Understanding an Overview of Occupational Stress among Executive Officers

Dr. Rabindra Kayastha,

Associate Professor, Department of Natural Sciences, School of Science, Kathmandu University,

Corresponding Author: *Dr. Rabindra Kayastha, Associate Professor, Department of Natural Sciences, School of Science, Kathmandu University, Nepal.*

ABSTRACT

This manuscript was focused on the different organization for executive officers. The manuscript was designed to answer questions about the preparedness of doing research for executive's officers of various organizations. Today, occupational stress is becoming more and more thoughtfulness. The organizations, to make themselves effective in utilization of resources, have gone through entire restructuring, layoffs, reducing, and combinations. This has caused in unstable executive officers and employer relationship which has affected a great deal of stress among executive officers. There is no stress-free job in the world. The executive profession is a highly stressful profession. However, only a limited were doing, theoretical or empirical research on the effects of occupational stress on executive professionals in many countries. A major reason is because executive officers professionals and researchers are unaware of the consequences of occupational stress and unfamiliar with the occupational stress literature.

Keywords: *Stress, Stressors, Occupational stress, Executive officers, job satisfaction, level of work-related stress.*

INTRODUCTION

Executive officers are individual who operate skills and knowledge, assimilated through education and experience, to manage the execution of all or help manage the activities of an organization. The executive officers manage the organization that he or she works, usually at a high or corporate level. The duties, activities and responsibilities of these Executive officers are widely varied. Their role and responsibilities include leadership skills such as creating the vision and strategy for an organization, taking decisions, managing the organizational body, and board developer; that affect the entire organization. The major functions responsibilities for Executive officers consist of supporting board administration, designing programs and service delivery, managing financial tasks and risk analysis, managing human resource effectively, looking community and public relations, and looking for new funding sources. Due to the nature, various roles and responsibilities of the Executive officers create a lot of stresses.

Stress arising due to his own profession is called occupational or work stress and an experience of negative emotional situation such as worry, frustration, anxiety and depression ascribed to

work related factors[1]. Work place, the individual characteristics, and extra-organizational stressors lead to stress. There also exit several sources of occupational stresses. Some are connected to the employee's role within the organization, some to profession, some to associations at work, and some to the arrangement and surroundings of the work place.

According to Cooper and Bright, the most widespread definitions of occupational stress may be classified into three types[2]. The first type of definition states that stress is based on stimulus. It is believed that the stress as an environmental based stimulus is forced upon the person. The second type of definition is based on response. It is supposed that the stress is an individual's psychological or physiological response to the situational forces. The third type of definition is based on an interactive approach often called the stressor-strain approach. Keeping in view of all the above definitions of stress, occupational stress is termed as the harmful emotions (anxiety and depression), physical symptoms (headaches, insomnia, and infections), and behavioral responses (job dissatisfaction, low commitment and poor work performance) the stress which occurs when

work requirements do not match the potential, possessions and needs of the worker.

Recent Research on Occupational Stress

Thomas studied that manageability of stress among construction project participants(3). The purpose of this study was on ascertaining whether the various stakeholders in construction projects can adequately cope with the stresses they were confronting. Organization policies, working connections, communication and personal factors were identified. The manageability of the common stressors faced by the management of construction projects in Hong Kong was assessed by means of a questionnaire survey. They examined the relationships among individual stressors. They have shown that the most difficult stressors to manage were bureaucracy, lack of opportunities, conflict in work and family, and different view of supervisors. The results also showed that there are the patterns of stress manageability in between professionals, clients, contractors, and others.

(4)have shown that the level of executive stress was significant with one respondent in six citing that executives in their businesses are subject to extreme levels of stress. The impact of stress was costly due to its personal, financial and organizational impact with over a one third of stress illness episodes lasting over ten working days.

(5)(6)described in an article about the occupational stress and constructive thinking; health and job satisfaction aimed to describe (i) occupational stress, job satisfaction and condition of health in Brazilian nurses, and (ii) the relationship of these variables to a constructive thinking and coping style. They found that occupational stress was directly associated with the state of health, and inversely associated with overall constructive thinking and job satisfaction. Normal distributions were found for occupational stress, condition of health with physical, psychological and job satisfaction.

In India, (7)have studied the effect of Spiritual Quotient among executives. They have explored the experiences of executives in coping with occupations related stress using spiritual quotient.The frequency distribution and chi-square analysis found that the occupational stress had less influence among executives. The one-way ANOVA likening the spiritual quotient among the executives with low, moderate and high level of occupational stresses; it was evident that the executives with low stress level tend to have high spiritual quotient level. Moreover, spiritual quotient tends to significantly decline when there was an increase in the level of stress among executives. The resultant of the correlation analysis strongly supported the negative relationship between spiritual quotient and occupational stress among executives at their workplace.

In Malaysia the sources of occupational stress were examined among Malaysian managers working in multinational companies (MNCs) by(8). They found that workloads, working conditions and relationship at work place were the main concerns of the managers that lead to stress at the work place. They also indicated that certain demographic variables do influence the level of stress among managers.

Showkat Hussain Gani addressed specific problems of bank employees of Kashmir division related to occupational stress(9). He found that (i) occupational stress has a significant difference in the levels of stress between manager bank employees and non-manager bank employees, (ii) manager bank employee's occupational stress is found higher compared to those of non- manager bank employees, and (iii) among of the occupational stress variables role conflict, role overload, job burnout and job satisfaction contributes more towards the occupational stress among the manager bank employees compared to non-manager bank employees.

Smith's investigation tried to develop a scale of perceived occupational stress(10). This study had three main aims firstly, determining the scale and severity of occupational stress in a random population sample; secondly, to differentiate the effects of stress at work from those of stress in general life; and finally, to decide whether objective indicators of health status and performance efficiency were related to perceived occupational stress.

The effects of person-job compatibility on managerial reactions to role ambiguity (11), Job stress (12), sources of managerial and professional stress (13), living with stress(14), understanding executive stress(15), identifying occupational stress (16) correlates of occupational stress (17) and Occupational stress among Managers: A Nepalese survey (18) are the major studies concerning occupational stress.

In Nigeria, (19) tried to determine the existence of stress in the Nigerian Banking Industry, especially after-math effect of the application of the liberalization changes. They used a structurally designed questionnaire to collect information from both executives and none-executives of the Nigerian banking industry. The study found that there exist significant stressors in the Nigerian banking sub-sector. They concluded that there exist high levels of stress in the employees of Nigerian banking industry which affect personal health significantly thereby requiring the implementation of stress relieving measures.

Family and work are inter-related and inter-dependent to the extent that experiences in one area affect the quality of life in the other area(20). The edge of Home-work can be known as the connection between work and home; the two way relationship includes the source of stress at work affecting home life and vice versa. This leads to ocean going on home life, no support from home, demands for more work at home, and the absence of good family relations. When home problems related to one's home is brought to work place it would have a negative impact on home life(21). Because of this, neither a worker can take work to home, or to forget about work when the worker is at home. Home-work interface is essential for the workers to reduce the level of work-related stress. According to Lasky demands associated with family and finances can be a major source of 'extra-organizational' stress that can precipitate work-place even more complicated(22). Russo &Vitalianorepelled that the occurrence of stressors in the workplace either immediately following a period of chronic stress at home, in concurrence with other major life stressors, is probably to have a marked influence on outcome(23).

Main Sources of Stress (Stressors) Faced by Executive Officers

Stress factors can be divided into four groups. These are Home(Spouse, Children Finances, In-laws, Time management, Illness, Pets, Home maintenance), Work(Boss, Role, Communication, Direct reports, Peers, Deadlines, Lack of recognition, Job security), Health (Nutrition, Body weight, Lack of exercise, Lack of rest, Poor life-work balance, Caffeine, Back injury, Aging), Environment (Noise, Traffic, Temperature, Technology, Overcrowding, Pollution, Global warming, Economy) common stressors in each one of these categories(24). Major sources of situational stressors facing workers have been reported by(25). They are: work overload, extreme ambiguity or rigidity, extreme role conflict or too little conflict, and extreme counts of responsibility.

Roles of Occupational Stress in Executive Officers

Occupational stress is expected to play an important role in upgrading healthy environment of organizations/institutions. Also it is expected to measure an important role in upgrading healthy environment of organizations/ institutions and personnel. The first important role of occupational stress among executive officers in Organizational context is to find the degree of and identification of occupational stressors and the wider coverage of occupational stress measures. While many countries made tremendous effort in discovering the magnitude of occupational stress among executive officers working in different field. Also many countries made tremendous efforts in discovering the magnitude of occupational diseases. It is unfortunately true that the existing occupational stress statistics in many countries are based on grossly under-reported data. The systematic approaches for identifying existing stressors through occupational stress research methods are required. The second important role of occupational stress in the organization is that contribution to the priority setting in occupational stress policy. It is important to know the magnitude of various occupational stress factors and its effects of the organizations, so that a clear target for controlling these stress factors can be established. The third role of occupational stress expected in the organization is the monitoring and investigation of incipient health risks. Because of wide range of work-related health risks arising in the region, unknown risk factors or work-related illness may occur sometime. Occupational stress among executive officers research can help some stress factors characterizing the people's life-style such as nutritious factors, psycho-social factors etc.

Epidemiological research in the world Research development in occupational stress has revealed the risks of several psychological diseases in many countries. Occupational stresses among executive officers have been setting a wide variety of occupations as their research targets.

Consequences of Stress

Generally scientists contend that long-term stress has its impact on workplaces and

employees themselves very negatively. There are ample of articles and studies describing how to recognize the consequences of negative stress in an organization which causes higher rate of absenteeism, lower productivity, accidents, and additional medical insurance claims leading to higher costs for organizations. Also stress is a contributing factor to several serious health conditions and even suicide (24).

The burnout is another serious consequence of stress which is a term used when individuals cannot deal with stress in a beneficial way anymore. Some of the authors express that a person who is burnt out usually withdraws and stops being engaged in job, family and friends. According to them, some types of symptoms are general in work places that involve a lot of links with patients and clients.

It appears that a clear gap exists in the availability of empirical data to understand the occupational stress among the executive officers. The absence of such knowledge may seriously affect employees at executive levels in their ability to develop appropriate strategies for stress management and promotion of organizational commitment in the organizations.

Adaptive Responses

The consequences of stress may be managed by adaptive responses from the individual Executive officers, the institutions, organization or factors outside the institutions. The managing of occupational stress can be used effectively the individual Executive officers and organizations can be advantage by allowing as a more potential moderating and improving variables for the overall performance of the organizations. Basically there are two methods of managing occupational stress to increase the performance and personal effectiveness are reducing sources of stress and building resistance to stress(26).

METHODS

The variables used in describing the Executive officers were regarded as characteristics of the objective work environment (size, location, overcrowding, and security). The objective work conditions of the executive officers were characterized also by their tasks, defined by the employment sector, and length of service in the institution.

The following characteristics of the observed environment can be studied: contents of work (variety, challenge, etc.), mental and physical work load, role in the organization (goal conflict, motivation conflict, role ambiguity and conflict), organizational climate (participation in decision -making, availability of information, feedback, etc.), social relations in the workplace (relations with fellow employers), and characteristics of the physical work environment.

The stress and health indicators are mainly past and present illnesses and observed psychological and physical symptoms. Subjective health status, observed continual fatigue, and physical fitness in comparison with that of fellow executive officers of the same age are regarded as additional indicators of health. Positive indicators of health covered observed resources, competence, and social activities, and they were treated as end -state indicators. Personality, i.e., self- concept, attitudes (towards care of prisoners), and demographic variables (age, sex, education, etc.) were considered to be moderating factors. The buffering function of the interpersonal form of support can be made.

Sample

A probability sampling method, the random sampling can be adopted. The main reason for adopting it is the fact that the executive officers are very scattered and their accessibilities would obviously pose inordinate delays in the collection of data which would also cause expenditure to would go up. The collected sample is extracted from the executive officers across different professions and hierarchy of the organizations. The duties of the executive officers are to make different types of decisions to promote the organizations. They spend most of the time in the office for the normal functioning of their organizations.

The study population comprised all executive officers in the any organizations. As one aim of the status is to determine possible risk groups, the study sample is chosen partly by this criterion. The length of work experience in executive officers and ages also can be considered. Age is chosen as the controlling variable of the study sample. As age is considered a risk factor, most of those selected are in the older age groups. However, so that a comparison can be made between age groups, executive officers are obtained.

Data and Data Analysis

The data are statistically analyzed in terms of means, standard deviation skewness, kurtosis and t-ratios. T-Test can be used to compare two

groups. In various types of organizations for their job stress Analysis of Variance (ANOVA) can be applied to compare jobs. To find out the relationship among the three variables then Pearson's Product Moment Coefficient of Correlation can be also applied.

The data on occupational stress is based mainly on questionnaires introduced and distributed by the respondent in each executive officer. Personality characteristics are ascertained by means of a self-concept test. The indicators, of which many were on multi-item scales, are based mainly on the factor analyses of group of indicators. Correlation technique, Multiple Regression analysis, factor analysis, cluster analysis, discriminant analysis, general linear model (GLM) analysis and structural equation modeling can be used in successive stages of the explanatory analyses.

CONCLUSION

Occupational Stress is a growing concern in many workplaces of today but very little research has been done on determining occupational stress among executive officers of different organizations. Focus on how the organizations can improve and also the executive officers can be made more efficient by dealing with occupational stress seems to have been neglected to some degree. The current analysis adds to the literature on the understanding of occupational stress for executive officers and prevention of occupational stress among executive officers. Generally, all executive officers faced with the same sources of stress across all organizations.

The identified stress variables and to the level of stress has its own significance. The identified stressors may help, in implementing a healthy working environment in the Organizational context. This will give rise careful and well-planned implementation strategies that consider the amount of work, role clarity, and training and development can provide a fruitful result to the employees and organizations both. This also can provide clues to the organizations in identifying the reasons of occupational stress in executive officers working in various sectors which can enable them to design mitigation means that are capable help employees to manage their personal stresses and use them positively to create good interaction styles with other employees. The study contributes the understanding of Occupational Stress among executive officers of different organizations. In course of discussion in this research paper attempted the contribution of a range of disciplines to the analysis of occupational stress. This will help for doing academic research and hope that it will give rise careful examination and designing of schemes for research practices of occupational stress among executive officers in different organizations, various fields in many countries. This will support in determining whether different countries are facing with similar problems occupational stress or whether differences lie in the levels of intensity or importance of various contributing factors.

REFERENCES

[1] Kyriacou C. Teacher stress: Directions for future research. Educ Rev. 2001;53:28–35.

[2] Cooper CL, Bright J. Individual differences in reactions to stress. In: Jones FI, Bright J, editors. Stress: Myth, theory and research. Hralow, UK; 2001.

[3] Thomas S et al. Manageability of stress among construction project participants. Eng Constr Archit Manag. 2005;12(3):264–82.

[4] Worrall, Les, Cooper CL. Executive stress in different industrial sectors, structures and sizes of business. Pers Rev. 1994;24(7):3–12.

[5] Stacciarini JMR, Tróccoli BT. Ocupational Stress and Constructive Thinking: health and job satisfaction. J Adv Nurs. 2004;5(46):480–487.

[6] Stacciarini J-MR, Tróccoli BT. Occupational stress and constructive thinking: health and job satisfaction. J Adv Nurs. 2004;5(46):480–487.

[7] Kumar T, Pradeeswaran S. Effect of Occupational Stress on spiritual Quotient Among Executives. Int J Trade Financ. 2011;2(4):288–92.

[8] Manshor AT, Fontaine R, Choy CS. Occupational Stress among Managers: A Malaysian Survey. J Manag Psychol. 2003;18(6):622–8.

[9] Gani SH. Job Stress among Bank Employees: A Case Study of Selected Banks. Int J Bus Manag Tomorrow. 2012;2(3).

[10] Smith A. The scale of perceived occupational stress. Occup Med. 2000;50(5):294–8.

[11] Abudul-Halim AA. Social support and Managerial affective responses to Job stress. J Occup Behav. 1980;3(4):281–95.

[12] Beehr TA, Newman JE. Job stress, employee health and organisational effectiveness. A facet analysis, model and literature review. Pers Psychol. 1978;(31):665–9.

[13] Cooper CL, Payyne RL. Causes, coping and consequences of stress at work. In: Dayne R, Cooper CL, editors. 1st Editio. New York: Wiley: Chichester,New York : Wiley; 1988. p. 77–112.

[14] Cooper CL, Cooper RD, Eaker LH. Living with Stress. Penguin; 1998.

[15] Cooper LC, Marshall J. Understanding Executive Stress. London: Macmillan Press; 1978. 10-31 p.

[16] Kayastha R, Krishnamurthy V, Adhikary PR. Identifying Occupational Stress Among Executive Officers in Governmental and Non-governmental Organizations of Nepal. Int J Eval Res Educ. 2013;2(3):135–42.

[17] Kayastha R, Adhikary PR, Krishna Murthy V. Correlates of Occupational stress among executive officers of Nepal. Int J Res Rev Appl Sci. 2012; 12(1):101–6.

[18] Kayastha R, R Adhikary P, K Murthy V. Occupational stress among Managers: A Nepalese survey". Acad Res Int. 2013; 2(3):585–90.

[19] Oreoluwa AR, Oludele AA. Occupational stress and the Nigerian banking industry. J Econ Eng. 2013; 14–21.

[20] Sarantakos S. Modern Families, South Yarra. MacMillan Education Australis Pty Ltd.; 1996.

[21] Alexandros-Stamatios GA, Matilyn JD, Cary LC. Occupational Stress, Job satisfaction, and health state in male and female junior hospital doctors in Greece. J Manag Psychol. 2003; 18(6):592–621.

[22] Lasky RG. Occupational stress: a disability management perspective. Sh DE, editor. 1995. 370-409 p.

[23] Russo J, Vitaliano P. Life events as correlates of burden in spouse caregivers of persons with Alzheimers disease. Exp Ageing Res. 1995;21:273–94.

[24] Thompson H. The Stress Effect: Why smart leaders make dumb decisions and what to do about it. Chichester: John Wiley and Sons Ltd.; 2010.

[25] Schwartz G. Stress management in occupational settings. Public Health Rep. 1980; (95):99–108.

[26] Steyn GM, Kamper GD. Understanding occupational stress among educators: an overview. Afrika Educ Rev. 2006;3(2):113–33.