**Keywords:** *Employee Health, Interventions, Positive Psychology, Stress Management, Workplace Health Promotion.*

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## **I. INTRODUCTION**

In keeping with the mental affiliation's 2014 work and Properly-Being Survey, 31% of employed adults indicated that they felt annoying or pressured out during the workday, even though 61% of hired adults mentioned that they had the resources to manage the painting pressure that they skilled (APA 2014). So, is the glass half of-full or 1/2-empty? personnel hold to experience stress inside the workplace; but, most of the people appear to be able to manage their stress. What have been the fundamental sources of stress amongst folks who participated inside the survey? Low salaries and lack of opportunity for increase had been the maximum typically mentioned supply of work strain, and these resources of stress had been especially strong over at least the beyond four years. Curiously, a heavy workload dropped out of the pinnacle 5 assets of work pressure in 2014, and activity lack of confidence moved into the top 5 stressors[1].

The other pinnacle sources of strain in 2014 surveys were unsure or undefined activity expectations and lengthy hours. Organizational pupils have gathered a massive body of literature at the antecedents and correlate of work stress, and there is a developing literature in

place of job pressure management interventions. but, it appears that there may nevertheless be a good deal to be carried out to enhance personnel' paintings-existence and their well-being. it could be that we have targeted too much on what Pawelski (as noted in Poly 2014) terms "red cape interventions," that are interventions designed to prevent negative experiences, and now not sufficient on "green cape interventions," which are interventions designed to grow high quality stories[2]. In this text, we overview the literature on strain management interventions. Even though these interventions are typically purple cape interventions aimed toward decreasing activity needs on employees along with role overload and discrimination and private demands inclusive of own family needs and courting conflicts, more latest interventions focus on building personnel' resources and is probably taken into consideration to be green cape interventions. Then we evaluate the effectiveness of fitness advertising and well-being packages and high-quality psychology administrative center interventions[3].

These are commonly—however no longer completely—inexperienced cape interventions geared toward enhancing job resources together with activity control and organizational help, non-public sources such as core self-reviews and bodily health, and no work resources consisting of social help from a circle of relatives and friends. It should be mentioned that many health promoting and well-being applications consist of stress management training and interventions. To the quantity possible, we strive to keep these wonderful whilst acknowledging their overlap. To conclude, we offer recommendations for future studies and some recommendations on the design and evaluation of interventions to strengthen the interpretation of research into exercise.

## II. DISCUSSION

### **Stress in the workplace**

A current snapshot The term 'job stress' refers to distress resulting from a situation where the demands of a job are not matched by the resources provided to get the job done. Either or both sides of this equation can be modified to prevent or reduce job stress – modifying demands or stressors and improving job resources. Resources might include a worker's occupational skills, job experience or education, or organizational resources such as machinery, raw materials, or staffing levels available to produce goods or provide services. Job stressors are working conditions that increase the risk of job stress and consequent impacts on health. There are numerous job stress terms, concepts, models and theories, all of which can be understood in the context of the job stress process. The process initiates with exposure to stressors. Stressors arising from the work environment are classified as psychosocial or physical. Psychosocial stressors (also referred to as psychosocial working conditions) include job demands, job control, job insecurity, bullying, harassment and more. Physical stressors include noise and ergonomic exposures (such as awkward working postures and repetitive movements)[4].

### **The health, social and economic impacts of workplace stress**

The link between workplace stress and adverse effects on physical and mental health has been well substantiated in a large body of international research. Cardiovascular disease (CVD) is

the most widely studied physical health outcome. Numerous cross-sectional studies have linked job stress with physiological risk factors for CVD (e.g. hypertension, atherogenic lipids, elevated fibrinogen, overweight/body mass index) and with CVD outcomes (e.g. myocardial infarction, coronary heart disease)[5]. Job strain was shown to predict subsequent CVD outcomes after controlling for established CVD risk factors (e.g. smoking, overweight) in more than a dozen prospective cohort studies, including the widely known Whitehall I & II studies. In addition, there is growing evidence that job stress increases the risk of metabolic syndrome and diabetes; this would likely occur through a combination of direct neuroendocrine mechanisms as well as through health behavioral pathways (e.g. low physical activity, poor diet, alcohol consumption). Various measures of job stress, most commonly the demand-control model, have been linked cross-sectionally and prospectively to mental health outcomes ranging from increased visits for psychiatric treatment to psychological distress, general mental health, depressive symptoms, major depression, anxiety and suicide[6]. There is a growing number of longitudinal or prospective studies in which measurement of job stressors preceded the development of mental disorders, thus strengthening the confidence with which we can conclude that the increased risk observed is attributable to job stress and no other factors[7]. A 2006 meta-analysis assessed relationships between common mental disorders and various demand-control model measures (job control, job demands, job strain and social support at work) finding in summary robust and consistent evidence that high demands, low control and the combination of the two [job strain] are prospective risk factors for common mental disorders. Various measures of job stress, most commonly the demand-control model, have been linked cross-sectionally and prospectively to mental health outcomes ranging from increased visits for psychiatric treatment to psychological distress, general mental health, depressive symptoms, major depression, anxiety and suicide. There is a growing number of longitudinal or prospective studies in which measurement of job stressors preceded the development of mental disorders, thus strengthening the confidence with which we can conclude that the increased risk observed is attributable to job stress and no other factors. A 2006 meta-analysis assessed relationships between common mental disorders and various demand-control model measures (job control, job demands, job strain and social support at work) finding in summary robust and consistent evidence that high demands, low control and the combination of the two [job strain] are prospective risk factors for common mental disorders.

**The health, social and economic benefits of addressing workplace stress Two key points are essential to making a case for the benefits of addressing job stress**

1. Job stress is preventable, as demonstrated in a large and growing body of intervention research.
2. Reducing or eliminating job stress could substantially improve population mental and physical health (reversing the health impacts and burdens described in the previous section). Economic costs can be estimated for some of these health and social benefits, providing an indication of the economic benefits of reducing or eliminating job stress. These points are addressed in turn below. The international job stress intervention research literature has been the subject of a number of recent systematic reviews. The most comprehensive of these reviews

(summarizing 90 intervention studies) focused on interventions in which organizations set out to address job stress proactively. This review concluded that individual-focused, low-systems approaches (e.g. coping and time management skill development) are effective at the individual level, favorably affecting individual-level outcomes such as health and health behaviors[8].

**In the body of the report, resources are detailed for each of these intervention features to assist workplaces in understanding and achieving best practice**

1. Workplace interventions need to be developed with a full understanding of theory and evidence based practice.
2. A systematic and step-wise approach needs to be utilized with development of clear aims, goals, tasks and intervention-planning.
3. Reducing stress in the workplace an evidence review: A proper risk assessment needs to be carried out with the aim of identifying risk factors and groups of workers with potentially high exposure[9].
4. The interventions need to be tailored to suit a given industrial sector, occupation and workplace size, but also remain flexible and adaptable for implementation in a specific workplace.
5. The most effective interventions are those which are accessible and user-friendly in their format, process and content to individuals at all levels of an organization (from lowest status workers to highest level managers).
6. A systematic approach was highlighted as the most effective, with components of the intervention aimed at both the individual and the organization.
7. Intervention programs that facilitate competency building and skill development are important as at the organizational level they build leadership and management skills.

**Identification of specific participants who are most vulnerable and at risk for workplace stress**

Based on epidemiologic studies of exposures to job stressors in the Victorian working population and comparisons with patterns of workers' compensation claims, we identified worker groups at greatest risk of workplace stress and associated illness burdens. Findings indicate that priority groups for intervention include younger workers, working women, workers in lower skilled occupations and precariously employed workers. These groups are more highly represented in the service sector. By comparison, workers' compensation statistics under-represent highly exposed groups in lower socioeconomic positions. These findings offer a public health evidence-based complement to workers' compensation insurance statistics for guiding policy and practice in this area. Improvements in working conditions for these groups would lead to the greatest population health benefits[10].

### III. CONCLUSION

In precis, initial studies on place of job high quality psychology interventions shows that these interventions may be successful in health promoting as well as pressure control. Nonetheless, there is a want to copy the outcomes of present research and decide whether or not the blessings

of these interventions bear over the years. Much like pressure management interventions, those interventions have focused on the individual level of analysis; as such, additional interventions at the enterprise degree of analysis need to be investigated. Researchers need to additionally evaluate factors that can account for the effectiveness of these interventions. as an example, there's little records regarding whether those kinds of interventions are greater or much less powerful for some employees, as a feature of, for instance, demographic variables, disposition, or organizational elements. Relatedly, questions stay surrounding the causal mechanisms underlying their apparent effectiveness. Investigating such moderators and mediators not best would be theoretically significant however also might help practitioners make most beneficial decisions concerning the implementation of such interventions, mainly as a complement to existing pressure discount applications.

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