**Problem Definition: Job Stress**

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**Background of Problem**

Employees worry about an array of issues like increasing competition for jobs, globalization and interconnectedness, emerging technologies, changes in cultures, outsourcing, and annual performance appraisals, along with an increasing need for job satisfaction and throughput. Fiscal constraints, including high caseloads, layoffs, income cutoffs, and other micro and micro organizational issues, have significantly increased the levels of job stress among employees in social services firms. Additionally, as the expenses related to job stress, personal ill health, increasing health care costs, and reduced organizational productivity, among other expenses, have become more notable, the essentiality of employees' wellness and workplace satisfaction has also increased. Most often, the issues mentioned above and other aspects make workers go into numerous workplace pressures, mainly when they have to meet predefined deadlines or targets, cope with strenuous demands, and solve situations. However, employees must become accustomed to current cultural and societal changes with companies, attend to demands promptly, learn emerging procedures, and become innovative. Critically exploring these challenges, at first, present extremely integral components of every workplace; however, looking deeper into them portrays nothing but unimaginable stressors that cause hindrance to individual and collective performance.

**Problem Statement**

Previous studies suggest that employee performance continues to decline across various organizations and workplace environments due to on-the-job activities and multiple managerial requirements, guidelines, and policies (Okumus, Chaulagain, & Giritlioglu, 2019). On the basis of findings from the studies, this paper aims to research that "workplace activities and varying cultural backgrounds significantly influence the overall work and behavioral performance in both positive and negative ways."

**Purpose Statement**

The problem statement mentioned above will be achieved by briefly defining job stress, exploiting its historical origins, suggesting evidence-based and practical cost-effective models for reducing workplace strain and enhancing the wellness of employees. Numerous previous studies on workplace stress, which is sometimes closely associated with the difficulty levels and content of the assignments, dissatisfaction, and failure to correctly adjust to the environment, attest to various influences on job stress (Ouellette, Frazier, & Shernoff et al., 2018). The purpose statement is modeled to focus on the excessive demands of the current day workplace environments, the need to achieve job security, avoid unstable incomes or tight deadlines, and ensure that work is not a significant source of stress for employees.

**Assumptions**

The collective model and framework adopted by this study are inspired by various works conducted in previous years. For example, the study by Bhattacharya and Ray (2021) consisted of various assumable variables and their consequential effects on employees. Likewise, this project aims to conduct the study and establish the need to identify and verify the effects of workplace demands and cultural differences on workers' work and behavioral throughput. However, findings from the manufacturing industry, for example, will be assumed to be reflective of the situation in the processing or service industries. However, multiple study variables employed in this study will be assumed to help organizations from all realms and magnitudes establish practical reasons for the differences in actual and anticipated throughputs. Professional stress ideally encompasses a wide range of harmful, and sometimes disastrous, behavioral, physiological, and psychological reactions to the workplace (All Answers Ltd., 2018). Employees with naturally lower stress levels are likely to be more productive, more motivated despite repeated challenges, and more social are not significantly affected by specific workplace challenges. This study assumes that high self-esteem employees do not exist, and therefore, all employees face similar workplace challenges causing job stress.

This project is founded on the model of organizational wellness by Okumus, Chaulagain, and Giritlioglu (2019) on an existing transactional prototype of stress which considers every employee's wellness and the contracted firm, that is, its financial ability and corporate social responsibilities. Also, stressors can, on most occasions, be individually caused, particularly due to work roles and expectations, group responsibilities, organizational dynamics, and the managers' management styles, or organizational arising from internal structures, communication, and cultures. However, this study fails to consider most individual-led stressors and organizational circumstances and their direct relationship with career or job insecurity among younger generations. While the numbers of graduating students continue to rise across developed and developing economies, this study also assumes to consider their numbers and influence in the rising levels of unemployment globally. Bhattacharya and Ray (2021) argue that job stress is a "partial mediator" in the association between workplace issues, job satisfaction, and home-environment challenges. Lastly, this project fails to consider how work versus family conflicts and misunderstandings contribute to the overall wellness of workers in the workplace setting.

**Limitations**

Concerning the limitations of this research, it may be reiterated or restricted due to the scarcity of time, tangible and nontangible constraints, and available resources (Chen, 2019). Additionally, the approach may not use a nationally representative sample in the exercise due to the two shortcomings mentioned above. However, the research must strive to cover the nation to determine experimental findings that can be generalized with utmost confidence to support the conclusions. The study on job stress is specially crafted to primarily focus on overall employee performance and throughput under job stress in a handful of organizations; therefore, the findings do not entirely portray the actual situation in all companies in a country or industry. The topic's significance presents a hotly debated issue; therefore, the overall advice rests on the need to carry out similar studies on more organizations from different industries and at a national scale (Okumus, Chaulagain, & Giritlioglu, 2019).

**Definitions**

Thus, this project aims at establishing workplace activities and cultural backgrounds and how they positively and negatively influence work and behavioral performance. The established problem statement creates an ideal platform to juggle various study terminologies towards ensuring that all established goals and objectives are achieved. Existing pieces of literature attest to the "positive and negative" causes of stress on employees due to reduced or throughput levels (Ouellette et al., 2018, p. 502). Throughput refers to the optimum abilities of employees, either individually or collectively, towards achieving individual and organizational goals. Under stressful environments, employees are likely to fail in making clear-cut decisions, re-evaluating, and re-assessing the most effective priorities and workplace lifestyles, and in the end, may become unproductive. This organizational tendency is best described as a classical case of workplace "burnout." Persistent burnouts frequently engage in ideally risk-taking or reckless decisions and workplace behaviors. Also, workplace burnouts frequently manifest themselves in the reduction of volume and quality of performance, motivation, levels of activeness, and dissatisfaction (Chen, 2019).

Independent and dependent variables: will be informally used to provide particular kinds of causes or effects. Research variables are also called study variables. The exercise will use study variables in establishing the cause and effect in the project by revealing what parts of the cause; the independent variable and the effect; the dependent variable (Ouellette et al., 2018). For the purposes of this study, the independent variables comprise work activities and cultures in various firms considered for the sample population. All workplace conditions that may result in job stress are outcomes of potential stressors and are essential in establishing stress levels. The most influential dependent variable for this project is an individual employee's behavioral performance and work performance. According to this project's objectives, performance defines the accomplishments and outcomes of an employee, either individually or in a group, the contracting firm values that. The project will use performance terminology to determine the success of the targeted study sample. Examples of dimensions of work performance include a sense of responsibility and completion of assigned tasks. In contrast, the dimensions of behavioral performance include low morale and satisfaction levels (All Answers Ltd., 2018).

References

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