



IMPACT OF OCCUPATIONAL STRESS ON MENTAL HEALTH AND WELL-BEING: A STUDY OF WORKING PROFESSIONALS

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Abstract

Occupational stress has become a common issue in modern workplaces, basically affecting employees' mental health and overall personality. This paper adopts a theoretical approach to examine the nature, sources, and consequences of workplace stress. This study examined the impact of occupational stress on psychological health, including anxiety, depression, and burnout among working professionals. This research highlights main stressors such as workload, role conflict, job insecurity, and lack of organizational support etc. The paper also explores helping as a mechanism and suggests strategies for stress management. The findings of the study indicate a strong relationship between occupational stress and decaying mental health, emphasizing the need for organizational to promote employee well-being and increasing productivity. The findings of study is supportive work environment and proactive strategies to manage stress effectively.

Keywords

Occupational Stress, Mental Health, Well-being, Burnout, Job Satisfaction, Coping Strategies

1. Introduction

In the modern work environment, occupational stress has emerged as a significant concern affecting employees across various sectors. Rapid growth of technological advancements, increased workload, pressure, job insecurity, and changing organizational structures have increase rapid stress levels among professionals. Occupational stress refers to the harmful physical and emotional responses that occur when job demands do not match the worker's capabilities, resources, or needs.

Mental health, an essential component of overall well-being, is mainly influenced by workplace conditions. Long-term stress can cause the psychological disorders like anxiety, depression, and exhaustion, ultimately affecting both individual performance and organizational productivity also. The theoretical frame work of stress can be understood with the help of General Adaptation Syndrome, which explains in detailed

how individuals respond to prolonged stress through stages of alarm or fight or flight, resistance or cope, and exhaustion or fatigue.

This study find out the relationship between occupational stress and mental health, emphasizing the need for effective stress management strategies for professionals.

2. Review of Literature

Lot of studies have highlighted the injurious effects of occupational stress on mental health. Most of the Researches indicates that excessive workload and lack of independency significantly increase the stress level of professionals. Teachers, healthcare workers, and corporate employees often experience high stress due to role overload and performance pressure.

Lazarus and Folkman (1984) made stress easy to understand by saying that it comes when a person thinks that the demands of a situation are too much for them to handle. It all relies on how a person thinks about and handles tough situations.



Selye (1956) also established that stress had physical effects on our bodies, which was the start of later study on stress. Researchers have been looking into burnout more recently. This happens when someone has a lot of stress at work for a long time. It means feeling cognitively and emotionally drained, losing touch with other people, and thinking you're not getting anything done. There is still not enough clear information regarding what makes people stressed at work and what coping mechanisms work best in different kinds of businesses.

3. Theoretical Background

This study is based on key psychological theories that explain occupational stress:

- **Transactional Model of Stress (Lazarus & Folkman):** This model determined that stress arises from the interaction between an individual and their environment. It depends on how a person evaluates a situation and their ability to cope with it. According to the conclusion of this theory stress is not a direct result of the event, but a dynamic interaction between a person and their environment.
- **General Adaptation Syndrome (Selye):** This theory explains the human body's response to stress in three stages: alarm, resistance, and exhaustion. Prolonged stress can lead to burnout and health problems. This theory concludes that the body has a limited adaptation energy to maintain stress. This theory conclude that while the body is designed to adopt to short-term stress, prolonged exposure to stressors depletes materialistic sources, leading to exhaustion and diseases of adaptation.
- **Job Demand-Control Model (Karasek):** According to this model, stress increases when job demands are high and control over work is low. These

frameworks help in understanding how occupational stress develops and affects mental health. The result of this theory high-strain jobs characterized by high demands and low control cause the most stress, illness and burnout.

4. Why job could make you feel stressed

- **Workload:** There is a lot to do in a short amount of time, and there are generally deadlines.
- **Role Conflict:** People who are in role conflict don't know what their duties are or when they need to meet the needs of multiple employment.
- **Job Insecurity:** Job insecurity is the fear that you might lose your job or not know what will happen next.
- **Lack of Organizational Support:** The company isn't giving enough help: When the boss isn't helpful or there aren't enough tools to do the job right.
- **Work-Life Imbalance:** When work starts to take over your life, you have an imbalance between work and life.

5. Impact on Mental Health and Well-being

Occupational stress has significant effects on mental health:

- **Anxiety and Depression:** Continuous stress can lead to emotional distress
- **Burnout:** Chronic stress results in exhaustion and reduced motivation
- **Decreased Job Satisfaction:** Employees feel less engaged and motivated
- **Reduced Productivity:** Stress affects concentration and performance
- **Physical Health Issues:** Headaches, fatigue, and sleep disturbances

Overall, prolonged stress lowers the quality of life and well-being of professionals.

6. Coping Strategies and Stress Management

Managing occupational stress requires both individual and organizational efforts:



Individual Strategies:

- Time management and prioritization
- Mindfulness and relaxation techniques
- Physical exercise and healthy lifestyle
- Seeking social and emotional support

Organizational Strategies:

- Creating a supportive work environment
- Providing counseling and wellness programs
- Promoting work-life balance
- Encouraging open communication

Effective stress management improves both mental health and productivity.

7. Discussion

The theoretical research indicates that occupational stress is a manifold phenomenon shaped by several circumstances. It has an effect on both the well-being of individuals and the results of organizations. To deal with stress, you need to take a comprehensive approach that includes both preventative and corrective steps. Organizations are very important for lowering stress because they encourage their employees and provide a healthy work environment. At the same time, people need to learn how to deal with stress in a healthy way.

8. Conclusion

Occupational stress is a growing a serious concern in today's professional world, with clear effects on professional's mental health and well-being. The theoretical study highlights the major sources and consequences of stress and emphasizes the Importance of effective coping mechanisms. There is a need for greater awareness and dynamic measures at both individual and organizational levels. Creating a balanced and supportive work environment can help in reducing stress level and enhancing overall well-being of professionals.

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