

HOW TO COPE WITH ORGANIZATIONAL STRESS

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Abstract

The workplace is a widespread source of stress, but employees not powerless to the stress results at work. Positively coping strategies with job stress can effects on both organizational employees professional and personal life, meanwhile their experiences, job positions, personality, and other individual characteristics all influence the way staff respond to job stress and exert coping strategies. The purpose of this article is to review and gather novel coping strategies that can be effective for organizations and staff to reduce job stressors.

Key Words: Organizational Stress(Job stress), Coping Strategies, Organizational staff

INTRODUCTION

Organizational staff know stress without any doubts, not only because of none stop working hours but also draining emotionally at workplace over time leading to job dissatisfaction and possible burnout. A recent review of several research studies found organizational workplace conflicts, difficulties handling varying management styles, heavy workloads and the emotional toll of individual work characteristics itself are the main sources of employees job stress in organizations. Stress nowadays has become serious due to dynamic social issues and not only individuals can faced to this symptoms resulting from stress, but also organizations faced too (Midya Yousefi et al, 2016). Organizational stress can be most annoying when it's happening in different times during working hours and when pressure combine in the real time of workplace to create an almost overwhelming atmosphere. That's when staff need their stress technics implement the most.

Today organizational job stress is a growing concern, however high stress levels have the capacity to interfere with employee productivity. Although, it can have a major impact on their emotional and physical health (Hicks & Caroline, 2007). Besides excessive stress is also costly, and owing to the fact that stress leads to low levels of productivity, encourages to absenteeism, and leads to turnover, and an increased staff compensation scheme.

Hence, it is very important for staff to identify any signs of job stress in workplace and as fast as possible prevent the impacts on the organization's performance (Hicks & Caroline, 2007). This will help employee recognize the underlying factors of stress and seek to cope with this problem. Ultimately, it will reduce the impact of job stress on organizational performance and job satisfaction. In addition any organizational

members can feel stressful elements, even if they satisfy with what they do. Shortly, staff may experience pressure to meet a deadline or may to fulfill a challenging obligation, but when job stress becomes chronic, it can be overwhelming or harmful to both mental and emotional health. Unfortunately these kinds of long term job stress in organizations are all too common.

LITERATURE REVIEW

Provenance factors of Job Stress

Incontrovertible factors trend to go alongside with job stress, there are common workplace factors of stressors below:

1. Salary decrease
2. Workloads pressures
3. Lack of growth opportunities
4. Few opportunities for social support
5. Lack of decisions makings on job related
6. Unclear demands and performance expectations

The benefits of reducing 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).

Taking Steps to Manage Stress

In organizations, costs can be estimated for both health and social benefits, providing an indication of the economic advantage of reducing job stress. Meanwhile by establishing work schedules can compatible with jobs

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demands and responsibilities outside the workplace and offering supportive services group can be useful to reduce job stress. Below are some key strategies for coping with job stress strategies:

Job sharing: Enabling each employee to have time off without losing productivity, this allows at least two staff trained to perform each job duty (American Psychological Association, 2004.).

Flex time: allowing employee to start or end the work-day earlier or later can reduce job stress. Especially for working parents (Swanson, Naomi G, 2000).

Longer lunch hours: One survey found that nearly three quarters of staff eat unhealthy snacks at work once a week and 27 percent said they did so three or more times a week. Extending the lunch hour may help discourage snacking and fast food. Finally 50 adequate time may also encourage them for calming or other stress reduction activities such as walking.

Work from home: Working from home results in higher morale and job satisfaction and lower staff stress and turnover, the best reason is that working at home provides employees more control on how they do their job.

(Gajendra, Ravi S. and David A. Harrison, 2007).

Track stressors: Keeping a notebook for a week to identify which situations create the most stress and how employees respond to them. Record thoughts, feelings and information about the environment. Taking notes can help staff find patterns among their stressors and reactions to them.

Get some support: Organization may also have stress management resources available through an employee assistance program (EAP), including online information, available counseling and referral to mental health professionals, if needed. If employees continue to feel overwhelmed by work stress, they may want to talk to a psychologist, who can help you better manage stress and change unhealthy behavior.

CONCLUSIONS

In summary, exposure to job stressors predicts serious adverse effects physical and mental health, job stress related workers' compensation assertion statistics substantially underestimate the pressure of workplace stressors attributable mental disorders. Job stress is a huge and growing public health problem nowadays, then the ability to use coping skills in the workplace effect positively on physical and emotional health of staff. Although feasible and effective intervention skills are available for organizations staff to addressing job stress in their workplace.

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