

Occupational Stress

Occupational Stress

- **Definition of stress:**

The harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resource.

- **Conditions are responsible for causing stress:**

Psychological

Physical

organizational

Occupational Stress model

- Person - environment fit model

Discrepancy between:

a) job demands and abilities

b) motives and supplies

- Job demand – control model

Imbalance between:

demands and control

Demand control model

Job demands

Low

High

Control
High

Low

Low strain	Active
Passive	High strain

COMPONENT OF STRESS *PROCESS*

- *Stressor*
- *Out comes*
- *strain*
- *modifiers*

Occupational Stressors

- **Time demands:**

Over time , Shift work , work schedule
Machine pacing , Piece work

- **Task structure :**

Lack of control , Skill under utilization

- **Physical conditions:**

Physical or toxic hazard
hazards

Ergonomic

- **Organization :**

Role ambiguity , Role conflict , Rivalry

Modifiers

- **Modifiers** is an individual characteristic such as coping style or environmental factor such as social support that may act on each stage of the stress process to produce individual variation in the stress response
- *Behavioral style*
- *Personal resource*
- *Social support*

Recommended strategy to prevent job stress

Prepare organization for a stress prevention program

1. Identify the problem
2. Design and implement intervention
3. Evaluate the intervention

Job stress prevention should be seen as a continuous process

Organizational Health

HEALTHY

UNHEALTHY

- | HEALTHY | UNHEALTHY |
|-------------------------------|------------------------------|
| • Shared Goal and Direction | • Investment only at the Top |
| • Problem solving Orientation | • Problems Hidden |
| • Innovation Tolerated | • Form and Ego over function |
| • Decision Making Distributed | • Decisions Bottlenecked |
| • Team Work | • Leaders Isolated |
| • Respect | • Limited Respect |
| • Personal Needs Heard | • Personal Needs Ignored |