



ASSESSING WORKPLACE STRESS AND COPING MECHANISMS AMONG WORKING EMPLOYEES: A COMPREHENSIVE STUDY

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Abstract

Stress at work is now a big problem that affects the health, productivity, and happiness of employees in modern businesses. The current study is to evaluate the extent of workplace stress and the coping strategies employed by employees. A descriptive study approach was employed, and primary data were gathered from 200 respondents via a standardized questionnaire. The results show that a lot of people are moderately to very stressed out, mostly because they have too much work to do, work too long, and don't have a good work-life balance. The research also points out several basic ways to deal with stress, such working out, managing your schedule, meditating, and getting help from friends and family. The findings underscore the significance of organizational assistance, such as flexible working hours and stress management initiatives, in alleviating employee stress. The study finds that good ways to deal with stress are important for making employees happier and more productive at work.

Keywords: Workplace Stress, Coping Mechanisms, Employee Well-being, Stress Management, Organizational Support.

1. INTRODUCTION

In today's competitive workplace, employees often face a lot of stressors that might make them feel stressed at work. Stress levels among working people have gone up a lot because of quick developments in technology, heavier workloads, tight deadlines, and high performance expectations. When the duties of a job are too much for an individual to handle, they become stressed at work. A certain amount of stress can help individuals do better at work, but too much stress for too long can hurt their physical health, mental health, and overall job performance. Organizations are becoming more worried about stress at work since it affects not only individual employees but also productivity, job happiness, and relationships at work. A lot of work, long hours, not enough time for family and friends, job uncertainty, and not enough support from management are all prevalent causes of stress at work. If you don't handle these stressors well, they might cause difficulties including exhaustion, worry, trouble sleeping, trouble concentrating, and less productivity at work.

To deal with stress at work, employees often use different ways to cope. These may include things like working out, managing your time, meditating, getting help from friends and family, and doing fun things. Organizations also have a big part to play in helping employees by offering stress management programs, flexible work hours, counseling services, and a safe place to work.

To create successful stress management methods, it's necessary to know how stressed out employees are and how they deal with it. Consequently, this study seeks to evaluate occupational stress and the coping strategies employed by employees. The study's results will assist determine the main sources of stress and give organizations and employees ideas for how to improve mental health, well-being, and productivity at work.

2. LITERATURE REVIEW

Li et al. (2017) examined the correlation between occupational stress, coping mechanisms, and job performance in nursing professionals. The study found that high levels of stress at work hurt job performance, but using positive coping skills can lessen the bad impacts of stress and boost employee performance.

Bartlett et al. (2018) examined mindfulness-based stress reduction initiatives in professional settings. The study discovered that mindfulness techniques and meditation substantially diminish stress levels while enhancing employees' psychological well-being and work engagement.



Sathyanarayana and colleagues (2020) looked into how employees in the service industry deal with stress at work and how they deal with it. The research indicated that stress levels differ according to age, gender, and organizational role, with employees employing coping strategies such as problem-solving, social support, and relaxation techniques to manage workplace stress.

Aras et.al., (2023) looked into how bank employees' coping mechanisms affect their work-life balance. The results showed that problem-focused and emotion-focused coping strategies greatly improve work-life balance and help people deal with workplace stress in a good way.

Dannheim et al., (2023) Investigated work-related stressors and coping mechanisms among leaders in small and medium-sized firms. The study emphasized that organizational support, leadership behaviors, and healthy workplace regulations are crucial for alleviating employee stress and enhancing well-being.

Rani (2024) performed a thorough review about job stress and coping mechanisms. The study found that stress is mostly caused by quick changes in technology, excessive workloads, and pressure from the business. To deal with stress, employees adopt coping strategies like time management, social support, and relaxation techniques.

3. METHODOLOGY

3.1. Research Design

The current study employs a descriptive research approach to evaluate workplace stress and coping strategies among employed individuals. This design aids in recognizing stressors, quantifying stress levels, and comprehending the techniques employed by employees to mitigate stress in the workplace.

3.2. Data Collection

This study included both primary and secondary data.

A systematic questionnaire was used to collect primary data from working personnel. The questionnaire had inquiries regarding the origins of workplace stress, stress intensity, and coping strategies.

We got secondary data from research publications, books, journals, and websites that talked about stress at work and how to deal with it.

3.3. Sample Size

The study was conducted with a sample size of 200 working employees selected from different organizations.

3.4. Sampling Technique

A convenience sampling method was used to select respondents based on their availability and willingness to participate in the study.

3.5. Data Analysis Tools

The collected data were analyzed using statistical tools such as frequency, percentage analysis, and tables to interpret the responses and understand patterns related to workplace stress and coping mechanisms.

3.6. Scope of the Study

The study focuses on working employees and examines the factors causing workplace stress and the coping strategies adopted to manage it.

4. DATA ANALYSIS

Table 1: Level of Workplace Stress Among Employees

Stress Level	Frequency (f)	Percentage (%)
Very High	40	20
High	70	35
Moderate	55	27.5
Low	25	12.5
Very Low	10	5
Total	200	100

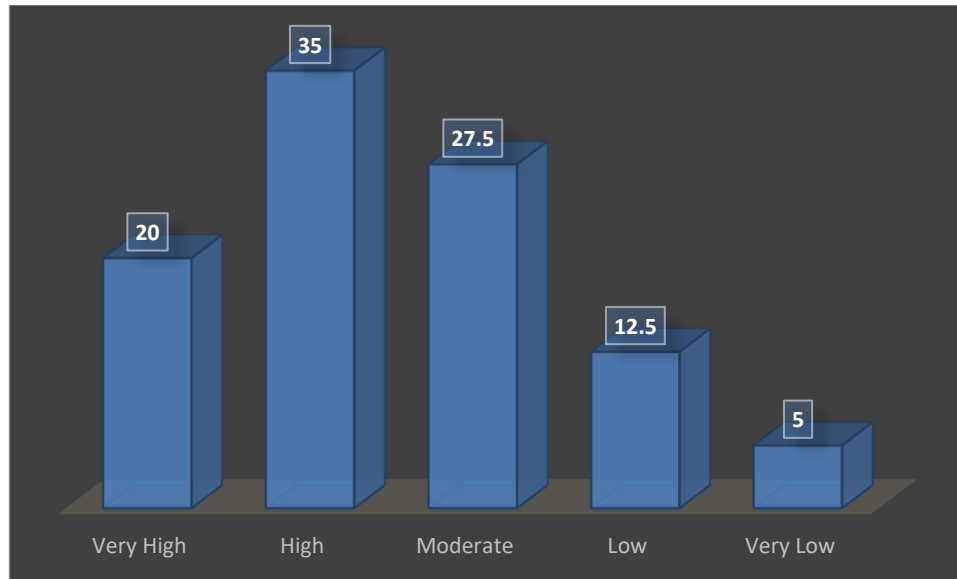


Figure 1: Level of Workplace Stress Among Employees

The table above demonstrates how much stress employees are under at work. Out of the 200 people who answered, 70 (35%) said they were very stressed, which is the most. Also, 40 employees (20%) said that they are really stressed at work. A significant portion of employees, 55 respondents (27.5%), indicated a moderate level of stress, implying that stress is a prevalent concern in the workplace. Conversely, 25 employees (12.5%) reported a low degree of stress, and just 10 employees (5%) indicated a very low level of stress. In general, the results show that most people have moderate to high levels of stress at work, which shows that businesses need to have good ways to deal with stress.

Table 2: Major Causes of Workplace Stress

Cause of Stress	Frequency (f)	Percentage (%)
Heavy Workload	60	30
Long Working Hours	45	22.5
Job Insecurity	30	15
Lack of Work-Life Balance	40	20
Poor Management Support	25	12.5
Total	200	100

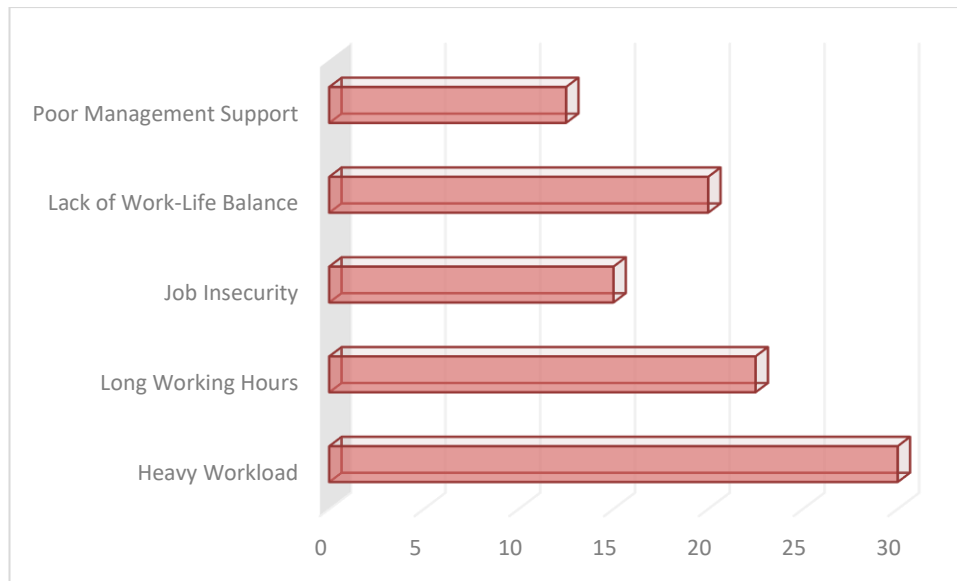


Figure 2: Major Causes of Workplace Stress

The table above shows the main things that induce stress at work for employees. Of the 200 people who answered, 60 (30%) said that a hard workload was the main cause of stress, making it the most important reason. Forty-five people (22.5%) said they worked long hours, which shows that long work hours can potentially be a major source of stress. Also, 40 employees (20%) said that not having a good work-life balance is a big cause of their stress at work. Thirty people (15%) said they were worried about losing their jobs, which shows that not knowing if their jobs are stable also affects their mental health. Lastly, 25 employees (12.5%) said that bad management support was a source of stress at work. The results show that workload and working circumstances are key causes of stress for workers. This highlights the need for better workload management and regulations that help workers.

Table 3: Physical and Psychological Effects of Workplace Stress

Effect	Frequency (f)	Percentage (%)
Fatigue	55	27.5
Anxiety	50	25
Headache	40	20
Sleep Problems	35	17.5
Lack of Concentration	20	10
Total	200	100

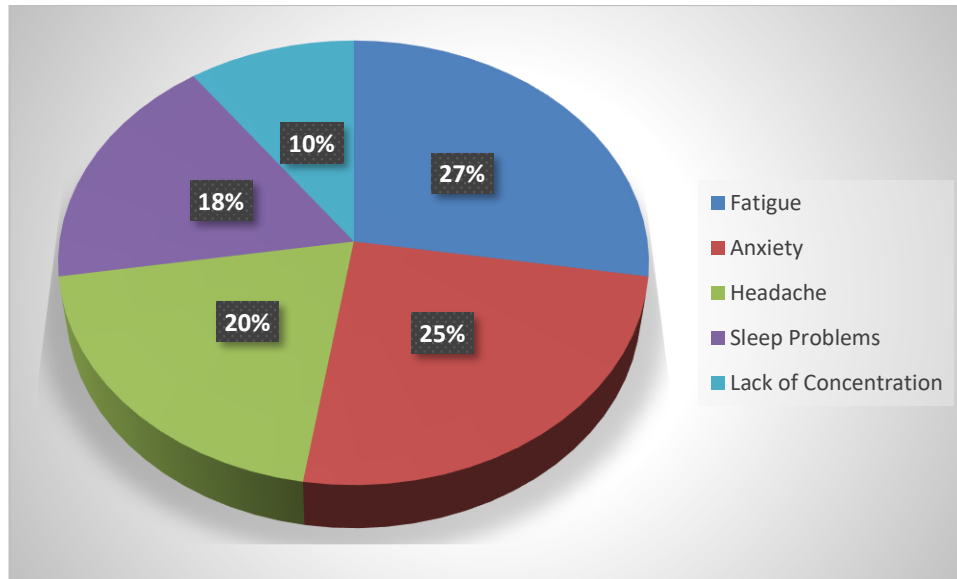


Figure 3: Physical and Psychological Effects of Workplace Stress

The table above shows how stress at work affects employees both physically and mentally. Of the 200 people who answered, 55 (27.5%) said that weariness was the most common result of stress at work. Fifty respondents (25%) reported experiencing anxiety, demonstrating that stress has a considerable impact on employees' mental health. Also, 40 employees (20%) said they had headaches, which shows how stress can affect the body. Thirty-five of the people who answered (17.5%) said they had trouble sleeping, which shows that stress at work can also affect how well people sleep. Lastly, 20 employees (10%) said that stress at work makes it hard for them to focus. The results show that stress at work can have both physical and mental effects on employees, which can hurt their health, happiness, and work performance.

Table 4: Coping Mechanisms Used by Employees

Coping Strategy	Frequency (f)	Percentage (%)
Physical Exercise	45	22.5
Time Management	40	20
Talking with Friends/Family	50	25
Meditation/Yoga	35	17.5
Hobbies and Recreation	30	15
Total	200	100

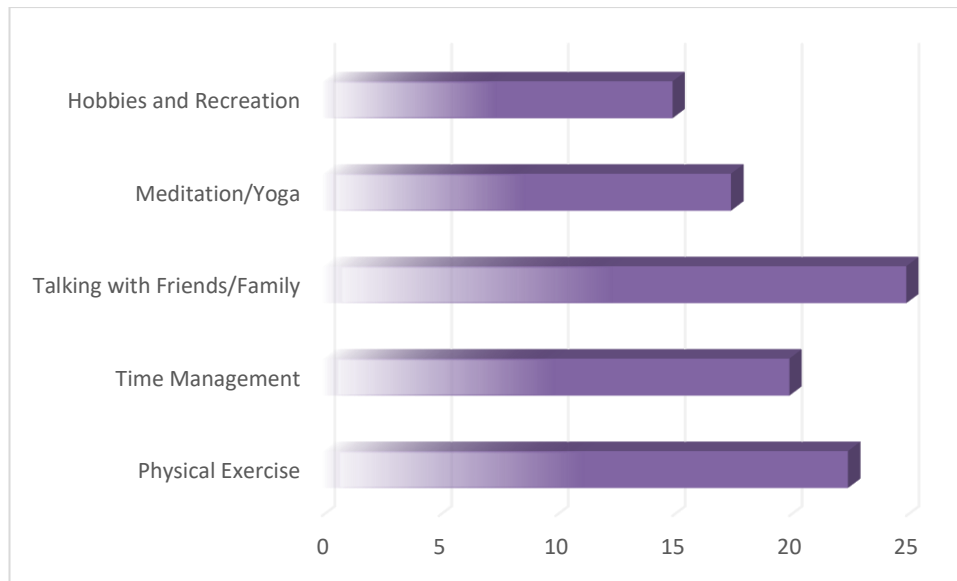


Figure 4: Coping Mechanisms

The table above shows how employees deal with stress at work. Of the 200 people who answered, 50 (25%) said that talking to friends or family is the best way to deal with stress. 45 people (22.5%) said they did physical exercise, which shows that a lot of employees use physical activities to relieve stress. Twenty percent of the employees (40) employed time management, which suggests that arranging work duties well can help reduce stress. Also, 35 people (17.5%) said they did yoga or meditation to keep their minds clear and lower their stress levels. Lastly, 30 employees (15%) said they dealt with stress at work by doing hobbies and other fun things. In general, the results show that workers use a mix of personal and social measures to deal with stress and stay healthy.

Table 5: Organizational Support for Stress Management

Organizational Support	Frequency (f)	Percentage (%)
Stress Management Programs	45	22.5
Flexible Working Hours	50	25
Counselling Services	35	17.5
Recreational Activities	40	20
No Support	30	15
Total	200	100

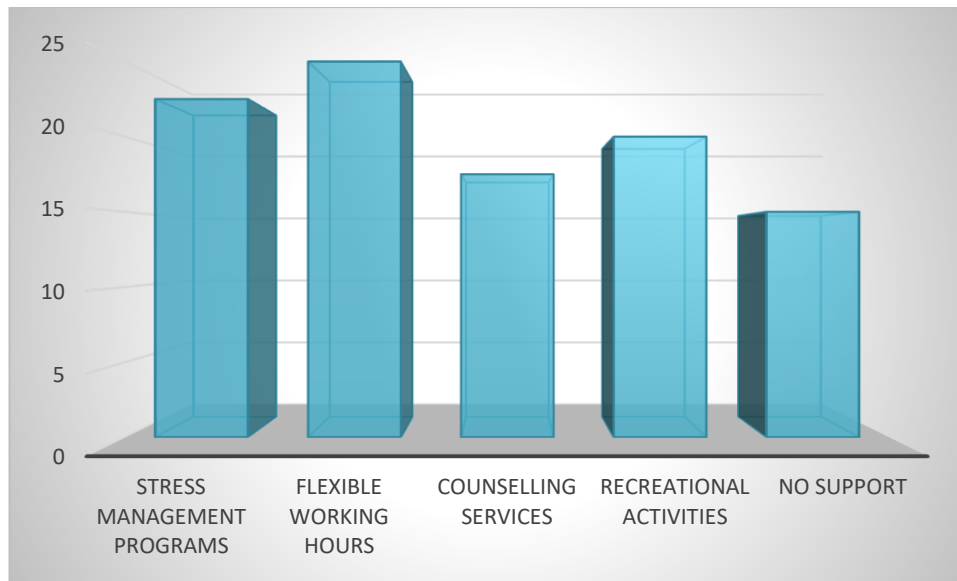


Figure 5: Organizational Support for Stress Management

The table above indicates how the organization helps employees deal with stress. Out of the 200 people who answered, 50 (25%) said that their companies offer flexible working hours, which is the most prevalent type of support. Forty-five respondents (22.5%) said they have stress management programs, which means that some companies actively offer programs to help workers deal with stress at work. Forty employees (20%) had access to recreational activities, which suggests that companies also promote relaxation and teamwork to help employees deal with stress. Also, 35 people (17.5%) said that their companies offer counselling services. Nevertheless, 30 employees (15%) indicated that they do not receive organizational support for managing job stress. Overall, the results show that although though many companies offer different kinds of services to help employees deal with stress, a significant number of employees still do not get enough help from their employers.

5. CONCLUSION

The current study investigated the extent of workplace stress and the coping strategies employed by employees. The results show that a large number of workers had moderate to high levels of stress at work, mostly because of things like a lot of work to do, long hours, and not being able to combine work and life. These stressors not only lower employees' productivity, but they also make them tired, anxious, give them headaches, and make it hard for them to sleep.

The study also found that employees use different ways to deal with stress, such as chatting to friends or family, exercising, managing their time, meditating, or doing fun things. Some companies also offer helpful things like flexible hours, stress management programs, counseling services, and fun activities to assist employees deal with stress at work.

The study shows how important it is to have good ways to deal with stress at work. To improve employees' health and the overall success of the business, companies should focus on making the workplace healthy, cutting down on too much work, encouraging a work-life balance, and providing good support systems.

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