

Effects of Stress Reducing Intervention in Organizational Settings

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Abstract--*Most of the organizational settings are affected by stress occurrence hence collapsing. To add to that, research has been carried on stress management but not much has been done on stress-reducing interventions in an organization. Therefore, this study investigates the effects of stress-reducing interventions in organizational settings in Saudi Arabia and aimed at all organizations in the country. The study aimed at reducing stress in an organization. This study majored on the independent variables of potential stress affecting employees in an organization, consequences of stress effects, challenges faced in stress reduction in an organization, outcomes of mechanisms or means of reducing stress and finally practical recommendations made by organizational managers while reducing stress. The method of this study is based on qualitative where it used secondary data in form of journals, articles and critical analysis. It was found that more than 50% coefficient of determination of the model was explained by the variables in many cases, where potential stress, consequences of stress effects, challenges faced in stress reduction, outcomes of mechanisms practical recommendations are statistically significance in reducing stress.*

Keywords--*Stress Reducing Interventions; Organizational Settings*

I. INTRODUCTION

According to Semmer [1], stress in an organization is a very wide phenomenon that has both economic and practical consequences. A national institute for health did a research on safety and health in USA and found that 26-40% of all workers in an organization are faced with stress. They also discovered that 46% of all managers in organizational sectors are also faced with stress. Biron and Karanika [2] argued that increased stress in an organization is caused by presence of absenteeism. For example, most of lost an organization are due to presence of stress. Stress deducing in an organization is very effective, both to the freedom of workers as well as overall production of goods and services. Therefore, it is necessary for managers to reduce stress in an organization. They can achieve this through the following; having workshops for stress reductions, meditation, biofeedback, self-hypnosis as well as many other methods of relaxing an individual.

In long-run, stress may lead to disabilities and Jacques [3] argued there are a 30% number of related disorders that are caused by stress occurrence. According to Utomo [4], there are four different types of stress concept, stimulus stress concept, the discrepancy concept and the transaction concept. Stimulus stress concept occurs as a result of high pressure, emergencies such as accidents and organizational conflicts [5]. However,

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stimulus has a lot of problems since different individuals react differently to a certain stressor. Chen and Skinner [6] argued that emotional stress may rise from every situational condition in an organization.

According to Patel and Thakkar [7], stress can be limited in an organization by individuals, basing on different perspective. For example, their support network: They can fight stress through having a strong network as friends. This means that when a certain individual has stress, he can share with others in the organization and they decide together on how to address the issue. The second perspective is their sense of control. This is having confident and the ability to pass through some challenges by the stress victim. On the other hand, the concept of an individual having control over their life makes them to persevere the environment and its circumstances. Through having the abilities to make changes, it's easy for an individual to cope with a stressful environment.

Moreover, the altitude and outlook of individuals matters. Different ways of looking brings different abilities in handling stress. A person who is optimistic and generally hopeful will be less vulnerable to stress. On the other hand, a person who is generally pessimistic and is discouraged by life will be more vulnerable to stress. To add on that, a person does not know how to consult when feeling sad becomes more agitated and stressed. Therefore, it is necessary to know how to deal with emotions, so as to increase your tolerance of getting stressed. Lastly, dealing with stress can be influenced by different knowledge and perceptions. A person who knows more about a stressful situation, for instance how long it can take and how he can solve the problem can reduce the level of stress occurring to such individual.

The concept of reaction views psychological concept as a main constituents of stress. This means that stress only exist where an individual shows some reaction patterns, despite the characteristics of those reactions. However, the concept of reaction has its shortcomings where it does not take into considerations that different results may emerge from the same stressor. It also ignores the fact that individual's actions to cope with stress have different effects on their reaction. In a case where an employee is not used to, may be in another department or a new job, he may experience some stress before he cope up with the situation. This causes changes in stress response.

Considering transaction concept of stress, stress is caused by a transaction that takes place between an individual and the environment. These transactions include expectations from individual, his perceptions, his coping responses as well as interpretations [8]. Discrepancy concepts describe stress as a concept whereby incongruence occurs between the reality of an environment and what an individual desires. However, in discrepancy, individuals are faced with so many difficulties. This is because, in this type stress are unpredictable. They therefore happen expectantly and individuals always strain to keep every action in order [9].

Events and conditions that work together in evoking strain in an organization are referred to as stressor. Stressors can be either single event or chronic problems. Example of a single event is a traumatic experience or a life event. Chronic problems takes a very long period and they are difficult to solve (they are long run stress events). Other minor concepts of stress (micro-stressors), daily hustles. These involve difficulties that employees deals with on a daily basis in dealing with customers. In every business, there are those customers who are always stubborn and active. It is a responsibility of employees to discover some of the techniques to deal with these clients, since they are beneficial to the organization.

Occurrences of stress in an organization can lead poor outputs and performance. Some causes of stress in an organization are poor cultures adopted by an organization, excessive workloads and working for long hours, worries about job securities, poor management, lack of proper communication and lack of transparency about working conditions. Despite the effects of stress in an organization, there are few studies done relating to stress management in an organization. Bakker and Denerouti [10] did a research on factors associated with stress in an organization and their impacts on outputs. Biron and Karanika [2] researched on factors influencing stress in a teaching organization. Lastly, Biernmann [11] did a research on issues arising from stress in an organization. Considering these studies, there is not much that has been done on effects of stress reducing interventions in an organizational setting. Therefore, this study investigates the effects of stress reducing intervention in organizational settings.

II. METHODOLOGY

A research design according to Khoury [12] represents a plan that is used in analysing data, in order to meet the researched objectives. The response used qualitative techniques in response to the scope of the research. It gives a clear comprehension of the structure within which data was collected. The preparation was to facilitate the research in an efficient way through the provision of a collection of minimum data on effects of stress-reducing intervention in organizational settings. This study will look at the relational between effects of stress-reducing interventions in organizational settings with the following: potential stress effects, consequences of stress effects, challenges in stress reduction and outcomes of mechanisms used in stress reduction.

Collection Method and Instruments

The methodology used in this study is qualitative based on different journals, articles, and critical analysis. A variety of search methods was used to identify studies. These methods were searching electronic databases, hand searching relevant journals, books, and conference proceedings, searching Internet websites, visually skimming reference lists from relevant studies and citation searching. According to Richardson and Rothstein [13], data base information is that information, which is presented electronically. Electronic database are mostly indexes of journals. Others include research reports, photographs, video clips as well as legal cases and commentary.

Validity

Murphy [14] defines validity as the step of accuracy that is obtained from investigations, signifying the reality of information under the study. This implies that the validity of conclusions and the results are safeguarded in a certain project. The data must be therefore collected in an appropriate and precise manner. Data opinions must, therefore, reflect the actual capacity on the ground.

Reliability

Reliability refers the level of the degree to which a research apparatus yields consistent results after recurrent trials [15]. To ensure consistency, the researcher was first made to have a clear insight on stress occurrence in an organization. This helped in the proper collection of data as well as analysing.

Analysis Method

After obtaining information concerning potential stress effect, consequences of stress effects, challenges in stress reductions and outcome of mechanisms used in stress reduction, and the dependent variable which is the effects of stress-reducing intervention in an organization, the data will be analysed on the basis of discussions and conclusions made by other researchers.

III. RESULT AND DISCUSSION

According to Selee et al. [16], critical analysis involves analysing of work done by another person, to enhance the understanding of the topic by the student. Critical analysis helps a student in evaluating as well as interpreting the work in which he is researching on.

Potential stress effects

A research on potential stress effect was carried out by Utomo [4]. The research was to determine potential effect of stress on teachers with an aim of realizing different types of stress that face teachers in the country. The considered variables are conflict roles, job insecurity, autonomy in work, decreased professional and competence. The stated null hypothesis is the variables are the effect of stress. The study collected data from two hundred teachers in the country through questionnaires. Both random and stratified methods are used to ensure that the information was obtained from all levels. The obtained result indicated the coefficient of determinant was 0.912. According to the thumb rule, when the coefficient of determinant is more than 50%, the model is well explained by the variables. This meant that conflict role, job insecurity, autonomy in work as well as decreased professional and competence were the types of stress that affected teachers in the country. Therefore, the null hypothesis was not rejected.

Consequences of stress

A research on consequences of stress was done by Van and Plomp [17] with an idea of identifying outcomes that occurs as a result of stress presence in an organization. The considered variables are low job satisfaction, poor health, negative commitment and poor performance. The research was carried out in one of the financial institution in Saudi Arabia (Saudi Arabia Monetary Authority). There were 40 respondents participated in the questionnaires. The collected data were further analysing by using SPSS. The study uses the coefficient of determinants and found it to be 0.780. This range indicated that the model was statistically significant. Thus, poor health, negative commitment at work, low job satisfaction and poor performance are the result of stress in an organization.

Outcomes of mechanism used in stress managements

Ven et al. [18] carried out a research on determining of mechanisms to use an organization in china. The study concerned with holding workshops for stress reduction, use of mediation and biofeedback. The study considered three companies in Kenya and made similar questionnaires to be addressed by all. The total numbers of questionnaires were ninety, since each company had thirty of them. The collected data were executed in SPSS to determine whether techniques were significant. The interpretation was in form of t calculated and t tabulated. For workshop, the t calculated was 0.274, for mediation it was 2.747 while in biofeedback it was 1.851. From the table, at 5% degree of freedom, the value of t tabulated was 2.159. Both workshop and biofeedback were important variables since their t calculated was less from the value of t obtained from the table. On the other hand, mediating as a method of stress reducing in an organization does not have a positive effect.

Challenges affecting stress reducing in an organization

Hauvelet al. [19] did a research of factors preventing stress reduction in an organization in China and argued that stress in an organization fails to come to an end, since they are uncontrollable, unexpected and unknown. The hypothesis stated that the variables hinder stress reduction, yet they don't. The study interviewed 20 organizational managers of different companies in the country, then compared the data and came out with comparative information, which using a statistical program. After the data collection and analysed through regression analysis and found that the value of coefficient of determinants was 49%. According to the rule of thumb, when the value of coefficient of determinant is less than 50%, the variables were not significantly important. In this case, it falls within the range in which the variables were not important. This means that the model was not explained by the variables.

Practical recommendations by the managers

The research was carried out by Schat and Kelloway[20] with the aims to understand the practice recommendations applied by managers in reducing stress effects. The study was carried out in Nigeria and looked at three main issues or factors, enhancing a good working condition, reducing workload as well as enforcing peace promotion programs. The study used secondary information from different journals, articles, and critical analysis. A variety of search methods was used to identify studies. These methods were searching electronic databases, hand searching relevant journals, books, and conference proceedings, searching Internet websites, visually skimming reference lists from relevant studies and citation searching. After the analysis of different research, it was found that in most cases, peace programs enforcements, good working conditions and workload reduction worked hard in hard to enhance organizations without stress.

Overall Discussion

From the above discussion, several researches concerning the variables were carried out. The proportion of the inconsistency in determining the significance of the inconsistencies is used. The portion was used to determine power in each model and gives variations in variables responding to the model, which is explained easily by the model. From this observation, there is an explained variation that resulting from other predictors of the model that

has been left out while conducting the research. The strength of the model is determined by the value of the proportion of the inconsistency. If this inconsistency is high, then the model is well explained by the variables. On the other hand, low inconsistency repudiates that the model was not well explained by the variables.

The dependent variables of the model were, potential stress effects, consequences of stress effects, challenges in stress reduction, outcomes of mechanisms and practical recommendations of the managers in the study, the coefficient of the determinant was found to be more than 50% in all cases. This level falls in the range of excellence. The model is perfect and it is well explained by the variables. This means that there was a relationship between effects of stress-reducing in organizational settings with potential effects, identification of consequences that the stress may cause in an organization, analysing of the outcomes of applying stress reducing mechanism in an organizational setting, identifying of challenges faced in an organization and helping organizational managers in making practical recommendations.

IV. CONCLUSION

The study looks at the effects of stress-reducing interventions in organizational settings. West et al. [21] described stress as a body's physical response that occurs when a body is under a certain attack. From an introduction, stresses are the main causes of organization failures and closer of many businesses. Most of the stresses in an organization are unknown, predictable and uncontrollable, making it hard for managers to reduce the level of stress occurs in an organization.

The variables that the study was majoring with are the potential stress effects in an organization. The highest level of stress in an organization occurs as a result of unpredictable occurrences. The second variable is consequences of stress effects. Stress results to negative impacts in an organization. For example, poor performance, conflicts among members and poor health conditions of workers. All the three factors result in business closure. To add on that, the study also looked at challenges faced while reducing stress. Many people maintain privacy while it comes to sharing of ideas, or what is causing stress. Another challenge may arise where an individual may be stressed and the stressor is unknown. Solving this kind of stress is extremely difficult. Furthermore, outcomes of mechanism were also another variable.

Mechanisms are methods used in the reduction of stress occurrence in organizations. Some mechanisms are effective while others are not. Finally, there were practical recommendations by the managers. The study helped managers in understanding the concept of stress occurs in an organization, and it gives various means in which a researcher can use in solving occurrence of stress in an organization.

V. ACKNOWLEDGMENTS

The authors would like to thank to College of Sciences and Humanities, Effat University for their unconditional support.

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