

A Systematic Literature Review of Work Stress of nursing students

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Abstract:

The objective and the need of this paper is to review Work stress prose and its various definitions, demographics, practices, and industries/ study unit. Design/methodology/approach- The paper contains different definitions of work stress stated by different authors or researchers of distinct countries. It was assessed that the work stress not only influences the physical and psychological state but also had an adverse impact on family and social life of employees. The findings also reveal some of the major work stressors and the coping approaches to lower the stress. This article also helps to understand the conceptual experience of work stress, its causes, and concerns in the workplace. Practical implications like Stress management workshops can be conducted in various association on regular foundation which can educate employees about the source of stress and its harmful consequences on their health and how they can reduce stress effectively.

Keywords: Work stress, stress, coping strategies, work stressors.

1.Introduction

Hans Selye known as the father of modern anxiety coined the term stress. The word stress has come from the Latin word stringere which means to "draw tight. Hans Selye in 1936 defined stress as, a syndrome generated by diverse noxious agents. He described stress as a non-specific response of the body to toxic motivations. According to Lazarus, Stress occurs when there are demands on the person, which taxes or exceeds his adjustive resources. Richard Carlson identifies stress as Stress is nothing more than a socially acceptable form of psychological illness. We are currently living in stressful times carrying down two or more careers, building, and trying to hold up unreasonable performing parameters which all end result in higher stress levels. Work stress can be referred as a strain, depression, fretfulness, anxiety, angst etc. one's challenges in his agency when he is overloaded with plentiful demands and beliefs which he/she has to complete within a limited time-frame. Work stress is also termed as job stress or occupational stress. Therefore, this paper has struggled to analyze the status of work stress in various countries and different sectors or unit by examining the past research journals published. The study includes the different importance and consequence of work stress and its impact on physical and mental state of employees of different industries/ research unit.

2.Various definition of Stress and Work stress:

To have a better understanding about the work stress, various definitions of stress and work stress has been compiled by different authors. The experiences and the actions that provoke stress are called stressors, and they

cover up a whole range of situation everything from openly physical danger to making a class appearance or taking a semester's worth of your harshest and toughest subject. The below are the some of the main stressor

among the student youth are the academics, finances, relationship, career, and time management.

Sl.no	Author(s)	Stress Def.
1	The Health and Safety Executive	Stress is the reaction that people have to excessive pressures or other types of demand placed upon them.
2	Bernick	Stress designates the aggression itself leading to discomfort, or the consequences of it. It is our organism response to a challenge, be it right or wrong.
3	European Commission, Directorate-General for Employment and Social Affairs	Job stress refers to the emotional, cognitive, behavioral and physiological reaction to aversive and noxious aspects of work, work environments and work organizations. It is a state characterized by high levels of arousal and distress and often by feelings of not coping.
4	Malta	Occupational stress is any discomfort which is felt and perceived at a personal level and triggered by instances, events or situations that are too intense and frequent in nature so as to exceed a person's coping capabilities and resources to handle them adequately
5	Chen, J. C., & Silverthorne, C.	Labeled job stress as a work related psychological pressure and a worker's ability to respond and grip the specific situation at work place skillfully
6	Yan, H., & Xie, S.	Work stress define as a series of physiological, psychological and behavioral responses due to the continuing effects of one or more stressors on individuals in an organization
7	Holmlund-Rytkönen, M., & Strandvik, T.	It's as an inability of an individual to meet the demands from job due to the imbalance in the 'person-environment' perceptions. It is the situation where individuals' job performance, both physical and mental health, is affected poorly

Table(1) shows the different definitions of a stress expressed by the unique authors

3.Results and Discussion:

Time distribution of Work Stress articles:

Hans Seyle in 1936 brought the concept of stress. In 1976, he stated that stress is caused by physiological, psychological and environmental demands. According to the study the highest number of paper published is during the last 10 years. The study of work stress has gained the importance in both science and social science in recent years. A table below shows the number of papers published during 1993 to 2017 (April).

Sl.no	Year	No.Of articles
1	1993-1997	33
2	1998-2002	34
3	2003-2007	46
4	2008-2012	42
5	2013-2017	48

Table II: Year wise distribution

The below mentioned are the stress reduction strategies for coping up from stress: -

- ☐ Recently mindfulness techniques are often included into other practices such as yoga or meditation. This helps in health benefits such as normalizing the blood pressure, treat heart disease, reduce chronic pain and improve sleeping habits. It also helps to build your ability to pay attention and increase concentration.
- ☐ A new therapy known as shock therapy device has been introduced by the NHS (The National Health Service) to deal with depression, stress and anxiety. In this a mild electric pulses is used to stimulate the brain instead of drug treatment.
- ☐ Vacations, recreational activities, sports should be provided to employees after specific intervals to avoid the sense of isolation, sleeping disorder etc.
- ☐ Stress Management Counselling is another technique to reduce stress where professional assistance and guidance is provided to trigger the personal and psychological problems.
- ☐ Restructuring the workplace.
- ☐ Establish work schedules that are compatible with demands and responsibilities of the job.
- ☐ Ensure job rotation to avoid repetitive and monotonous work.
- ☐ There should be a clear job descriptions and job promotion policy and paths.
- ☐ There should be a proper communication channel.
- ☐ Organization should conduct a stress management workshop on a regular basis.

4. CONCLUSION:

Basic knowledge and understanding of work stress can be drawn from the descriptive and conceptual papers of the work stress. According to the study there are more empirical studies rather than exploratory and longitudinal



studies. Besides, the majority of the articles are published by the academicians as compared to the professionals. A number of papers have been contributed by the different countries across the globe. India has published research paper based on both conceptual knowledge and practical problems in a continuous span-of-time which shows that researchers are aware about the work stress and its consequences but nothing much has been done to cope with it.

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