

**STUDIED ON OCCUPATIONAL STRESS: AN INDEPTH REVIEW****Vivekanandan.K<sup>1</sup>, Parthasarathy.K<sup>2</sup>****<sup>1</sup> Mr.K.Vivekanandan, Research Scholar, Department of Lifelong Learning,  
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Professor and Director, Institute for Entrepreneurship and Career Development,  
Bharathidasan University, Khajamalai Campus, Tiruchirappalli-620023,****ABSTRACT**

*Occupational Stress is invariably present in all organisations, irrespective of age, gender and position. This stress occurs for various reasons at various levels. Mental state is of utmost importance for the employees to maintain good health. If they do not enjoy good health it naturally affects not only individually but also the organization as a whole. Stress management can prove to be an effective remedy for this issue. This paper focuses on the major findings and conclusions of various researchers done on the subject. The results of those studies have been classified under various factors in this paper. This paper will be helpful for those who do research on the subject. Circumstances which generate the state of an individual is work stressors which can be physical or psychological in nature. Psycho-social stressors can be of work context that can produce social and physical harm.*

**Keywords:** Occupational Stress, Mental State at Work and Office

**I. INTRODUCTION**

Stress is the psychological or physiological reaction that occurs when an individual experiences imbalance between the demands placed on him and his capability to meet it. Conditions that cause this are called as stressors or loads. The factors that contribute towards stress of an employee are the following. (a) Pressure to meet the deadline, (b) conservation of company policies, (c) complex lifestyle, (d) group and political pressures and (d) increasing cost of living. Motowidlo, Packard and Manning (1986), have classified stress into two broad categories like organisational stressors and life stressors. Pestonjee (1987), classified the source of stress into three. They are, job and organizational, social sector and intra physic sector. The physical environmental condition can also cause stress. Kivinaki et al, (2000), concluded that the blood pressure of employees doubled after the company laid off 10% of its workforce. The effects of stress can be both positive and negative. When a situation offers an individual an opportunity to gain something, it is said to be positive. It acts as a motivator and fuel and drives the person beyond the common place. Stress is negative, when it is associated with disease and loss of health. Occupational stress denotes the employees' mental state aroused by a job situation perceived as presenting excessive demands. If stress is controlled, it strengthens behavior, otherwise it can cause diseases like high BP, ulcer, asthma and the like. The extent of stress a person would experience from a job factor or situation depends upon his personal characteristics and his cognitive appraisal of the job factor and the resources available to meet his job requirement. Other factors that can be regarded as stressors are excessive workload, pressure of meeting deadlines and achieving certain targets. If a person experiences much stress at work, it can be carried over to home, and likewise, stress experienced at home or non-work situations, can be carried over to the workplace. In either case, the result will be negative. Keeping these in view, the researchers meaningfully reviewed and analysed the available literatures on occupational stress at the global level. The reviews are presented in the succeeding pages.

## II. LITERATURE REVIEWS

In this research paper, reviews had been taken from the work of various researchers at national and international level. The researchers have taken a keen interest in reviewing only occupational stress. However, it is indispensable to review all related material which has a bearing on the topic selected. Because, employees in majority of organization is subject to occupational stress. Researchers have reviewed the literature of occupational stress in different fields and their findings and conclusions are listed below. These reviews of related literature gives an overview to the researchers in the theoretical analysis of the topic and for framing goals, assumptions and variables. Overall 59 literatures were collected from various resources such as books, journals, website, etc., for the review purpose.

### Studies Related to Mental State at Work

<sup>1</sup>**Mardhiah Yaacob and Choi Sang Long, (2015)**, conducted a research involving 386 teachers from Malacca on job satisfaction and occupational stress. It was conducted in the form of a questionnaire survey. The research showed the significant relationship between occupational stress and job satisfaction. The level of role ambiguity and role overload was high and they were the predictors of job satisfaction.

<sup>2</sup>**Joyce Atieno Oweke, James Muola & Owen Ngumi, (2014)**, reported that stress is a universal phenomenon affecting all and service providers are no exemption to this. It is a silent killer affecting their health, mentally, physically and emotionally. The target population was 451 police persons (constables) in 4 police divisions in Kisumu country. The findings concluded that the police constables were experiencing occupational stress due to work schedule and work overload. It further recommended for a policy on stress management for the guidance of their induction, counselling and operations on their day to day duties.

<sup>3</sup>**Roohangiz Karimi, Zoharah Binti Omar et.al., (2014)**, studied 135 nurses randomly selected from the emergency and surgery departments from hospitals in south west Iran. The study was aimed in investigating on work stress as well as the influence of role ambiguity, role overload and role conflict on work stress among Iranian nurses. The result showed a significant and positive relationship between role ambiguity, role overload, role conflict and work stress. A strongest predictor of work stress was role conflict.

<sup>4</sup>**Velnampy T & Aravinthan S.A, (2013)**, operationalised an impact study on occupational stress using questionnaires from employees in private banks in Sri Lanka. The result showed that organizational commitment was positively correlated with the components of occupational stress which in-turn was correlated with continuance type of commitment. Adverse aspects of work content, work organisation and work environment resulted in occupational stress.

<sup>5</sup>**Abdul Qayyum Chaudhry, (2012)**, studied the relationship between occupational stress and job satisfaction. It was based on the age, gender, nature of job, cadre and work experience of university teachers. The Pearson correlation indicated that faculty members of private universities an inverse relationship was found between occupational stress and overall job satisfaction and in the faculty members of public universities no relationship between them was found. Young university teachers were more sensitive to occupational stress and job satisfaction.

<sup>6</sup>**Zoran Stojanović, Miodrag Milenović et.al., (2012)**, determined the existence and differences in the level of occupational stress and the assertiveness workers employed in the Factory of Copper pipes in Majdanpek. The results showed that the work experience represented a statistically significant factors in professional stress. People in the modern society were more exposed to occupational stress since the working process was transformed almost on a daily basis.

<sup>7</sup>**Rajendran Jayashree, (2011)**, observed that, stress is an unavoidable and inevitable concept in banking sector. The majority of employees face severe stress and psychological problems. The major cause of stress was due to excessive pressure at work. The success of an organization is mainly

dependent on the productivity of the work force. The productivity in turn is dependent on the psychological well being of the employees.

<sup>8</sup>**Uma Devi .T, (2011)**, conducted a study among 200 IT employees situated in and around Hyderabad. She found that these professionals were highly stressed because they were target driven and pressurized for results. Stress can lead to physical, mental and behavioral changes. Though stress is harmful, not all stresses are destructive in nature. Work stress is found in all professions and an appropriate amount of stress can trigger passion for work, tap the abilities and ignite inspirations.

<sup>9</sup>**Jahanzeb, (2010)**, documented that role of ambiguity, role conflict, office management are the sources of job stress. It has a significant negative relationship with job satisfaction. Work place has also become a source of extreme stress due to technological changes information overload, uncertain future, stiff competition and mass retrenchment. This investigation has shown that employees in the work place spend most of their time trying to meet the job obligation hence ignoring the stressors that have adverse effects on their domestic and personal life.

<sup>10</sup>**Louise Tourigny et al., (2010)**, found that role overload and role conflict have significant positive effects on job stress. Moreover shift work and its interference with non-work activities elevated the impact of role overload on job stress.

<sup>11</sup>**Love et al., (2010)**, found that, contracting professionals found their on-site experience without any feedback, caring and appreciations. There was also criticism by fellow workers, lack of control, clarity and certainty at work. This made them more likely to internalize work stresses and problems encountered.

<sup>12</sup>**Pratibha Garg, (2010)**, studied that the causes of stress were due to work overload, difficult work schedules, role conflicts, uncertainty regarding job security, unpleasant working condition and poor interpersonal relationships. This stress was due to a mismatch between individual capabilities and organizational demands resulting in conflict, depression, headaches, hypertension and alcoholism. The organizations suffer on two grounds. It has to pay the medical bills and incur loss of productivity.

<sup>13</sup>**Rudy Nydegger, (2010)**, studied that, a two part occupational stress survey was done on 140 subjects in white and blue collar occupations. A factorial ANOVA analysis was conducted. Suggestions were made to organisations for improving job satisfactions by paying more attentions to the sources of stress after discussing the relations between stress and job satisfaction.

<sup>14</sup>**Sarikwal, Lovy, Kumar and Sunil, (2010)**, investigated that, the effects of stress on skilled and non-skilled workers. Totally 360 workers were taken into account. Half of them were skilled and the rest unskilled. It was hypothesized that there will be a significant difference in unskilled and skilled workers on all the 12 sub scales on which occupational stress was examined.

<sup>15</sup>**Yahaya, (2010)**, examined that, occupational stress directly affects the performance of the workers and the managers of the organization. It is generally believed that occupational stress affects only the performance at work, which is not so. It can result in suicide, migraine, or other health hazards. Most of the people are unaware of this and they show little concern on this aspect.

<sup>16</sup>**Karthik. R., (2008)**, explained that the stress can either be positive or negative and will influence the performance at work. Here the aim is not to eliminate stress completely, but to reduce the level of stress. Low amount of stress means better performance.

<sup>17</sup>**Subramanian S, and Vinothkumar M, (2009)**, investigated that the life characteristics of IT professionals are highly complex with a sharp deadline to work schedules. The study was conducted among IT professionals to examine the existence of self-esteem and occupational stress. Around 140 IT professionals were taken into consideration for this analysis. The results showed that hardiness and self-esteem had a negative and significant correlations with overload role ambiguity and strenuous working conditions.

<sup>18</sup>**Malik, (2008)**, found that a major cause of occupational stress may be the demands of the job, where the employees may not know how to manage themselves to meet there demand. So, stress has a destructive consequence on both the individuals and the organisation.

**Studies Related to Emotional Intelligence**

<sup>19</sup>**Krishnakumar R. and S. Lalitha, (2014)**, revealed that there was a positive influence between occupational stress and emotional intelligence. Emotional intelligence provides better understanding of work environment and thus reduce occupational stress. Emotionally intelligent people do extremely well at work places. Occupational stress exist everywhere, in all organisations and at all level of workers. Stress was the result of the inability of a worker in completing his job. This study was conducted on workers of a BPO located in Pondicherry.

<sup>20</sup>**Leung et al., (2010)**, explored that the impacts of the stressors and stress on sight safety among site operatives in Hong Kong , this study attempted to address the research imbalance. The study found two types of stresses. Job stress and Emotional stress. This was because they were the least equipped to deal with the emotional side of stress.

<sup>21</sup>**Mihaela Stoica and Florin Buicu, (2010)**, reported that stress management is very important to maintain good physical and emotional health and retain good relationship with others. Extensive study was made on the problem of occupational stress and its negative effects on the organisations and employees. Some strategies were presented to prevent and reduce stress both at organizational and individual level.

<sup>22</sup>**Satija, (2008)**, documented that job stress and occupational stress are the sole and has to be controlled at workplace. This study was conducted to examine the relationship between occupational stress and emotional intelligence and was found that emotional intelligence was a significant predictor of occupational stress.

**Studies Related to Mental State at Office**

<sup>23</sup>**Ayodele Ekunday, (2014)**, studied that a high level of stress in work environment affected the employees' performance significantly. Stress was prevalent in all spheres of life in work place and it was an adaptive response to an external situation.

<sup>24</sup>**Akanji Babatunde, (2013)**, attempted to provide a general review on the challenges surrounding the concept of occupational stress in literature. Occupational stress was categorized as emanating from context and the content of work. Stress resulted in low morale, poor performance, absenteeism and other health problems. Solutions in the form of measures to assist managers in providing better employee well-being and increasing productivity was discussed.

<sup>25</sup>**Akintayo, D. I., (2012)**, conducted a study in manufacturing industries in South Nigeria. The purpose of the study was to find out the relationship among occupational stress and well being of workers and their behavior. A total of 435 respondents were selected and 3 sets of questionnaires were used for data collection. The study found a significant influence of OS on the psychological well-being of the respondents, and also on the workers behavior. The study recommended organizational support system to combat the ill-effects of occupational stress on worker's psychological well being. Moreover it recommended counseling services in organisations to reduce the negative impact of occupational stress on the workers well being.

<sup>26</sup>**Ahlam B. El Shikier1 and Hassan A. Musa, (2012)**, studied and determined the factors on occupational stress and their relationship with organizational performance at one of the private universities in Sudan. A random selection of a total of 150 male and female employees from different departments and different educational levels were made. The results showed that the employees experienced high degree of job stress. Since occupational stress has an impact on the learning of students and their contribution to the society, the study suggested that the university should resolve all the factors affecting the employees.

<sup>27</sup>**Mohajan, H.K. (2012)**, said that occupational stress has increased due to globalization and global economic crisis affecting all the countries, professions, workers, families and societies. Stress in small quantities is useful but much stress is harmful. This paper discusses all the experiences of job that

affects human minds and bodies and also risk management at workplaces, stress prevention and stress management.

<sup>28</sup>**Siva Kumar M. and Mohammed Siddique A., (2011)**, studied that, the measure occupational stress among IT professionals in various companies in Chennai. The findings revealed that higher and lower level professionals were experiencing less stress than middle level professionals. Possible intervention was also suggested to improve the organizational resources among IT professionals.

<sup>29</sup>**Peter M, Hart and Caryl Cooper, (2010)**, found that outlines for the organizational health frame work and demonstrates how it can be used to provide a stronger link between occupational stress and other areas of work. It emphasizes the importance on focusing simultaneously on employee well-being and organizational performance. This research should help to improve the relevance of occupational stress to work organisations.

<sup>30</sup>**Swaminathan.,(2009)** focused that the levels of stress among different age groups and the influence of work environment on the degree of stress faced by employees. The study also indicated that the every individual can perform with full capacity. Moreover, the reasons for stress were role overload, role self-distance and role stagnation.

<sup>31</sup>**Mark, (2008)**, said that occupational stress comprises of 3 stages. The first shows the demands of the environment, the second shows the perception of the individual of this job demand and the third is linked with psychological and physiological changes. The main cause of stress is due to the imbalance between the perceptions of job demand and the feeling of an individual about his ability to deal with it. Stress is now becoming more complex at work area in many countries. This has resulted in sizable loss in terms of money and also millions being badly affected individually. The effect of stress is long term everywhere in the world. The outcomes of the stress are absenteeism, psychological health problems and diseases. This has pushed the governments to make laws in favour of employees due to an increase in publication and research done in this field.

#### **Studies Related to Level of Occupational Stress**

<sup>32</sup>**Karshan.B and Chothani, (2015)**, studied on occupational stress experienced among bank employees. For the data analysis, correlation and statistical 't'-test were used. The findings showed that the private bank employees were more stressed and less satisfied than public bank employees. Moreover when compared to their male counterpart, female bank employees were less satisfied and were under higher level of occupational stress.

<sup>33</sup>**Kumar T and Pragadeeswaran S, (2011)**, explored the experiences of the executives in coping with occupation related stress using spiritual quotient. It was evident that if the executives with low stress level had high spiritual quotient level and a low spiritual quotient level had increase in the stress level.

<sup>34</sup>**Azzem Ozkan and Mahmut Ozdevecioğlu, (2012)**, studied on determining the impact of occupational stress on life satisfaction and burnout in accountants. The study was conducted on 217 accountants in the city in Turkey. The impact of occupational stress is negative impact, but it has a positive impact on the 3 dimensions of burnout. They were emotional exhaustion, lack of personal accomplishment and depersonalization. It was finally concluded that occupational stress was a major factor in determining the life satisfaction and the burnout levels of accountants.

<sup>35</sup>**Christine.C.A and Katsapis, (2012)**, examined that the types of stressors prevalent in the self-reports of university research administrators. The research recommended self evaluation, peer review and interventions to increase coping skills and reduce potential negative impacts on the URAs and their employers. The degree of occupational stress was indicative of a need for interventions from their institutions.

<sup>36</sup>**Lokanadha Reddy.G and Poornima.R, (2012)**, reported a strong positive relationship on the occupational stress with professional burnout of university teachers. Organizational level interventions were required to prevent and manage workplace stress because it was the organization that created the



stress. The results showed that 74% of the university teachers had moderate and high levels of occupational stress and 86% had professional burnout.

<sup>37</sup>**Sharma.S, (2011)**, found that the level of stress within a role varies due to differences in mind sets, age, gender and performance and recommended that there should be reinforcement approach to reduce the degree of stress. This reinforcement should be positive in nature.

<sup>38</sup>**Muthukrishnan, (2010)**, stated that if the stress level of employee is recognized and minimized them the employee becomes more productive.

<sup>39</sup>**George Halkos, (2009)**, examined the level of stress with relation to productivity. There was a negative effect on productivity when the worker's personal life began to overlap with his work. Hence an increased stress led to reduced productivity and increased satisfaction led to increased productivity.

#### **Studies Related to Mental State with Co-Workers**

<sup>40</sup>**Anthony Sumnaya Kumasey, et.al., (2014)**, conducted a study in Ghanaian baking sectors. 327 participants were taken for the study. The hypothesis were tested with Multivariate statistical test (MANOVA). In terms of occupational stress the males did not differ significant from their female counterparts and managers did not significantly form non-managers.

<sup>41</sup>**Laura.C, Batist-Tara et.al., (2011)**, explored that the relationship between supervisory behavior and occupational stress. Stress had an impact on the physical and mental health of employees as well as on the productivity and performance.

<sup>42</sup>**Murali Raj, (2009)**, found that several causes of stress. Competition with colleagues, tight deadlines, pressure to perform better and non co-operation among the peers are the most important of them. Insecurity of the job can also lead to stress as it is mostly job related.

#### **Other Studies Related to Occupational Stress**

<sup>43</sup>**Loo M.K., Salmiah Mohamad Amin et.al., (2015)**, determined the sources and identify the impacts of occupational stress and also to determine the relation to individual differences. It concluded that occupational stress was the most common and important type of stress among people in the modern society. It affected the performance of the workers by reducing efficiency and productivity.

<sup>44</sup>**Naveen Kumar Pandey and Abhay Saxena, (2015)**, tried to display the findings in a tabular form to assist further research in this field. The main aim of this research was to review the exiting literature on occupational stress of a teacher and to develop new insights and future guidelines for further research.

<sup>45</sup>**Dhanabhakym M and Naveen Sulthana F, (2015)**, said that like other fields, occupational stress has become increasingly common in teaching profession as well. Teachers are put to distress due to failure of the school to meet the social needs and the job demands of the respondents. The respondents are over-burdened with teaching load and for a healthy growth of teacher's personality, occupational satisfaction is a necessary condition. With changing social economic scenario and increasing un employment, teachers are subject to increasing stresses and hassles.

<sup>46</sup>**Apeksha Gulavani1 and Mahadeo Shinde, (2014)**, assessed occupational stress among nurses working in hospitals and to find out correlations between occupational stress and job satisfaction among nurses. Stress and job satisfaction of nurses had a direct effect on the quality of care provided to the patient. It was concluded that to improve the performance of nurses measures to reduce stress and improve job satisfaction associated with compensations and independence should be taken.

<sup>47</sup>**Affum-Osei, Emmanuel, et.al., (2014)**, studied that occupational stress has a negative impact on employees job performance and advanced countries are becoming more familiar with the phenomenon and methods of managing it. A total of 225 employees working in SMEs were selected to find out the level of occupational stress and determine the impact of it on employees job performance. The results showed that the majority of the employees were moderately and highly stressed.

<sup>48</sup>**Madala Gilbert Khosa, et.al., (2014)**, found that the impact of stress and burnout on the performance of nurses in primary health care centres in a province in South Africa. 50 registered nurses and 38 health care facilities were used. A descriptive and correlation analysis was conducted, after gathering the relevant data, to determine the relationship between performance and stress, burnout and performance. The findings showed that job stress and burnout had no impact on job performance.

<sup>49</sup>**Chaudhry A.Q., (2013)**, examined the influence of occupational stress on the job of university teachers. To analyses the data, inferential statistics, descriptive statistics, frequency tables, Post – hoc and ANOVA analysis were used. Remedial measures were given at the end to manage the stress of university faculty.

<sup>50</sup>**Jeyaraj S.S., (2013)**, determined the occupational stress level of government and aided higher secondary school teachers living in various socio cultural and economic situations. 185 aided school teachers and 120 government school teachers were taken into consideration. The results showed that the aided school teachers were more stressed than government school teachers and they were also less satisfied with teaching and more likely to leave teaching.

<sup>51</sup>**Malikeh Beheshtifar and Hamide Modaber, (2013)**, found out that the relationship between occupational stress and career plateau in Azhar university of Kerman branch in Iran. There was a significant and express relationship between occupational stress and all career plateau variables. Occupational stress is not an objective phenomenon but subjective in nature. The effect of occupational stress can be grouped into two. Those on individuals and on organisations. On individual level, the results were strains, unwanted behaviours, poor physical health and mental health. On the organizational level, it resulted in increase in the organizational costs. It was concluded that organizational stress has a discrepancy between the stressors and the individual capacities to fulfill the demands.

<sup>52</sup>**Triantoro Safaria and Ahmad bin Othman, (2012)**, reported that globalization has brought about an overall change in all aspects of human life creating strain and stress not only among the employees but also among the academic staffs. The study aims to scrutinize the role of leadership practices with job stress among Malay academic staff. The design of this study is survey research with quantitative approach. A total of 124 academic staff answered the questionnaires and data analysed with structural equation model method using Amos 18 program. Using the structural equation modelling, relationship between exogenous and endogenous were made.

<sup>53</sup>**Gardner, Sallie (2010)**, examined psychological distress among university students, teachers and student-teachers. It was concluded that the potential problem of prospective teachers required a holistic approach comprising of understanding contemporary strategies available to individual university students and preventive stress management programs provided made available to future student-teachers.

<sup>54</sup>**Deepak.S, Khobragade, et.al., (2009)**, study conducted on pharma industry employees to determine the effect of gender, age and education on job stress. Human power being the most valuable investment in an organisation presence many problems. So more attention to the factors that influence an increase or reduction in human efficiency is being paid by management experts. Steps are also taken to improve the influence of positive factors and reduce the role of negative ones.

<sup>55</sup>**Fintay Jones, (2009)**, said that psychological stress refers to negative consequences such as anxiety and depression. In some cases, some individuals they find stressors motivating and have a feeling of personal satisfaction and accomplishment. Researchers have now become interested in exploring the factors that may help to mitigate the influence of stress on employees. Psychological resilience has gained interest.

<sup>56</sup>**Oyetimein, (2009)**, informed that stress follows three stages. 1) Alarm stage 2) Resistance stage 3) Exhaustion stage. Alarm is the first stage of development where the heartbeat of the individual increases, breathing becomes faster and the blood pressure also increases. Rest and use of some medication can bring the condition under control. In the resistance stage, the body tries to add

resources to help it cope through maximum adaption to the individual. In the third or the exhaustion stage, the body's resources get depleted and become unable to maintain normal function. This may result in serious nervous or physical breakdown. It may further lead to illness, such as ulcers, depressions, diabetes, mental illness and cardio vascular problems.

<sup>57</sup>**Bhatti, (2007)**, study concluded that the employer and employee should realize the stress and the stressor that cause all negative effect. This has to be done in every organisation has a higher percentage of stress will result in decreased productivity and a negative impact on the employees.

<sup>58</sup>**Jovica Jovanovic1, et.al., (2006)**, said that occupational stress has, in the current days, become an epidemic spreading like wild fire. Organisations suffer in the form of low productivity high medical cost, absenteeism and stress related accidents. Physical symptoms comprise of loss of health on multiple accounts. Many attempts have been made to identify the causes of stressful job events. Of them three are essentially important, such as, engineering, psychological and physiological approaches.

<sup>59</sup>**Steyn.G.M. and Kamper.G.D., (2006)**, attempted to provide an overview of occurrence of stress among educators. It was conducted in the teaching profession in South Africa. It identified some key factors that had an impact on occupational stress among educators.

### III. IDENTIFICATION OF FACTORS ON OCCUPATIONAL AND RELATED STRESS

Based on the reviews carried out by the researchers, factors leading to occupational stress and related stress factors were identified very carefully. The identified factors that are observed from previous research works globally been documented in the form of following table for easy understanding of the readers.

**Table**  
**Factors Observed from Previous Research Works on Occupational Stress**

Name of the Researcher(s)	Identified Factors from Various Literatures of Occupational Stress	
	Stress Factors	Related Factors
<b>Abdul Qayyum Chaudhry, (2012)</b>	Occupational Stress	Job Satisfaction
<b>Affum-Osei, Emmanuel, Agyekum, et.al., (2014)</b>	Occupational Stress	Job Performance
<b>Akanji Babatunde, (2013)</b>	Poor Performance and Health Problems	Employee Well-being
<b>Akintayo.D.I., (2012)</b>	Psychological Well-being	Workers Behavior
<b>Ahlam B. El Shikier1 &amp; Hassan A. Musa, (2012)</b>	Organizational Performance	Employees Experience
<b>Apeksha Gulavani1 &amp; Mahadeo Shinde, (2014)</b>	Occupational Stress	Job Satisfaction
<b>Ayodele Ekunday, (2014)</b>	Work Environment	Employee Performance
<b>Azzem Ozkan &amp; Mahmut Ozdevecio ̇glu, (2012)</b>	Positive Impact	Life Satisfaction
<b>Bhatti, (2007)</b>	Negative Effect	Decrease Productivity
<b>Chaudhry A.Q., (2013)</b>	Influence of OS	Job Performance
<b>Christine C. A. Katsapis, (2012)</b>	Self-evaluation	Self-reposts
<b>Deepak S. Khobragade, et.al., (2009)</b>	Positive Factors	Human Efficiency
<b>Dhanabhakyam M &amp; Naveen sulthana F, (2015)</b>	Personality	Occupational Satisfaction
<b>Fintay Jones, (2009)</b>	Psychological Problems	Anxiety and Depression



<b>Gardner, Sallie (2010)</b>	Psychological Distress	Potential Problem
<b>Jahanzeb, (2010)</b>	Sources of Job Stress	Job Satisfaction
<b>Jeyaraj S.S, (2013)</b>	Level of OS	Socio Cultural and Economic Situations
<b>Jovica Jovanovic1, et.al., (2006)</b>	Physical Symptoms	Psychological and Physiological Approaches
<b>Joyce Atieno Oweke1, et.al., (2014)</b>	Physical and Mental Emotional	Work Overload
<b>Karshan.B &amp; Chothani, (2015)</b>	Gender Problem	Job Satisfaction
<b>Karthik. R., (2008)</b>	Level of Stress	Performance at Work
<b>Krishnakumar R. and S. Lalitha, (2014)</b>	Emotional Intelligence	Work Environment
<b>Kumar T and Pragadeeswaran S, ( 2011)</b>	Stage of Stress	Spiritual Quotient
<b>Laura C. Batista-Taran et.al., (2011)</b>	Supervisory Behavior	Occupational Stress
<b>Loo M.K., et.al., (2015)</b>	Type of Stress	Employee Performance
<b>Leung et al., (2010)</b>	Types of stresses	Job stress and Emotional Stress
<b>Lokanadha Reddy G and Poornima R, (2012)</b>	Occupational Stress	Professional Burnout
<b>Louise Tourigny, et.al., (2010)</b>	Impact on Job Stress	Role Overload and Role Conflict
<b>Love et al., (2010)</b>	Work Stresses and Problems	Lack of Control, Clarity and Certainty at Work
<b>Madala Gilbert Khosa, et.al., (2014)</b>	Managing Stress	Burnout on the Performance
<b>Malik, (2008)</b>	Cause of OS	Demands of the Job
<b>Malikeh Beheshtifar &amp; Hamide Modaber, (2013)</b>	Poor Physical Health and Mental Health	Career Plateau
<b>Mardhiah Yaacob &amp; Choi Sang Long, (2015)</b>	Role Ambiguity and Role Overload	Job Satisfaction
<b>Mark, (2008)</b>	Stages of Stress	Perceptions of Job Demand
<b>Mihaela Stoica &amp; Florin Buicu, (2010)</b>	Physical and Emotional Health	Good Relationship with Others
<b>Mohajan, H.K. (2012)</b>	Stress Management	Risk Management
<b>Murali Raj, (2009)</b>	Cause of Stress	Job Related Stress
<b>Oyetimein, (2009)</b>	Stages of Stress	Lead to illness, Depressions
<b>Peter M, Hart and Caryl. Cooper, (2010)</b>	Work Stress	Employee Well-being and Organizational Performance
<b>Pratibha Garg, (2010)</b>	Conflict, Depression,	Interpersonal Relationships
<b>Rajendran Jayashree, (2011)</b>	Psychological Problems	Productivity of the Work Force
<b>Roohangiz Karimi, et.al., (2014),</b>	Occupational Stress	Role Overload, Role Conflict
<b>Rudy Nydegger, (2010)</b>	Sources of Stress	Job Satisfaction
<b>Satija, (2008)</b>	Predictor of Occupational Stress	Emotional Intelligence
<b>Sarikwal, Lovy, Kumar &amp; Sunil, (2010)</b>	Effects of Stress	Skilled and Non-skilled Work
<b>Sharma.S, (2011)</b>	Personal Variables	Degree of Stress
<b>Siva Kumar M &amp; Mohammed Siddique A, (2011)</b>	Level of Stress	Organizational Resources

<b>Steyn G. M. &amp; Kamper G. D., (2006)</b>	Occurrence of Stress	Impact of OS
<b>Subramanian S and Vinothkumar M, (2009)</b>	Role Ambiguity	Self-esteem
<b>Swaminathan, (2009)</b>	Work Environment	Role Overload
<b>Triantoro Safaria &amp; Ahmad Bin Othman, (2012)</b>	Role of Leadership	Exogenous and Endogenous were made
<b>Uma Devi .T, (2011),</b>	Physical, Mental and Behavioral Changes	Trigger Passion for Work,
<b>Velnampy.T and Aravinthan.S.A, (2013)</b>	Work Environment	Organizational Commitment
<b>Yahaya, (2010)</b>	Occupational Stress	Performance at Work
<b>Zoran Stojanović, et.al., (2012)</b>	Level of Occupational Stress	Work Experiences

#### IV. CONCLUSION

Peoples' lifestyle and standard of living have rapidly changed in the recent years. Mental health and family adjustment and job satisfaction depend upon various factors that are at work in the job place and in the family. All these factors affect the mental health of the person. Occupation is an important aspect of life and a satisfactory work situation affects the person's feeling of personal importance. Dissatisfaction creates frustration, affects the efficiency of the worker and increases employee turnover. So, any training given by the company becomes meaningless. This paper provides the knowledge about the occupational stress among the various levels of the employees in India and abroad. This paper states about various review of literatures from the research articles. Through the review of literatures, the researchers came to know about the reasons and causes of occupational stress, especially mental state at work, mental state at office, mental state with co-workers, emotional intelligence and level of occupational stress. There is no doubt that this paper on occupational stress, will be helpful for researchers who undergo study in the same field.

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