

Strategies for Mitigating Workplace Stress and Promoting Employee Wellbeing: A Quantitative Investigation

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Abstract

Currently, office stress is a phenomenon that affects a lot of people in firms. The administration must be informed of the cognitive and physical capacities of its workforce before assigning tasks. The operational world's ever-changing requirements could put people under more stress, especially those who currently operate under continual pressure. Even though pressure enhances performance, it can occasionally become excessive and lead to stress, which can negatively impact the workforce. Scientific research journals, practitioner periodicals, and other outlets are increasingly discussing the topics of wellness and good health in the workplace. The primary causes of well-being and sickness, the consequences of poor health and wellness, and common methods for improving wellness and health at work are then discussed. An individual's circumstances at work, whether they be mental, physical, emotional, or social in character, obviously have an impact on them anytime they are there. There is also a "spillover" from these encounters into realms outside of work. Wellness and wellness in the workplace are hot topics in the media, appearing in practitioner-oriented publications and periodicals as well as an expanding number of scientific research journals. The researcher had considered people from different organizations to know the strategies that mitigates workplace stress and promotes employee wellbeing and concludes that it is important to create an environment that allows employees to work each day without feeling stressed.

Keywords: Mitigating Workplace, Stress, Employee well-being, Spill Over, Workforce, Practitioner-Oriented, Mainstream Media.

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Introduction

Since stress at work affects employees' personal, professional, and familial lives, it is becoming a bigger problem for businesses. Stress is the term used to describe the strain or tension people feel at work and in their personal lives. It is recognized as a vital fact that has an impact on the staff's well-being within the company. It affects how staff members operate in the workplace. It significantly affects the motivation and happiness of employees. The productivity of workers and the overall production of the company are both impacted by employee levels of excitement and fear. Stress at work can result in a variety of psychological problems, including wrath, dejection,

anxiety, impatience, and tension. These elements significantly affect how motivated employees are.

Stress affects people in emotional, cognitive, and behavioral ways. Additionally, it is inextricably linked to certain medical conditions, especially coronary heart disease. Any emotion that has been excessively pushed, pulled, squeezed, or agitated by internal as well as external variables needs to be acknowledged. Whether the reasons are positive or unfavorable must be determined. There are many methods and programs that people can use to reduce stress in both their personal and professional lives. For people as well as companies, coping with stress is a crucial concern (Lagrosen & Lagrosen, 2020). The secret to handling stress is realizing that everyone experiences pressure. When organizations are open to employees' stress can be reduced if ideas and chances are developed that allow them to receive guidance and take part in decision-making. Because they spend about a third of each day at work, workers rarely remove the remnants of their work when they leave their workplace. The overlap among unpaid labor and work has grown in popularity as a research topic because it has been realized that a person's private and professional lives are not separate entities instead being interrelated and intertwined domains with reciprocal impacts on each other (Gilchrist et al., 2015). Due to the overwhelming demands, they place on both minds and bodies, stress from ordinary life and work, for example, can have a severe effect on one's mental and physical health.

Urban planning and design for the environment are now more widely acknowledged as having an impact on people's mental health and wellness. There is a rising concern across a variety of professions that well-being in contemporary consumer cultures is "a collateral casualty of modernity," with mental health disorders now recognized as one of the key global threats to public health (Bennett *et al.* 2017). The social model of health is on the rise, and social-ecological perspectives are having an increasing impact on health promotion. This represents a paradigm shift towards a comprehensive understanding of the factors affecting health and well-being that go beyond people themselves, including their environment. Therefore, encouraging employee well-being and reducing stress at work may have a variety of effects, not just on knowledge-sector workers but also on business productivity (Smollan, 2017). No of the size or nature of the organization, stress is an everyday issue that exists there. Organizations implement their stress-reduction techniques to assist workers to relax and get through any challenges they face at work.

Literature Of Review

Solnet *et al.* (2020) said that overall, it was clear that work-related stress had a significant detrimental effect on employees' capacity to perform their duties. Most employees, regardless of age group, think that work-related stress affects their performance. An organization must put forth an effort to reduce and plan measures to help personnel deal with stress related to their jobs. It must acknowledge the potential worth it might have for the company. The leadership

staff is primarily responsible for creating an environment that allows employees to work each day without feeling stressed. The right measures can be taken by management to reduce workplace anxiety, which will improve worker morale and productivity.

Aryan and Kathuria (2017) described that all employers and employees are subject to WHP. Working environments that promote health are essential for maintaining population health, specifically mental and emotional well-being. This study has shown that workplace health promotion is not effective. The supporting organizational culture of a business offers the greatest benefits to individual employees, not just the provision of health programs like a fitness challenge aimed to affect individual behavior change. A change in emphasis is necessary from individual or personal behavior change to a more comprehensive, all-encompassing strategy to positively impact health in the workplace. This comprises a variety of multi-strategy treatments, but management support and integrating WHP into the organizational structure are the most crucial parts.

Page and Vella-Brodrick (2012) illustrated that by Understanding and integrating the studies form by getting closer to a recognized definition and metric for employee engagement, a coherent body of information can be greatly enhanced. Because the measurement of psychological health at work is still in its very early phases of development, conceptualizations, and assessments of private well-being have gotten clearer and more consistent. To improve theoretical understanding and practical application, an empirical study examining the statistical correlations between inquiries and scales designed to gauge both commitment and mental health at work would be beneficial.

Moreno et al., (2020) defined that reduced levels of workplace anxiety should follow managers who put into place practices and policies that improve performance, foster social support, and ease disagreements among professional and private lives. Reducing anxiety in the workplace should enhance employee punctuality, decrease absenteeism, boost productivity, lower employee turnover, reduce the cost of instructing replacement workers for taking sick leave, shorten depressive symptoms, hostility, and brutality, enhance job satisfaction, and improve the company's reputation. Leaders will be able to identify the warning signs and symptoms of stress throughout the workplace if they are familiar with the structures and tenets of the ERI, nervousness, and equity theories. With this understanding, leaders ought to become better able to come up with approaches to address conflicts between work and personal life and provide interpersonal support to lessen workplace stress and boost performance.

Slutsky et al. (2019) said that everyone experiences stress to some degree or another; nobody is immune. While some stress is healthy, excessive stress is unhealthy and leads to numerous illnesses. As countries compete to address the global economic crisis, workplace stress has become a crucial component. It is attempted to explore ways to manage risk at work because stress

increases risk in the workplace. Globally, the stress in the teaching profession is rising in the twenty-first century, which will have a detrimental impact on the education industry. Governments and social groups, therefore, need to be aware of the need to lessen stress in those who teach.

Foy *et al.* (2019) said demonstrated both positive and negative mental health were indirectly impacted by burnout. The advantageous psychology theory postulates that personality qualities like optimism may be essential in minimizing the negative impacts of stress on mental well-being. Although it did not successfully attenuate the association between job-related stress and emotional well-being in the current investigation, the link between burnout and stressful circumstances did. This suggests that those with optimistic outlooks on life might have been more likely to perceive stress as a dynamic threat, which would inhibit their ability to cope psychologically with weariness. Due to the cultural differences between each group of people, there were pronounced differences between the personnel from the two nations in terms of how stress affected or was managed.

Robertson and Cooper (2010) concluded that as technology develops, it puts more of a burden on humans to learn new skills. Employees that are depressed experience exhaustion, bodily discomfort, mental stress, and a loss in performance, which might increase absenteeism. It has previously been shown by numerous research that there is a significant link between psychological well-being and job performance. The results of the research show that there are differences in employee well-being between men and women working for IT organizations, but that employee well-being is unaffected by age. Employee happiness is influenced by interpersonal warmth, how management interacts with them, level of motivation, self-assurance, and aspiration. Working conditions must be healthy for a healthier professional life.

Dickson-Swift *et al.* (2014) highlighted that historical ideas of mental and bodily equilibrium serve as the foundation for wellness as a personal and social ideal. "A state of total mental, social, and physical health and not merely having no signs of disease or infirmity" is how it has been described. However, in reality, civilizations are becoming more and more defined by a wellness deficiency that can be linked to a high-stress, low-activity, and socially isolated way of living. Recent investigations have, however, noted two important problems with these programs.

Objective:

To measure strategies that mitigates workplace stress and promotes employee wellbeing.

Methodology:

In this study people from different organizations to know the strategies that mitigates workplace stress and promotes employee wellbeing were considered for data collection. The survey was

conducted with the help of a questionnaire. The researcher had collected the primary data through random sampling method and was analyzed by statistical tool called mean.

FINDINGS

Table 1 Strategies that mitigates workplace stress and promotes employee wellbeing

S. No.	Statements	Mean Value
1.	To create an environment that allows employees to work each day without feeling stressed	3.71
2.	Measures can be taken by management to reduce workplace anxiety and improve worker morale and productivity	3.84
3.	Support organizational culture of a business offers the greatest benefits to individual employees	3.69
4.	Reduce anxiety in the workplace that also enhance employee punctuality, decrease absenteeism and boost productivity	3.76
5.	Address conflicts between work and personal life and provide interpersonal support to lessen workplace stress	3.60
6.	Seminars on workplace burnout, and celebrations to manage stress and promotes employee wellbeing	3.80

Table 1 shows different strategies that mitigates workplace stress and promotes employee wellbeing. The respondent says that measures can be taken by management to reduce workplace anxiety and improve worker morale and productivity with mean value 3.84, Seminars on workplace burnout, and celebrations to manage stress and promotes employee wellbeing with mean value 3.80 and Reduce anxiety in the workplace that also enhance employee punctuality, decrease absenteeism and boost productivity with mean value 3.76. The respondent also says that it is important to create an environment that allows employees to work each day without feeling stressed with mean value 3.71, Support organizational culture of a business offers the greatest benefits to individual employees with mean value 3.69 and address conflicts between work and personal life and provide interpersonal support to lessen workplace stress with mean value 3.60.

Conclusion

The study presents perspectives on how stressful work environments affect employees' productivity while taking into account factors like stressful program measures, training, and development. The conclusion for those making decisions is that people's performance in private firms is frequently impacted by their ability to manage stress. It's crucial to evaluate how the factors under investigation impact organizational performance and to provide remedies. Given

that stress reduction techniques have a positive and considerable impact on employees' productivity, managers ought to pay greater attention to them. A supportive environment at work, meditation and yoga sessions, strong working relationships, seminars on workplace burnout, and celebrations are a few examples of stress management approaches employed at the executive level. However, the most popular techniques are holiday cheer, stress-reduction workshops, yoga, and meditation.

The study was conducted to know the strategies that mitigates workplace stress and promotes employee wellbeing and found that measures can be taken by management to reduce workplace anxiety and improve worker morale and productivity, Seminars on workplace burnout, and celebrations to manage stress and promotes employee wellbeing and Reduce anxiety in the workplace that also enhance employee punctuality, decrease absenteeism and boost productivity.

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