



A Curative Approach to Work Stress

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Abstract: Stress is something that an unavoidable component of anyone's and everyone's life. Stress has always portrayed a negative notion that have an impact on one's mental and physical well-being. It is generally referred to a state of mind or an illness. Job stress has become a common term in today's parlance. In every organization, the main cause of low productivity appears to be stress at workplace. Employees need certain kind of motivation and job stress mitigating strategies to overcome the stress. Employees need certain kind of motivation and job stress mitigating strategies to overcome the stress. This paper is focused to explore the major factors causing job stress and explains how it affects job performance of the employees. There are different kinds of job stress prevailing in an employee's everyday life like workload, job security, autonomy, role conflicts, low salaries etc. It is an attempt to investigate the impact of job stress related factors, viz. workload, job security, and shift work on employees' job performance. Work stress is a parameter that has a lot dependent on it. An employee's performance is highly dependent on it, and it is very evident that the performance of an employee decides the rate of success of an individual. The current paper aims to study the various causes and corresponding remedies of work stress.

Keywords: *Work, Stress, Job Stress, Remedies, Cure*

1. Introduction

Stress is a human's way to react both physically and mentally. Stress is also termed as or with anxiety and tension. 'Stress occurs where demands made on individuals do not match the resources available or meet the individual's needs and motivation. Stress will be the result if the workload is too large for the number of workers and time available. When someone experiences

stress, there are many different symptoms and repercussion. Depending on the level and frequency of stress, some of these symptoms can become serious and cause a many of problems. Stress affects people both mentally and physically. The heart rate increases, headaches can develop, and often people become irritated much more easily. Individuals who work in high stress or dangerous jobs as well as those who are employed at a place where there is a high-pressure environment are often prone to experiencing stress. Work environment, coworker relations, and customer pressures can all contribute to stress at work. Understanding how to manage, minimize, and deal with stress can help people feel more relaxed and react when stressful situations as they arise. People experience stress in different ways and for different reasons. The reaction is based on your perception of an event or situation.

Enormous pressure or different kinds of interest put on them. Employees who are focused on are likewise almost certain to be undesirable, inadequately propelled, less profitable and less sheltered grinding away. Their associations are less inclined to be effective in a serious market. Businesses can't typically shield Employees from stress emerging outside of work, yet they can shield them from stress that emerges through work. Worry at work can be a genuine issue to the association just as for its laborers. While you can't keep away from pressure, you can figure out how to oversee it and create aptitudes to adapt to the occasions or circumstances you find distressing. Great administration and great work association are the best types of pressure anticipation. If representatives are as of now focused on, their directors ought to know about it and expertise to help. Hierarchical and organizational culture is one of the key variables in deciding how effective an association will be in overseeing work pressure. Hierarchical culture is reflected in the perspectives of staff, their mutual convictions about the association, their mutual worth frameworks and normal and endorsed methods for carrying on at work. Hierarchical culture likewise concerns how issues are unsurprising and illuminated. It can influence what is experienced as distressing, how that experience converts into wellbeing troubles, how both pressure and wellbeing are accounted for and how the association reacts to such reports. Businesses, chiefs and worker's guild agents should hence get mindful of the culture of an association and investigate it according to the administration of work pressure. If important, these parties must participate in culture change exercises as a significant part of improving the administration of worry busy working. Business related pressure is the reaction individuals may

have when given work requests and weights that are not coordinated as far as anyone is concerned and capacities what's more, which challenge their capacity to adapt. Stress happens in a wide scope of work conditions yet is regularly made more terrible when workers feel they have little help from administrators and partners and where they have close to nothing power over work or how they can adapt to its requests and weights. Job stress refers to the psychological, physiological, and behavioural responses that occur when job demands do not match the worker's resources, abilities, or needs (Lazarus & Folkman, 1984). In contemporary organizations, rapid technological change, job insecurity, role overload, and work–life imbalance have intensified experiences of stress among employees. Job stress is not only a personal concern but also an organizational issue, as it affects productivity, absenteeism, turnover, and overall well-being.

2. Concept and Theoretical Perspectives of Job Stress

Several theoretical models explain the nature and causes of job stress. One of the most influential is the *Job Demands–Control (JDC) Model*, which proposes that high job demands combined with low decision-making authority lead to psychological strain and adverse health outcomes (Karasek, 1979). Employees who face heavy workloads but lack autonomy are more vulnerable to stress-related problems such as burnout and depression. Another prominent framework is the *Effort–Reward Imbalance (ERI) Model*, which emphasizes the imbalance between the effort an employee invests and the rewards received in return, such as salary, recognition, and career opportunities (Siegrist, 1996). Persistent effort–reward imbalance has been linked to cardiovascular problems, anxiety, and emotional exhaustion. The *Transactional Model of Stress* highlights the role of cognitive appraisal and coping (Lazarus & Folkman, 1984). According to this model, stress is not inherent in the situation itself but arises from the individual's perception of whether the demands exceed available coping resources. This perspective explains why similar work conditions can be experienced as stressful by one employee but not by another.

3. Anticipation of Job Stress (Anticipatory Stress)

Anticipatory job stress refers to the stress reactions that occur in expectation of future

work-related challenges or threats. These may include fear of job loss, upcoming performance evaluations, organizational restructuring, or increased workload. Research indicates that anticipatory stress can be as harmful as stress caused by actual events, as it prolongs physiological arousal and psychological worry (WHO, 2022).

Studies on job insecurity show that uncertainty about continued employment predicts higher levels of anxiety, depression, and sleep disturbances, even when actual job loss does not occur (Siegrist, 1996). Anticipatory stress keeps individuals in a constant state of alertness, increasing allostatic load, which refers to cumulative wear and tear on the body due to chronic stress exposure (Lazarus & Folkman, 1984).

Anticipatory stress also affects work performance. Employees preoccupied with future threats often experience reduced concentration, impaired decision-making, and emotional withdrawal, which further exacerbate job strain and reduce organizational effectiveness. Various causes of job stress are where the pressure isn't distinguished and managed instantly, it before long effects on the association and society. The hierarchical outcomes of stress can have an enormous negative effect on the association, in a wide assortment of regions.

- a) *High Staff Turnover and Recruitment Costs:*** This is, maybe, the most widely recognized of the hierarchical results of pressure. Focused representatives don't will in general make the most of their working condition. While some may have the certainty to look for their manager's assistance in fighting the pressure, others may feel they have no alternative however to leave the association and expel them from the unpleasant circumstance; some of the time because of clinical counsel. Too, workers who look for help may not get the assistance they require thus decide to leave the association. Shockingly, numerous associations make no endeavor to learn the genuine purpose behind a worker's acquiescence thus never understand that their association has an issue with stress.
- b) *High Absenteeism and Presenteeism Levels:*** Focused on people will in general experience more sickness thus take additional downtime because of disease. Non-attendance can likewise be the aftereffect of staff feeling that they basically can't adapt to going into work, so they endeavor to get away from the unpleasant circumstance by staying in the wellbeing of their own home. In numerous occasions, these staff will cause it into work yet will to be not able to contribute a lot. They are truly present yet mentally

they are somewhere else. This is alluded to as Presenteeism. These elements are normally just ascribed to poor discipline on the representative's part. Where associations perceive non-appearance and presenteeism as hierarchical results of pressure, they can make remedial move, to the advantage of both staff and the association, before things raise crazy.

- c) *Reduced Productivity Levels:* As introduction to stretch is delayed and incessant exhaustion kicks in, it turns out to be progressively hard for the representative to work to an ideal level. As weariness sets in, fixation and inspiration levels drop. This leads to botches sneaking into their work. It likewise takes longer to finish assignments. The amount and nature of the worker's work start to endure. This brings down the efficiency levels of the organization.
- d) *Increased Health and Safety Issues:* This is progressively regular in work environments which are progressively manual in nature. Representatives will in general take more chances and endure less fortunate fixation when they are focused. This mix is a formula for expanded mishaps which thus increment suit, protection and clinical expenses for the association.
- e) *Litigation:* Associations have a lawful commitment to give a protected and solid working environment for their representatives. This can incorporate sufficient preparing, safe work rehearses, and a working environment liberated from preference and badgering. Where representative encounters worry because of the association neglecting to meet its legitimate commitments; the representative may look for a lawful cure. This may bring about expensive legitimate procedures and harm to the association's notoriety. Of all the authoritative outcomes of stress, the one which best persuade associations to make a move is the danger of case.
- f) *Reputational Damage:* The notoriety of the association is harmed by the way of life of stress which can create because of the inability to oversee worry at both an authoritative also, singular level. It doesn't take long for an organization to grow such a notoriety; however, it can take a long time to lose this notoriety. With decreased efficiency levels and the diminished presentation of staff a culture of poor client support can create.
- g) *Increased Training Costs:* Because of higher staff turnover, more enlistment courses are

required. The association may likewise need to spend more on relational aptitudes, wellbeing what's more, security and stress the board preparing.

4. Curative and Preventive Approaches to Job Stress

Effective management of job stress requires both individual-level and organizational-level interventions. These approaches can be classified into primary, secondary, and tertiary prevention strategies.

Individual-Level (Secondary and Tertiary) Interventions

At the individual level, psychological interventions aim to enhance coping skills and reduce stress symptoms. Cognitive Behavioural Therapy (CBT) is one of the most empirically supported approaches for managing job stress. CBT helps individuals identify maladaptive thoughts related to work stressors and replace them with more adaptive appraisals, thereby reducing emotional distress (Lazarus & Folkman, 1984).

Mindfulness-Based Stress Reduction (MBSR) programs have gained popularity in organizational settings. Meta-analytic evidence suggests that workplace mindfulness interventions lead to significant reductions in perceived stress and improvements in psychological well-being (Vonderlin et al., 2020). Mindfulness helps employees become more aware of their thoughts and emotions without excessive rumination, which is particularly beneficial for anticipatory stress.

Other individual strategies include relaxation training, time-management skills, resilience training, and employee assistance programs (EAPs). These interventions are effective in reducing short-term stress symptoms, though they are most beneficial when combined with organizational changes (WHO, 2022).

Organizational-Level (Primary) Interventions

Organizational interventions focus on modifying workplace conditions that generate stress. According to the Job Demands–Control model, increasing employee autonomy and participation in decision-making can significantly reduce job strain (Karasek, 1979). Job redesign, realistic workload allocation, and flexible work arrangements are key strategies in this regard.

Improving effort–reward balance through fair compensation, recognition, and career

development opportunities is also essential (Siegrist, 1996). Supportive leadership and transparent communication during periods of change reduce anticipatory stress by minimizing uncertainty.

The World Health Organization (2022) emphasizes that mentally healthy workplaces are characterized by reasonable workloads, supportive supervision, absence of harassment, and access to mental health resources. Organizational interventions have been found to produce more sustainable benefits than individual-focused programs because they address stress at its source. Recent large-scale trials, such as four-day workweek initiatives, have demonstrated reductions in stress, burnout, and work–family conflict, highlighting the effectiveness of structural workplace reforms (WHO, 2022).

5. Curative Measures

For laborers all over the place, the economy may feel like a passionate crazy ride. "Cutbacks" and "spending plan cuts" are regular in the working environment, and the outcome is expanded dread, vulnerability, and more significant levels of pressure. Right now, we may think that it's harder than ever to adapt to the difficulties of the activity. Both the stress we take with us when we go to work and the stress that anticipates us in the working environment are currently on the rise – and businesses, supervisors, and laborers are all feeling the additional weight. The capacity to oversee worry in the working environment can have the effect among progress and disappointment on the activity. Our feelings are infectious, and stress has a sway on the nature of our collaborations with others. The better we are at dealing with your own pressure, the more we will emphatically influence everyone around us and the less other individuals' pressure will contrarily influence us. At the point when individuals feel overpowered, they lose certainty and become peevish or pulled back, making them less beneficial and viable and their work less remunerating just as affecting adversely on their individual connections. In the event that the admonition indications of work stress go unattended, they can prompt more concerning issues. Past meddling with work execution and fulfillment, interminable or extreme pressure can likewise prompt physical and passionate medical issues. At the point when stress is meddling with our capacity to work, keep up self-consideration, or deal with our own life, it's time to make a move. Start by focusing on our physical and passionate wellbeing. At the point when our own

needs are dealt with, we become more grounded and stronger to stress. The better we feel, the better prepared we will be to deal with our pressure, and that of others, without turning out to be overpowered. Your feelings are irresistible, and stress has a sway on the nature of your cooperation with others. The better you are at dealing with your own pressure, the more you'll emphatically influence everyone around you, and the less others' pressure will contrarily influence you. There is an assortment of steps you can take to lessen both your general feelings of anxiety and the pressure you secure on the position and in the working environment. These include:

- a)** Taking obligation regarding improving your physical what's more, passionate prosperity.
- b)** Avoiding entanglements by recognizing automatic propensities and negative perspectives that add to the pressure your involvement with work.
- c)** Learning better relational abilities to ease and improve your associations with the board and collaborators. A few Examples of Stress Management
- d)** Overseeing time-Distinguish between dire undertakings (spontaneous requests) and significant undertakings (those that give you the best return for the venture of your time).
- e)** Overseeing outstanding task at hand Plan ahead, to more readily oversee 'pinnacles' and 'troughs.'
- f)** Overseeing change-Be readied – keep up to speed with what's going on, read around the subject and ask parts of inquiries before the change happens.
- g)** Overseeing individuals and strife Avoid forceful (battle) furthermore, accommodating (flight) conduct which will add to your stress. Focus on 'win/win' understandings at every possible opportunity.
- h)** Overseeing yourself-Don't be reluctant to converse with others and look for exhortation.

A curative approach to work stress involves addressing the underlying causes of stress and implementing strategies that not only reduce its effects but also promote long-term well-being and resilience. Here's an outline of such an approach:

i. Identifying Stress Triggers

- a) Self-awareness: The first step is recognizing the specific stressors in the workplace—whether it's workload, deadlines, difficult colleagues, or lack of control.
- b) Journaling: Keep a stress diary to track when you feel stressed, what triggers it, and how you respond. This can help identify patterns.

ii. Cognitive Behavioral Techniques (CBT)

- a) Reframing Negative Thoughts: Many stressors are amplified by negative thinking. CBT helps challenge and reframe irrational or catastrophic thoughts that contribute to stress.
- b) Mindfulness and Meditation: These practices can help you stay in the present moment, reducing anxiety and preventing you from overthinking about work challenges.

iii. Time Management and Organization

- a) Prioritize Tasks: Break down large tasks into smaller, manageable steps and focus on completing them one at a time. Use methods like the Pomodoro Technique or Eisenhower Matrix.
- b) Delegate: When possible, delegate tasks that don't require your personal attention, reducing your workload and stress.
- c) Set Boundaries: Learn to say no to additional tasks if you're already overloaded. Setting clear boundaries is vital for managing stress.

iv. Physical and Mental Health

- a) Exercise: Regular physical activity reduces stress hormones and boosts endorphins, which help manage stress and improve mood.
- b) Sleep: Ensure you're getting enough rest—poor sleep exacerbates stress.
- c) Nutrition: A balanced diet can support your energy levels and overall resilience to stress.
- d) Relaxation Techniques: Breathing exercises, progressive muscle relaxation, or taking short breaks throughout the day can help reset your stress response.

v. Building Resilience

- a) Adaptability: Focus on building the ability to bounce back from setbacks. This could involve learning to see challenges as opportunities for growth.

- b) **Support Systems:** Cultivate relationships at work and outside it. Having a supportive network reduces stress and provides outlets for sharing concerns.
- c) **Professional Help:** If stress becomes overwhelming, speaking with a counsellor or therapist can be invaluable.

vi. Workplace Culture and Environment

- a) **Open Communication:** Encouraging a culture of transparency and open dialogue in the workplace allows employees to express concerns and feel heard.
- b) **Work-Life Balance:** Employers can help by offering flexible work hours, mental health resources, and fostering an environment that respects personal time.
- c) **Employee Empowerment:** Providing employees with a sense of control over their work, including decision-making autonomy, reduces feelings of helplessness and stress.

vii. Long-term Prevention

- a) **Ongoing Skill Development:** Building stress management skills, resilience training, and emotional intelligence can help employees handle stress more effectively over time.
- b) **Regular Check-ins:** Both employers and employees should engage in periodic check-ins to assess mental health and work-life balance.

This curative approach involves a combination of personal efforts and systemic workplace strategies to reduce the impact of stress. The goal is to create a healthier, more sustainable work environment that supports the well-being of everyone involved.

6. Conclusion

Work pressure is a genuine test for laborers and their utilizing associations. It is the expectation of this report to instruct on the harming impacts of work environment stress, and increment attention to the

unavoidable nature of this issue. A culture of pressure can before long create with many harming ramifications for the association. Where such a culture has created there is no handy solution answer for the association. The hierarchical outcomes of stress are best dodged by embracing a pressure the board culture in the association requiring the 'up-front investment' of

both administrations also, staff. It is trusted that this information will persuade associations to investigate the stressors that are available in their own workplaces, and to make moves to diminish as well as forestall worry in the working environment, accordingly, attempting to keep up the wellbeing and prosperity of representatives. Authoritative methodologies combined with singular systems are the best method to address work pressure.

Research consistently suggests that multilevel interventions combining organizational and individual strategies are most effective (Vonderlin et al., 2020). Primary prevention through organizational change should be prioritized, followed by secondary interventions for at-risk employees and tertiary care for those experiencing severe stress-related disorders.

Regular assessment using standardized stress and well-being measures, manager training, and employee participation in stress management planning further enhance the effectiveness of these programs (WHO, 2022).

Job stress is a complex phenomenon influenced by workplace demands, individual perceptions, and future-oriented concerns. Anticipatory stress extends the impact of job stress beyond immediate situations, contributing to chronic psychological and physical strain. Evidence from theory and research supports a comprehensive approach that integrates organizational reforms with individual psychological interventions. By addressing both the causes and consequences of job stress, organizations can promote employee well-being, enhance productivity, and foster sustainable work environments.

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