

INDUSTRIAL PSYCHOLOGY 18BPS61C UNIT -3

STRESS IN WORKPLACE

OCCUPATIONAL HEALTH PSYCHOLOGY

Occupational health psychology concerns the application of **psychology** to improving the quality of work life and to protecting and promoting the safety, **health**, and well-being of **workers**. The Journal has a threefold focus on the work environment, the individual, and the work–family interface.

What is the scope of occupational health and safety?

The **scope of occupational health and safety** has evolved gradually and broadly encompasses: Promoting and maintaining overall wellbeing of workers in all occupations. Preventing **occupational health** hazards among the workers. Protecting workers from risks associated with their **occupation**

What is the main focus of occupational health?

"The **main focus in occupational health** is on three different objectives: (i) the maintenance and promotion of workers' **health** and working capacity; (ii) the improvement of working environment and work to become conducive to safety and **health** and (iii) development of work organizations and working culture

What services does Occupational Health provide?

Occupational health is a type of medical **service** for: supporting employees and employers. helping wellbeing in the **workplace**.

...

WWhat are the objectives of occupational health?

The objective of occupational health care is a healthy and safe working environment, a well-functioning working community, prevention of work-related diseases as well as the maintenance of employees' working ability and functional capacity, and **promotion** of their health.

hat happens in an occupational health assessment

- their **health** problem.
- any treatment they're having.

- any concerns they have about returning to work.

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What are the 6 types of hazards in the workplace?

The six main categories of hazards are:

- **Biological.** **Biological hazards** include viruses, bacteria, insects, animals, etc., that can cause adverse health impacts. ...
- **Chemical.** **Chemical hazards** are hazardous substances that can cause harm. ...
- **Physical.** ...
- **Safety.** ...
- **Ergonomic.** ...
- **Psychosocial.**

What does occupational health do for employees?

Occupational health teams keep people well at work – physically and mentally. **Occupational health** services will help keep your **employees** healthy and safe whilst in work and manage any risks in the workplace that are likely to give rise to work-related ill **health**.

Can occupational health overrule your doctor?

The Government has indicated that employers may, in principle, be able to **overrule a** GP's advice in **a** fit note as to whether or not **a** person is potentially fit to return to work

Can occupational health make me go back to work?

Your employer **can get occupational health** workers to help you **create a back-to-work** plan. This plan **can** detail your condition and the type of support you may need to **return**.

What causes stress in the workplace?

There is no one cause of stress in the workplace. Every worker is an individual with their professional and personal lives bringing different factors that may influence their reactions to conditions in the workplace. However, there are factors within workplaces that have been shown to influence feelings of stress in the workplace. Some examples include:

Categories of Job Stressors	Examples of Sources of Stress
Task Design	<ul style="list-style-type: none"> • workload (overload and underload) • pace / variety / meaningfulness of work • adequate time to complete a task • autonomy (e.g., the ability to make your own decisions about our own job or about specific tasks) • shiftwork / hours of work • skills / abilities do not match job demands • lack of training and/or preparation (technical and social) • lack of appreciation • isolation at the workplace (emotional or working alone)
Role in the organization	<ul style="list-style-type: none"> • role conflict (conflicting job demands, too many roles, multiple supervisors/managers) • uncertain job expectations/role ambiguity (lack of clarity about responsibilities, expectations, etc.) • level of responsibility
Career development	<ul style="list-style-type: none"> • under/over-promotion • job security/insecurity (fear of redundancy either from economy, or a lack of tasks or work to do) • lack of career development opportunities, growth, or advancement • overall job satisfaction
Relationships at work (Interpersonal)	<ul style="list-style-type: none"> • supervisors (conflicts or lack of support) • coworkers (conflicts or lack of support) • threat of violence, harassment, etc. (threats to personal safety) • lack of trust • lack of systems in workplace available to report and deal with unacceptable behaviour • prejudice or discrimination
Organizational structure/ climate/ management style	<ul style="list-style-type: none"> • participation (or non-participation) in decision-making • communication patterns (poor communication / information flow)

	<ul style="list-style-type: none"> • little recognition for good job performance • lack of systems in workplace available to respond to concerns • not engaging employees when undergoing organizational change • lack of perceived fairness (who gets what when, and the processes through which decisions are made). Feelings of unfairness magnify the effects of perceived stress on health • lack of support (such as family-friendly policies, employee assistance programs, etc.)
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What are the signs of stress in the workplace?

What are the signs and symptoms of work related stress?

- Insomnia leading to **tiredness**.
- **Irritability** or outbursts of anger.
- Low mood.
- Consuming too much caffeine or alcohol.
- Low productivity accompanied by feelings of low achievement.
- Regular absence and a higher **sickness** rate.
- Being accident-prone.
- Being cynical and defensive.

What are five causes of stress in the workplace?

Some of the factors that commonly cause work-related stress include:

- Long hours.
- Heavy workload.
- Changes within the organisation.
- Tight deadlines.
- Changes to duties.
- Job insecurity.
- Lack of autonomy.
- Boring work.

What is workplace stress?

Workplace stress then is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting these demands.

What are 5 emotional signs of stress?

Some of the psychological and emotional signs that you're stressed out include:

- **Depression or anxiety.**
- Anger, **irritability**, or restlessness.
- Feeling overwhelmed, unmotivated, or unfocused.
- Trouble **sleeping** or **sleeping** too much.
- Racing thoughts or constant worry.
- Problems with your memory or concentration.
- Making bad decisions.

What are the effects of work related stress?

Effects on the organisation may include:

- High absenteeism.
- High labour turnover.
- Poor time keeping.
- Poor performance and productivity.
- Low morale.
- Poor motivation.
- Increased employee complaints.
- Increased ill-health, accidents and incidents reports.

What are the four major types of stress?

The Four Common Types of Stress

- Time **stress**.
- Anticipatory **stress**.
- Situational **stress**.
- Encounter **stress**.

Why are employees stressed at work?

Some common causes of **stress in the workplace** include: High workloads - excessive amounts of **work** and unrealistic deadlines making people feel rushed, under pressure and overwhelmed. Insufficient workloads - this makes people feel that their skills are being underused.

What are the warning signs and symptoms of emotional stress?

- Heaviness in your chest, increased heart rate or chest pain.
- Shoulder, neck or back pain; general body **aches and pains**.
- Headaches.
- Grinding your teeth or clenching your jaw.
- Shortness of breath.
- **Dizziness**.
- Feeling tired, anxious, depressed.

How do you handle stress and pressure at work?

10 Ways to Show Your Ability to Handle Pressure at Work

1. Remain calm, always. Maintain a calm demeanor no matter what happens. ...
2. Stay focused on what needs to be accomplished. ...
3. Help others to get through their taxing day. ...
4. Sidestep the drama and stay positive. ...
5. Get help if you need it. ...
6. Steer clear of too much caffeine. ...
7. Take your breaks. ...
8. Utilize your vacation time wisely.

Does stress affect work performance?

Stress contributes to decreased organizational **performance**, decreased **employee** overall **performance**, high error rate and poor quality of **work**, high staff turnover, and absenteeism due to health problems such as anxiety, emotional disorder; **work** life imbalance; depression and other forms of ailments such as frequent

Does stress affect productivity?

Stress can have a significant impact on your physical and mental well-being, which may ultimately **affect** your **productivity**. ... The lack of physical and mental energy can prevent you from doing your best, which will have a significant impact on **productivity**.

How do you deal with stress and pressure?

1. **Stress** is very important to me. ...
2. I react to situations, rather than to **stress**. ...
3. I actually work better under **pressure** and I've found that I enjoy working in a challenging environment.
4. From a personal perspective, I manage **stress** by visiting the gym every evening.

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What are the 4 types of family conflict?

Here are 7 of the most common issues we have seen family members argue over.

- Money. Money is a big one, of course. ...

- **Family Business.** ...
- In-Law Related **Conflict.** ...
- **Conflict Over Family Events.** ...
- Sibling **Conflict Over Care of Elderly Parent.** ...
- Stepparent-Stepchild **Conflict.** ...
- Divorced Parents **Conflict Over Care & Discipline of Children**

How might family conflicts differ from coworker conflicts?

Coworker conflicts are more intense because of the constant contact.
 b. **Coworker conflicts** last longer because there are several levels to address in a working relationship. ... **Family conflicts** are more intense due to the importance of **family bonds**

How do you handle family conflict?

How to Minimize Work-Family Conflict

1. Schedule flexibility. As workers feel they are often being pulled in multiple directions, it can be difficult for them to fit all of their **job** and personal responsibilities in. ...
2. Adequate support. ...
3. Proper training. ...
4. Company culture.

What are the 4 causes of family conflict?

Not having What are examples of external conflict?

External Conflict Examples

- Man vs. Man-the character is in **conflict** with another person in the story.
- Man vs. Society-the character faces **conflict** due to **some** type of societal norm that is in **conflict** with his/her beliefs or actions.
- Man vs. Nature-the character faces trials due to natural forces.

Not having money for basic necessities like food, clothing, shelter, medicine creates **conflicts in family.** ... Harsh attitude of parents and excessive punishment to children can cause **family conflicts.** Relatives, neighbours, friends and in-laws can create misunderstanding between **family** members

What are the consequences of stress?

What are the consequences of long-term stress?

- Mental health problems, such as depression, anxiety, and personality disorders.
- Cardiovascular disease, including heart disease, high blood pressure, abnormal heart rhythms, heart attacks, and stroke.
- Obesity and other eating disorders.
- Menstrual problems.

What are the negative effects of stress in the workplace positive effects?

- Difficulty making decisions.
- Increased frustration.
- Reduced work efficiency or productivity.
- Excessive defensiveness.
- Problems communicating.
- Constant fatigue.
- Weight gain.
- Increased smoking, alcohol, or drug use.

What are the primary causes and consequences of stress in organizations?

Weak management, harassment, bullying, unsafe working conditions, excessive or insufficient workload and team conflicts are just a few to mention. If left unaddressed, these issues can affect employees' personal and professional lives as well as their mental and physical well-being.

What are the consequences of stress on individual and organization?

It has two effects, **individual and organizational**. **Individual consequences of stress** are physical, psychological and behavioral in nature and the **organizational** effect of **stress** is all of the **individual** plus decrease efficiency, absenteeism and presenteeism among others.

Does stress affect productivity?

Stress can have a significant impact on your physical and mental well-being, which may ultimately **affect** your **productivity**. ... The lack of physical and mental energy can prevent you from doing your best, which will have a significant impact on **productivity**.

What is Organisational stress?

Organizational stressors such as work overload, role conflict, under-promotion and level of participation interact with individual factors such as personality and family problems to create mental and physical ill health in employees

What's Making You So Stressed?

At first glance, it might seem pretty obvious why the workplace is making you so stressed out – it's work! However, there are very specific triggers for the kind of stress you're experiencing at the office. In a StressPulse survey by EAP provider ComPsych, workers listed the following reasons as their main causes for stress

What are some positive effects of stress?

How Some Stress Can Actually Be Good for You

- **Stress** enhances motivation. ...
- **Stress** can build resilience and encourage growth. ...
- **Stress** can promote bonding. ...
- **Stress** is part of a meaningful life

What are examples of positive stress?

Examples of positive personal stressors include:

- Receiving a **promotion** or raise at work.
- Starting a new job.

- Marriage.
- Buying a home.
- Having a child.
- Moving.
- Taking a vacation.
- Holiday seasons.

Can stress make you stronger?

Stanford psychologist Kelly McGonigal talks about new research indicating that **stress can make us stronger**, smarter and happier – if we learn how to open our minds to it. Stanford psychologist Kelly McGonigal says that viewing **stress** more positively seems to encourage people to cope in ways that help **them** thrive

What happens to the body during stress?

- Physical symptoms of stress include:
- Aches and pains.
- **Chest pain** or a feeling like your heart is racing.
- Exhaustion or trouble sleeping.
- **Headaches**, dizziness or shaking.
- High blood pressure.
- Muscle tension or jaw clenching.
- Stomach or digestive problems.

How Can Employers Reduce Stress in the Workplace?

There are several stress management techniques that can work for your business. View a few of the ideas below.

ADDRESS KNOWN ISSUES

For starters, if you know there's an issue that's creating stress, find a way to fix it. This isn't always easy, but it's important. If you don't do what you can to give your employees a healthy,

low-stress work environment, you're going to suffer from low productivity and will be training new employees sooner than later.

TRAINING PROGRAMS

Being trained to implement is a strategic place to start, and it also helps you and your organization prioritize stress management as an ongoing initiative. WELCOA offers advanced training courses, such as Jim Porter's "[Stress Prevention in Six Steps](#)" to equip leadership and individuals at your company with effective stress management strategies.

WELLNESS PROGRAMS & INITIATIVES

Wellness programs have countless benefits for businesses. One of the benefits is reduced stress around the office. Our stress incentive campaign, [In Tune: Take Charge Of Your Stress](#), is a campaign designed to help individuals respond to common stressors, such as work deadlines or traffic congestion that are always going to be part of life.

Stress-related programs aren't the only way to help relieve stress around the office, though. Exercise is proven to help reduce stress, so a health initiative like [On the Move](#) is a great way to help employees start making healthier decisions that can reduce stress.