



The effect of workplace stress on employees work-life balance

Dr. Laxmi Upadhyay

Assistant Professor, Department of Education, D.D.M. P.G. College, Firozabad, Uttar Pradesh, India

Abstract

Stress is a biological term which refers to the consequences of the failure of a human animal body to respond appropriately to emotional or physical Threats to the organism whether actual or imagined. There are number of reasons which can cause stress like work environment excessive work load, long working hours etc. To reduce stress, Organizations are introducing work life balance as a part party of their policy. If employees to manage their personal as well as their professional life.

Key words: Stress, employees, anxiety, tension, workplace, threats

Introduction

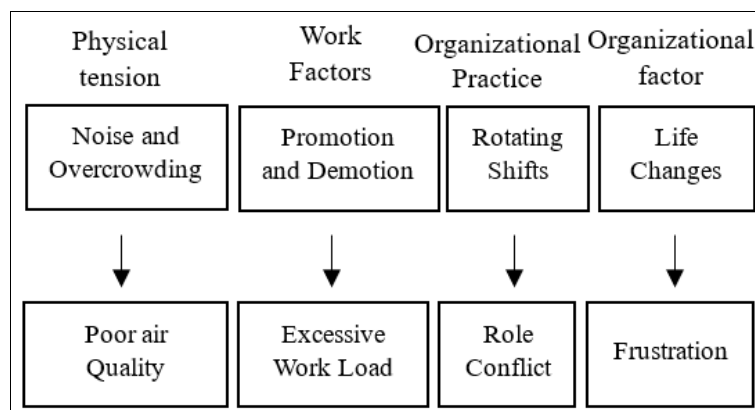
Stress is a feeling of emotional or physical tension. It can come from any event of thought that makes you feel frustrated or nervous. Stress is your body's reaction to a change or demand. In short stress can be positive such as when it help you avoid danger or meet a deadline. It is a normal human reaction that happens to everyone. It is a natural human response that prompts us to address challenges and threats in our lives.

Signs of stress

Stress makes it hard for us to relax and come across Range of emotions including anxiety and responsibility. When stressed we may find difficult to concentrate. We may experience headache or other body pain, an upset stomach or troubles sleeping. Stressful situations can also cause or exhibit mental health conditions. Most commonly anxiety and depression which require access to health care when we suffer from a mental health condition. It may be because,

symptoms of stress have become persistence and have started affecting our daily functioning including our work or school. In today's word stress is an ever-present opportunity just waiting around the corner, no matter to which occupation we belong. The advancement in new technology has resulted in a hectic situation. Stress may be caused by occupational demand.

As per 120 report, Occupational report in the employee has become one of the most important issues of present sanctuary. Higher occupational stress in the employee is increasing day by day all over the world due to higher managerial function and want to achieve them in short time period. Occupational stress is caused when a person is subjected to unusual situation, demanding extreme expectations or pressure that are difficult to handle. Model of cause and consequences of work-related stress. The main factors which lead to job or work stress are as shown in the figure below.



The responsibility load creates severe stress among workers and managers of the individuals. Manager cannot cope with the increasing responsibilities. It may lead to several physical and psychological disorders among them. Stress is a substantial imbalance between the environmental demand and the response.

Management of stress through work life balance

From the above discussion stress affect individual and its performance. There are certain ways which can help to reduce stress like meditation, holidays yoga etc. Every

individual wants achievement enjoyment and satisfaction in everyday life but due to long working hours and disappearance of the boundary line between work and personal life, balance is not maintained.

Seven ways to fight stress

let us look different types of stress management activities you can do to make your work Stress free.

Exercise: Engaging in regular physical exercise is an excellent way to manage your stress. You should aim for at least 30 minutes of exercise 5 times a week.

Utilize mindfulness: Mindfulness and meditation are relaxation techniques that can be practiced anywhere, focus deep breathing promotes self-awareness and can reduce effect of stress and worry.

Therapy and coaching: Professional therapy and coaching can help us develops stress management techniques. Seeking professional also helps us uncover the underline causes of our chronic stress.

Time management: Effective time management is about finding the right work life balance and good time to do positive natural things for ourselves.

Spend time in nature: Spending time in nature can be very therapeutic in addition to fresh air and sunlight. This self-care practice provides an excellent space for us to Slow Down.

Healthy maintaining: Maintaining a nutritious diet ensures that we are getting the right nutrients and enough water to promote our physical and mental health.

Spend time with friends and family: By maintaining our connection with close friends and family we develop a social support network. Spending time with this people is the great method of stress relief. Every individual wants achievement, enjoyment, and satisfaction in everyday life, but due to long working hours and disappearance of the boundary line between the work and personal life. Organizing have Released the need of good practices which can help employees to come out of work life, conflict. Work life balance practices include the following parts. Part type work, Job sharing, leave part time work, flexible working hours, compressed work weeks

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