

Chapter 7

Practices, Challenges, and Deterrents in Workplace Wellbeing: Managing Stress at Workplace

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ABSTRACT

Workplace well-being can be regarded as any combination of healthy workplace features that are involved in encouraging the healthy support at workplace, improve employee satisfaction, improve employee health as well as having an enthusiastic work culture. This chapter aims at understanding the various challenges and deterrents which cause hindrance to the well-being of an employee and to know the methods how an employee can tackle those at their own level in general and at organizational level in particular. Various scholarly articles which are published in reputed journals are being used to reach to the desired objective of the chapter. The findings of this chapter throw show of the light on the role of the organization to overcome the stress as well as anxiety levels of the employee at workplace. To curtail the stress and anxiety level of the employees, dutching of some work burden with the fellow mates; spending quality time with the friends and family and lowering down the hours of overtime work were found to be one of the best methods.

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INTRODUCTION

Workplace well-being can be defined as any combination of positive workplace attributes that promote healthy support among coworkers, increase employee happiness, enhance health, and foster a positive work environment. Work stretch is defined as the painful physical and emotional responses that arise when the demands of the job don't align with the worker's resources, requirements, or capacities (NHIOS). When there are insufficient resources, insufficient assistance, or insufficient people to complete a task, it is referred to as Resource Inadequacy (RI) and puts pressure on the person in charge of the task. Lack of necessary resources can also lead to stress at work (Acquah A & Chen H., 2021). An excessive workload, a lack of decision-making authority, repetitive tasks, long work hours, immobility (constant sitting or standing), strained relationships with coworkers and/or supervisors, unsafe or ill-fitting workstations, role ambiguity, difficulty applying skills, and a lack of opportunities for learning and growth are a few examples of job-level stressors (Nobrega S, Champagne N, Azaroff L & et.al., 2010). Individually related stress factors include income level, financial limitations, competing demands, career development, and job security (Prasad K.D.V, Vaidhya R & Kumar A., 2015). A long-term pattern of systematic and persistent targeting of an employee with negative acts at work that are either personal (such as insults) or work-related (such as withholding information) is known as workplace bullying (Brande W.V, Baillien E & et al., 2016).

As per article 21 of the Indian Constitution, No person can be deprived from life and personal liberty and it is the fundamental right of each and every citizen of the country to have the right for not just survival but also to live a dignified life. Workplace organization is the place where an individual spends usually 30-40 years of their lives and it has a major impact on the personal lives of the individuals as well. Long working hours are a common occurrence in most organizations and businesses, where employees spend too much time on work-related activities, commutes, and travel in addition to their primary responsibilities, which can be directly or indirectly harmful to their health (Wong K, Chan A.H.S & Ngan S.C., 2019). Research on workplace stress was conducted by Rubina et al. (2008), who discovered that discomfort with supervisors, lack of communication, workload, and resource scarcity all increased employees' stress levels (Harshana P.V.S., 2018). Extended work hours and unpredictable work schedules can exacerbate family conflicts, resulting in increased stress and potential deterioration in mental health (Beaujot R & Anderson R., 2004). Persistent stress can lead to changes in immunological, cardiovascular, neuroendocrine, and autonomic functioning, as well as mental and physical health issues (such as heart disease, depression, and anxiety) (Michie S., 2002).

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