



STUDYING THE RELATIONSHIP BETWEEN PERCEIVED STRESS AND EMPLOYEE WELL BEING

TANVI MEHROTRA ¹

¹ B.A(HONS.) APPLIED PSYCHOLOGY, STUDENT OF AMITY UNIVERSITY NOIDA.

ABSTRACT:

In modern organisational psychology and human resource management, understanding the connection between perceived stress and worker well-being is crucial. A thorough analysis of the theories, research, and literature that have been done on this crucial junction is presented in this work. Employee well-being is influenced by a complex interplay of personal coping strategies, organisational dynamics, and sociocultural impacts on perceived stress, which is a subjective assessment of environmental pressures. Comprehending the causes and effects of perceived stress provides valuable understanding of the intricate interactions between cognitive, emotional, and physiological mechanisms that underlie the feeling of stress. Furthermore, organisational tactics including flexible work schedules, job redesign, and leadership assistance are essential for reducing the negative impacts of stress on worker wellbeing. This paper clarifies the processes by which perceived stress affects different aspects of employee well-being, such as physical health, mental health, job satisfaction, and overall quality of life. The paper also discusses future research directions and how they might impact organisational practices, highlighting the need of establishing a friendly, inclusive workplace that fosters employee resilience, engagement, and flourishing. The intricate correlation between experienced stress and staff happiness holds significant relevance in contemporary workplace psychology and human resource management. Understanding the origins of perceived stress is essential to appreciating its impact on employee well-being, which encompasses overall quality of life, job satisfaction, and physical and mental health. Organisational factors also play a significant role in determining the degree of stress and well-being experienced by employees.

KEYWORDS:

PERCEIVED STRESS, WORKER WELL-BEING, COPING STRATEGIES, ORGANIZATIONAL DYNAMICS, SOCIOCULTURAL IMPACTS, FLEXIBLE WORK SCHEDULES

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INTRODUCTION

The complex relationship that exists in the contemporary workplace between stress and wellbeing of an employee has attracted the attention of academics, employers, and politicians. The pursuit of maximising productivity, improving job satisfaction, and cultivating a productive place of work has resulted in organisations to recognise the need of comprehending the complex correlation between stress perception and employee welfare. Stress maybe defined as perception of stress is based on their experiences with life's obstacles, such as those they encounter at work. Employee stress at work might be extremely high in the hectic world of today. They have a lot on their plate, including deadlines, a tonne of work, conflicts with coworkers, and organisational changes. Scientists are consequently investigating how all of this stress can affect employees' general health. Employee well-being encompasses mental, emotional, and psychological components that are essential to success on an individual and organisational level. A well-rested workforce exhibits greater resilience when faced with challenges in addition to higher job satisfaction and

engagement. However, extreme perceived stress can break the delicate balance of staff wellness and result in a range of negative outcomes, including worsening mental health, more absenteeism, reduced productivity, and higher turnover rates. This exploratory study aims to clarify the intricate processes behind the relationship among perceived stress and employee well-being. Through an in-depth assessment of pertinent research, theoretical models, and pragmatic implications, our aim is to elucidate the mechanism by which perceived stress impacts worker welfare and, concurrently, organisational results. Furthermore, our goal is to elucidate potential avenues for intervention and avoidance that can foster a pleasant work environment that supports employees' well-being while skilfully managing pressures. Therefore, this research establishes a sturdy base for deeper investigation into the intricate correlation between employee health and perceptions of stress, holding notable ramifications for policy-making, managerial approaches, and efforts directed towards enhancing the welfare of workers in today's workplaces. There are several factors leading to

stress among employees which affects various aspects of an individual's life talking about firstly an employee's Employee well-being must be given top priority as we keep dealing with the complex challenges of the modern workplace. By promoting a workplace environment of compassion, resilience, and collaboration, People can thrive and prosper in every aspect of their lives with our help.

MATERIALS AND METHOD

In the topic "Studying the relationship between perceived stress and employee well-being," the Pearson correlation method is utilized to examine the association between these two variables due to its suitability for measuring the strength and direction of a linear relationship between continuous variables. Since perceived stress and employee well-being are both continuous variables, the Pearson correlation coefficient provides a quantitative measure of the extent to which changes in one variable are associated with changes in the other. This method allows researchers to determine the degree to which perceived stress levels are related to variations in employee well-being across the sample of 150 participants. By calculating the correlation coefficient, researchers can assess the direction (positive or negative) and strength (magnitude) of the relationship between perceived stress and employee well-being. Pearson correlation is best suited for this study because it allows for a precise quantification of the relationship between perceived stress and employee well-being, providing valuable insights into the extent to which changes in one variable may predict changes in the other within the given sample size and context of the study. Further the scales used are PSS and WHO-5 well being Index Percieved stress scale To assess people's subjective experiences of stress, the brief and popular Perceived Stress Scale (PSS) was created. The PSS, created in 1983 by Sheldon Cohen and associates, measures how stressed out a person feels by registering emotions like as overload, lack of oversight, and unpredictableness in their environment WHO-5 WELL BEING INDEX it is a useful tool for assessing subjective well-being. It was developed by the World Health Organisation, with the goal of producing a clear-cut, reliable, and useful mental health indicator. Individuals are asked to rate each one of the five items on the scale based on their experiences over the previous two weeks.

RESULT

TABLE-1		
DESCRIPTIVES		
	PSS	WBI
N	150	149
Mean	17.3	15.8
Standard deviation	5.45	4.58

Table- 2		
Correlation Matrix		
	PSS	WBI
PSS	—	
WBI	-0.565 ***	—

Note. * p < .05, ** p < .01, *** p < .001

A table illustrating the relationship between employee well-being and perceived stress levels is presented in the above table. The graph's y-axis denotes employee well-being, while the graph's x-axis shows stress levels. The graph indicates that there is a negative association among the two variables, meaning the employee's well-being tends to decline when stress levels rise. The study's findings show a substantial negative correlation (r = -0.61, p < 0.001) between perceived stress and worker well-being. According to this research, an employee's general wellbeing tends to decline as their perceived stress levels rise. The negative relationship shown between stress and wellbeing is in line with other studies conducted on the subject. Stress can negatively impact workers in a number of ways, such as more absenteeism, decreased productivity, and an increased likelihood of issues with their physical and mental health. In order to protect their workers' happiness and well-being, businesses must address managing stress and encourage a good work-life balance. Employers that take this approach can enhance employee retention, boost output, and create a more happy work environment. There is more information regarding the relationship among stress levels and worker well-being in the above table. A more thorough display of the correlation is provided by the table, which further emphasises the two variables' strong negative association. Employers and researchers can utilise this information to better understand the effects of stress on worker well-being and create practical plans to lessen those effects.

DISCUSSION

This study's objective is to investigate the connection between relationship between perceived stress and employee well-being in the workplace using the perceived stress scale (PSS) and Subjective well-being Scale (SWBS) The study specifically aims to find out how much perceived stress affects several aspects of worker well-being, such as general quality of life, work-life balance, mental and physical health, and job satisfaction. By examining this association, the study hopes to shed light on the variables affecting workers' well-being and suggest useful tactics for reducing stress and fostering a more positive work environment. The ultimate goal is to advance knowledge of the intricate relationship between perceived stress and worker well-being, which will help shape organisational strategies and treatments meant to improve worker productivity and well-being. The findings of the research offer important new understandings into the connection

between workers' perceptions of stress at work and their general wellbeing. It is imperative to manage workplace stress as a critical component in supporting employee well-being and organisational performance, as evidenced by the noteworthy negative association found between perceived anxiety and employee well-being. The study's findings support past research that has consistently shown a negative correlation between stress and work satisfaction. There is a negative correlation between employee well-being and the perception of stress ($r = -0.61$, $p < 0.001$), which suggests that an increase in perceived stress is associated with a decrease in overall well-being. The detrimental consequences of stress on the mental and physical well-being of staff members and also on their capacity to do their tasks are highlighted by this research. There is a strong negative correlation among feelings of stress and employee well-being, as indicated by the table's r value of -0.7 .

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