

A STUDY ON CAUSES OF STRESS AMONG WORKING PROFESSIONALS IN MUMBAI

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Abstract

Indian economy is growing at a fast pace. Hence with Viksit Bharat work pressure among employees also is increasing day by day. As the causes of stress varies from time to time with working environment changing with the new challenges it faces. In the recent past CORONA – 19 pandemic has come up with new working environment. Changing work models like work from home and use of latest technology has given rise to various work life balance. This paper attempts to study the various causes of stress and how to handle stress. Stress affects an individual's day to day life. Every employee undergoes stress but if it is too much of stress that causes distress among employees disrupting their day-to-day life. Hence the organizations and individuals can take good care of their health by reducing stress and handling in the right way. There are various strategies to handle stress. In this paper causes of stress are identified among working professionals and what can be done to reduce stress. Some of the strategies are common for all professions and individuals. Positive attitude and exercise are common to all.

INTRODUCTION

In a fast-moving world, stress has become a part of life. Many people face stress and are also unable to cope with it. This paper attempts to find out the causes of stress and coping strategies used by individuals. There are adverse effects of stress on health like headache, heart attack, diabetes, stroke, anxiety, depression etc. One has to cope with stress in a positive manner keeping their health intact as causes of stress are inevitable. Life is not perfect for anyone.

According to Stephen P. Robbins et al (2007)¹ has defined "Stress is a dynamic condition in which an individual is confronted with an opportunity, demand, or resource related to what the individual desires and for which the outcome is perceived to be both uncertain and important."

Aswathappa. K (2007)² Defines, "Stress is an adaptive response to an external situation that results in physical, psychological and/or behavioural deviations for organization participation."

The father of strain theory Dr. Hans Selye (1956) described stress as a widespread response of the frame to any demand made upon it. These needs are referred to as 'stressors' and maybe both exceptional or unpleasant situations or issue.

Companies are providing training to employees to handle stress.

OBJECTIVE OF THE STUDY

To find out the causes of stress among working professionals in Mumbai
To analyze the strategies to handle stress.

RESEARCH METHODOLOGY

Primary data was collected via google forms.

Questionnaire via google forms were given in groups of working professional in Mumbai, out of which 26 respondents filled the form.

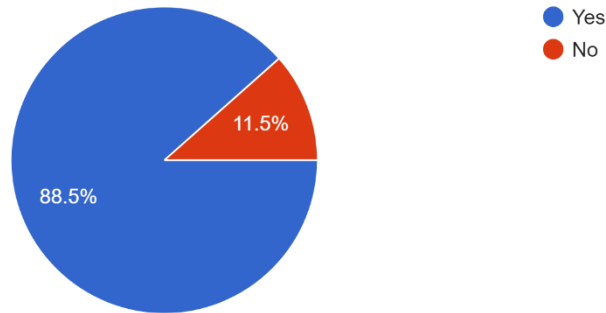
LIMITATIONS OF THE STUDY

The study is restricted to city of Mumbai and all working professionals are involved. However, to get an accurate assessment of causes of stress the researcher would have to study specific industry and across the country.

DATA ANALYSIS

Does long working hours cause stress in you?

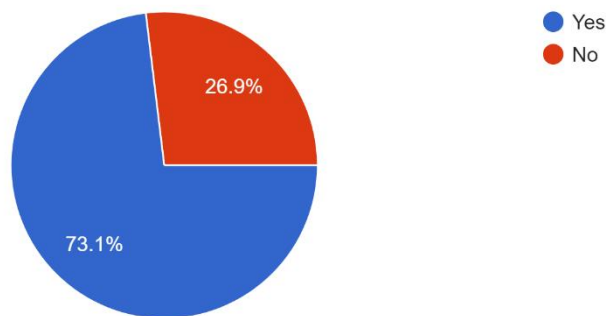
26 responses



88.5% of the respondents felt that long working hours causes stress.

Are you stressed due to heavy workload?

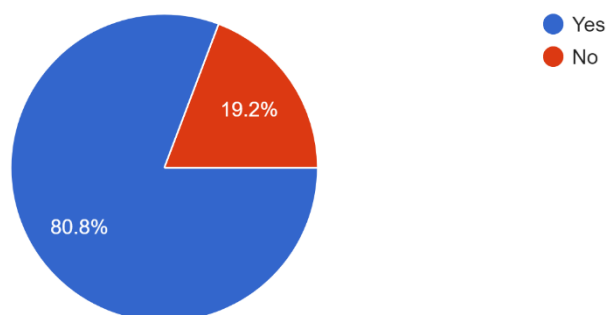
26 responses



73.1% of the respondents are stressed due to heavy workload

Has changes in organisational functioning caused stress in you?

26 responses

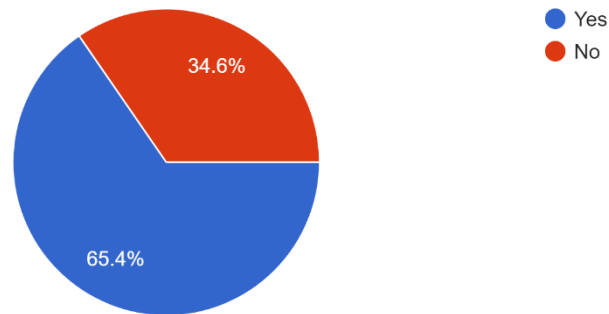


80.8% of the respondents felt that changes in organisational functioning caused stress in them

<https://www.gapbodhitaru.org/>

Does job insecurity cause stress in you?

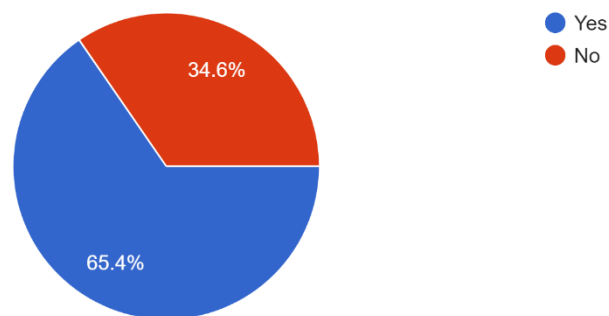
26 responses



65.4% of the respondents felt that job insecurity caused stress in them

Does lack of autonomy cause stress in you?

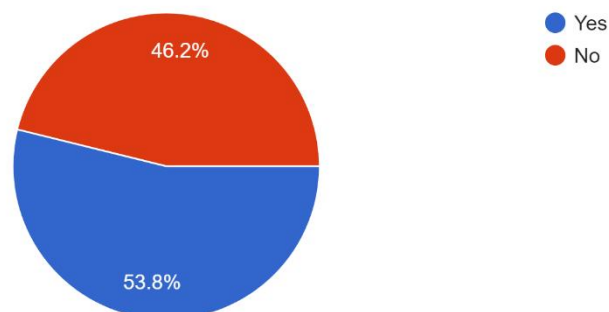
26 responses



65.4% of the respondents felt that lack of autonomy caused stress in them

Does groupism cause stress in you?

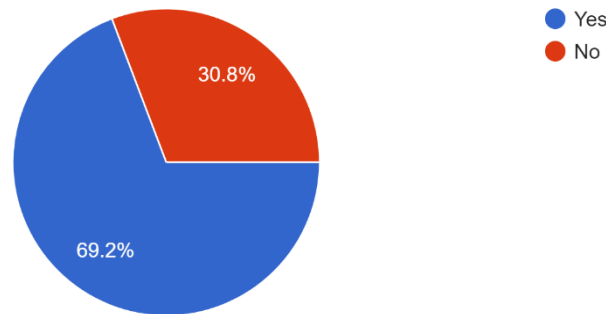
26 responses



53.8% of the respondents felt that groupism caused stress in them

Does lack of work life balance cause stress?

26 responses



69.2% of the respondents felt that lack of work life balance caused stress in them

FINDINGS

88.5% of the respondents felt that long working hours causes stress. This indicates that maximum respondents find long working hours cause stress in them.

73.1% of the respondents are stressed due to heavy workload

80.8% of the respondents felt that changes in organizational functioning caused stress in them

65.4% of the respondents felt that job insecurity caused stress in them

65.4% of the respondents felt that lack of autonomy caused stress in them

53.8% of the respondents felt that groupism caused stress in them

69.2% of the respondents felt that lack of work life balance caused stress in them

Other causes of stress

Unrealistic expectations of the boss, long travelling hours, work overload, bad time management, inadequate compensation, job insecurity, work life imbalance, anxious about future with inflation, bad interpersonal relationship, biased boss/ peers, children's studies, gender biasness, family responsibilities, health, aging parents, manipulative boss, neighbors and acquaintances being judgmental of your work and managing poor infrastructure

Strategies to handle stress

Meditation, prayers, worship, watching channels of entertainment and enjoyment, flexible working hours, small teams to be made to complete a task, time management training, keep a let go attitude, spa, keeping calm, adequate division of labor, job rotation, be happy with what you have, yoga, training on professionalism, discourage favoritism, job security should be provided, listening to music, exercise, go for a walk, watching movies and sports, spend time on what you enjoy, ignore what is out of your control and do not focus on things which causes stress to you.

CONCLUSION

It can be seen from the above that 88.5% of the respondents felt that long working hours causes stress. This indicates that maximum respondents find long working hours cause stress in them. 73.1% of the respondents are stressed due to heavy workload, 80.8% of the respondents felt that changes in organizational functioning caused stress in them, 69.2% of the respondents felt that lack of work life balance caused stress in them. Other causes of stress pointed out by the respondents are Unrealistic expectations of the boss, long travelling hours, work overload, bad time management, inadequate compensation, job insecurity, work life imbalance, anxious about future with inflation, bad interpersonal relationship, biased boss/ peers, children's studies, gender biasness, family responsibilities, health, aging parents, manipulative boss, neighbors and acquaintances being judgmental of your work and managing poor infrastructure. However, it can be concluded that a positive attitude, meditation, spending time with loved ones, socializing can reduce stress. Also ignoring what is not in your control and keeping an attitude that everything happens for good will enable to reduce stress.

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