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# Development and analysis of employee health reformation strategy to manage occupational stress

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**Abstract**--The global employer challenge today is to maintain the work-life balance of employees. Employees are the backbone of any organization. Employees are striving for their excellence in both work and life front but stress is the culprit of health, which creates obstacles. Many times, a person is unaware of health symptoms caused by stress. Emotional imbalance, anger and depression lead to physical health degradation like blood pressure fluctuations, blood sugar level imbalance, upset liver functions, etc. In this paper, 200 male and female respondents as a sample were chosen from multinational companies from Pune. The new Burnout Sculptor strategy is developed to lower the health impact due to stress. Results show that pre-and post burnout sculptor strategy provides positive health impact to employees.

**Keywords**--psychological health, occupational stress, burnout, blood pressure.

**Introduction**

Occupational anxiety [1, 2] amongst working individuals has through the year turned into a significant area of argument and hesitation. Women's stress may be described as the encounters by a working of distressing emotions, just like stress, frustration, anxiety, anger as well as despair ensuing from elements of their particular work. The raising consciousness of working women employees stress arises in part from a matter that most strong working women employees leave the profession mainly because of stress in part from the increasing facts that extended work-related anxiety can cause both mental and physical ill [3,4]. Working women employees prefer to work hard to be able to accomplish strong result. In the case of organizations, if the work is extremely hard, however, it is a good occupation means at the time of such jobs, several swift physical as well as mental stresses are there. Working women employees prefer to work hard to prove

their ability. In organization, the process is quite hard and so it is very difficult to understand their co-worker and supervisor. The findings indicate that home-based work was stressful for women, and so they considered home tasks over work needs. Certainly, there was no age difference in perceived stress; even though it noticeably differed by profession as well as designation they hold [5].

## **Literature Review**

A raising incidence of work-related anxiety and employees' mental wellness impairments in the medical care community calls for precautionary activities. A vital element in the work environment that is assumed to impact employees' mental health is control behavior. Consequently, successful leadership concurrence to foster employees' leaders' as well as staff members' mental health can be a crucial strategy to deal with this hitting issue [6]. Certainly, there is a need to figure out the strategy as well as features of subjection to contagious disease by identifying the risk identified by the employees and to analyze how the ensuing anxiety impacts the company's immediate performance [7].

The intent of existing research was to envision primary proficiency requirements and variances among all governmental public health workers with or perhaps without formal public health gradation. Results from this work presented information for public health programs concerning gaps in expertise and capabilities amongst professionals. Aside from that, leaders and managers in public health organizations may use this data to inform workforce development as well as lasting education programs for their current employees, which is required in a post-covid-19 scenario [8]. The heightened risk shows up connected with recurrent exposures to a variety of potentially psychologically distressing situations; however, the Job Demand-Control model and the Job Demand-Control-Support model posit operational (job content) as well as organizational (job context) causes as raising risks for mental health issues. In the study, the author investigated the potential impact of operational and organizational stress on correctional worker mental health, identifying specific stressors that might be modifiable [9]. Nursing is one profession that requires repeated emotional exchanges, incorporating offering care to patients, coordinating between staff or departments, fostering trust and stability, and attending to various human relationships. Emotional intelligence, job stress, self-efficacy, as well as job autonomy are important factors that could decrease nurses' emotional labor as well as increase their job fulfillment and performance [10].

As the financial as well as sociable influences of the COVID-19 pandemic persist, authorities should consider industry-level variations in the event that planning support decisions relating to public resource allocation to organizations. Even so, very little facts prevail concerning the differences in work-related stress throughout companies. [11]. Job stress continues to be a significant interest in work-related health analysis, usually based on hypothetical models as well as quantitative large-scale studies. Office employees are most importantly subjected to stressors just like excessive work load as well as time pressure. This research was to adhere to a phenomenological procedure to recognize work stresses as they are observed by office employees. The results reveal that work severity as well as communal environment turned out to be main stress areas, accompanied by

skills as well as prudence, prospects, and working time standard. The corporal environment and so income were not covered in their results [12].

Even though long-term work environment stress is referred to be linked with health-related effects like mental and cardiovascular diseases, research about everyday occupational stress is limited. This systematic review contains research examining stress exposures as work environment risk factors as well as stress results, scored via self-perceived questionnaires and physiological stress prognosis [13]. Health professionals represent a group that is at a high risk of COVID-19. They have been found to encounter challenges in many situations, one among which is that they confront the risk of infecting themselves as well as others because of interaction with high-risk sufferers. This study investigates just how demographical and individual factors and so work addiction influenced work-life balance as well as mental health needs of health professionals. The data of the analysis were accumulated in the first wave of pandemic [14]. The COVID-19 pandemic has pointed out the importance of work in framing population health as well as wellbeing. This Viewpoint applies a multilevel systems framework to assist in recognizing the various and intricate interactions of forces impacting worker health and wellbeing, and how well-known alterations in employment as well as working circumstances have been enlarged by the pandemic.

Government agencies bothered with population health and wellbeing, and economic activity must broaden their capability to monitor, examine, and react to these trends [15]. Night shift employees encounter circadian rhythm disruption because of doing the job overnight. Sleep disruption is assumed to increase oxidative stress, outlined as a discrepancy of excessive pro-oxidative factors and reactive oxygen species over anti-oxidative activity. Oxidative stress can damage cells, proteins and DNA and can eventually lead to varied chronic diseases such as cancer, diabetes, cardiovascular disease, Alzheimer's and dementia [16]. Cancer patients, care takers as well as , oncology health professionals have been impacted by the COVID-19 pandemic in many means, however , their experiences and psychosocial responses to the pandemic are still being explored. Hence, they experience higher stress levels to manage their life [17].

### **Proposed Methodology**

Burnout and debilitating job stress have been associated with numerous adverse health results. Even though the elements underpinning this interaction are still ambiguous, the allostatic load (AL) model was recommended to show a likely biological process [18]. Author described this approach as an adverse internal impulse to which the subject cannot avoid. So is conceivable to focus on two dimensions of workaholism: (1) Behavioral Dimension (2) Cognitive Dimension. Some authors contemplated that a serious workaholism only could be considered in cases where both dimensions are present [19]. The significance of human right is well-known throughout the world. But, the need for use of human rights comes in action only in adverse events. Our focus is to develop such a strategy that there should not be any incidence where human right comes in action. The proposed research focuses on the employee health by means of development of new strategy to restrain occupational stress and to strengthen health factors. Employees who overvalue work more than other dimensions of their lives have generally been

valued by organizations. Thus, this study aims to present the analyses of work-life equilibrium issues and burnout in an Indian sample of healthy and non-healthy individuals. Highlighting Covid-19 pandemic 200 employees from distinct professionals' fields are considered for proposed research. The results exhibit that the professionals experience more unified enthusiasm and have signs of illness due to burnout. Recognizing the work enthusiasm of individuals is a very crucial concern to give approaches to lessen work-related diseases. Following Fig.1 shows the execution flow for a new "Burnout Sculptor (BS)" strategy which can help to manage the occupational stress among employees. The aim of this BS strategy is to segregate the causes of stress.

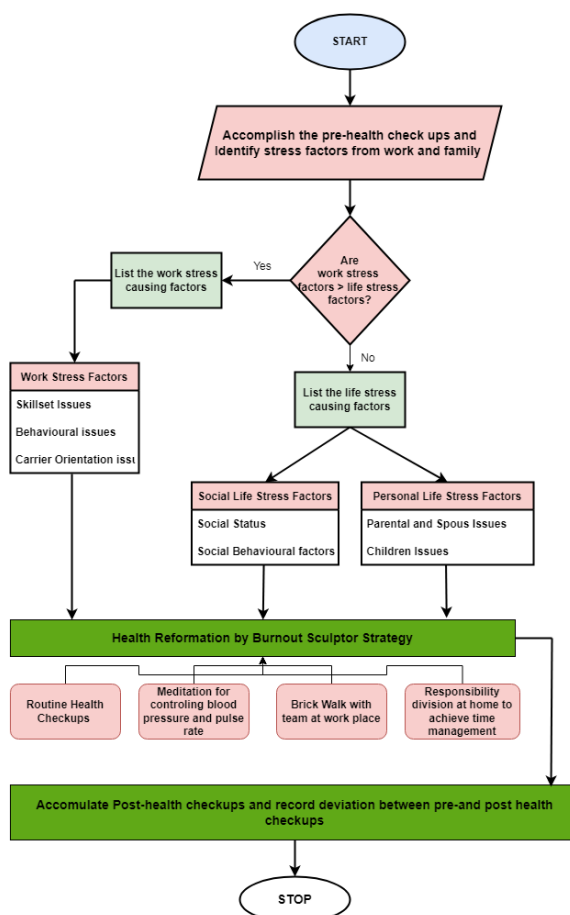


Fig. 1. Execution flow for Burnout Sculptor Strategy

For example, the psychological stress affects the blood pressure, temporary neurological disorders and/or breathing issues, fluctuations in blood sugar level, etc. As per our research, occupational stress is correlated with few personal life issues which lead to fluctuate individual's decision making capacity. This further raises emotional fluctuations like anger, depression, anxiety, etc. There are many medications available on prescription by medical experts, but that can be a longer treatment option. Human Resource (HR) department is the pivot to balance organizational environment and employee behavioral structure.

Many multi-national companies (MNCs) focusing on stable employee health by conducting periodic health checkups and arranging meditation sessions, etc. But, there is a need to train employees to differentiate their type of stress, which can lower the psychological burnout. In case an employee is able to list out the reasons for burnout, he/she can segregate it as a work stress factor, social life issues or personal life issues. This can be said as a self-motivation boosting by coping with stress elements. The key issue is individual not understanding the exact reason behind the stress and so, organizational HR consultant can listen and help him/her to segregate the stress causing factor.

### Results and Discussion

The proposed study is conducted for employees working in MNCs for Pune, Maharashtra. We tested the sample of 200 employees (100 male employees and 100 female employees) for their pre-and post health checkups to analyze the proposed burnout sculptor strategy.

Table 1  
Pre-and Post Burnout Sculptor (BS) Strategy Health Checkup Impressions

| Respondents      | Pre-BS Health Issues | Health | Post-BS Health Issues | Health | No Health Issues |
|------------------|----------------------|--------|-----------------------|--------|------------------|
| Male employees   | 49                   |        | 32                    |        | 51               |
| Female employees | 53                   |        | 29                    |        | 47               |
| Total            |                      |        |                       |        |                  |

As shown in Table 1 above, out of 100 male employees, 49 were suffering from stress issues and out of 100 female employees, 53 were suffering with few distress issues. The health checkup reports collected for all respondents and further to that we arranged three sessions for three weeks to execute burnout sculptor strategy. The post-BS execution health checkup results show that there is significant improvement in lowering the stress level. Further, as a post research feasibility study, we tested hypotheses using ANOVA test tool.

H0: Psychological and physical health is not correlated with each other.

H1: Psychological and physical health is correlated with each other.

|                | Sum of Squares | df  | Mean Square | F     | Sig.  |
|----------------|----------------|-----|-------------|-------|-------|
| Between Groups | 14             | 9   | 1.003       | 0.127 | 0.002 |
| Within Groups  | 86             | 191 | 1.054       |       |       |
| Total          | 100            | 200 |             |       |       |

The result of the significant level is 0.002 hence the null hypothesis is rejected.

H0: Burnout Sculptor strategy cannot help to reduce the stress of employee.

H1: Burnout Sculptor strategy can help to reduce the stress of employee.

|                | Sum of Squares | df | Mean Square | F     | Sig.  |
|----------------|----------------|----|-------------|-------|-------|
| Between Groups | 9              | 3  | 1.008       | 0.043 | 0.003 |

|               |     |     |       |  |  |
|---------------|-----|-----|-------|--|--|
| Within Groups | 91  | 197 | 1.118 |  |  |
| Total         | 100 | 200 |       |  |  |

The result of the significant level is 0.003 hence the null hypothesis is rejected. From the above results, it is clear that the proposed Burnout Sculptor Strategy is feasible to control the stress level of employees, which in turn reduces the chances of various health issues. The HR department is always keen to improve employee performance by various means, but occupational, social and personal stress is many times inter woven in nature. Hence, proposed research can reduce the possibility of human right intervention by avoiding the serious impacts of stress.

### Conclusion

In this paper, existing methodologies for controlling occupational stress are discussed. Paper also revealed the significance of the human resource department in MNCs in helping employees to cope up with stress. The proposed Burnout Sculptor strategy is discussed and hypothesis testing revealed that health checkup of employees before and after the proposed strategy execution proved to be a better option to avoid serious steps by employees. Research recommends following the proposed strategy to support employees' psychological, emotional, and physical health improvement.

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