



Managing Employee Work Stress using Health Psychology

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Abstract

Purpose – Work stress environment is expanding alongside the speed of worldwide change and psychological well-being concerns are coming about because pressure over-burden can bring about lost workdays, lower representative usefulness, and high occupation turnover rates. For this reason, this study investigates to provide how practitioners can manage employee work stress using health psychology based on prior studies.

Research design, Data, and methodology – Qualitative textual research involves collecting and analyzing various non-numeric data to establish different concepts or opinions in prior literature. That means that the present researcher carried out qualitative research in multiple ways, investigating many kinds of previous textual data, such as prior published peer-reviewed resources and case studies analysis.

Result – The results revealed that directed symbolism has been displayed to improve prosperity and tranquility among employees with an assortment of persistent infections. Like diaphragmatic breathing, reflection practices consolidate zeroing in on a particular article or sensation (like breathing) while at the same time separating from other distracters and controlling inward encounters (for example, feelings, musings) through non-critical acknowledgment.

Conclusion – This research proposes that intellectual rebuilding or figuring out how to perceive maladaptive musings and change them to reflect more versatile; judicious idea examples can fundamentally further develop temperament, diminish pressure, and reduction negative feelings for employees.

Keywords: Employee Management, Work Stress, Health Psychology

JEL Classification Code: J53, M12, M54

1. Introduction

Stress in the work environment is expanding alongside the speed of worldwide change. Bacharach and Bamberger (2007) found that pressure is related to work over-burden, job clashes, and occupation instability. A portion of the average well-being results of pressure over-burden is melancholy, cognitive decline, helpless consideration, and outrage. Supported pressure prompts criticism, shortcoming, and weariness (Maslach, Schaufeli, & Leiter, 2001). Psychological well-being concerns are coming about because pressure over-burden can bring about lost workdays, lower representative usefulness, and high occupation turnover rates. These conditions can build the expenses of authoritative staffing and medical advantages. The powerlessness to adapt or adjust to unpleasant conditions brings about helpless administration execution and repercussions for associations' soundness (Maki, Moore, Grunberg, & Greenberg, 2005).

Notwithstanding tremendous big stage getting geared up foundations, firms, metropolitan institutions, states, and nations are operating sensibly of checking out, following and treating those motivated with the aid of the Coronavirus (Covid-19), distinct understudies, labor pressure, the team of workers, skilled experts, and various professionals starting with one aspect of the planet then onto the subsequent will hold experiencing a few degrees of fretfulness and stress as they go back to work or continue playing out their duties. Thinking approximately everything, the kingdom of the artwork experts any area on the globe are sensible going to a few varieties of the urgent component in their regular positions, and Vietnamese employees are relatively organized to be hardships of stress as some different in stable tenant (Nguyen, Lee, Mujtaba, & Ruijs, 2013). In this evaluation, without preserving our fixation to selected united states, we look at the particular paintings of human helpful resource subject matter experts and how they can feasibly help delegates handle their workplace energies of urgent factors.

The (HR) workplace handles exceptional critical fragments of the enterprise, reviewing operating for word-related protection and the power of experts. From this time ahead, HR chiefs are not most effective liable for ensuring that supervisors are not zeroing in on their delegates and seeing signs of compacting aspect among their team of workers to take movements alongside the need to grasp the significance of compressing element revolution. Making observe stress is a normal reaction of the body while adjustments happen (Neuman-Lee & French, 2014). The physical, mental, and anxious reactions will be used by the body considering advancement. The environment, the frame, and insights are usual elements that impact pressure. Working weather pressure is the reaction that individuals have a few kinds of work needs once in a while leave out the mark for their capacities and statistics, or while work pressures outmaneuver one's ability to supervise it reasonably. Stress is the physiological response of someone to an external lift that causes the "fight-or-flight" response (Mujtaba, Lara, King, Johnson, & Mahanna, 2010). As proven with the American Psychological Association (APA) aid, strain is portrayed into three arrangements of extremely good, lengthy, and continuing. For this reason, this study aims and investigates to provide how practitioners can manage employee work stress using health psychology based on numerous prior studies. The study seeks to develop a stress management strategy that can be used by human resource managers. The model is based on health psychology, given the fact that stress is a mental challenge and one that requires psychological intervention. The model will be developed with the help of collected and analyzed non-numeric data from previous literature. Essentially the main goal of the model is to have employees in their right state of mind while at work, and this shall involve, among others identifying and solving issues that trigger stress and other contributing factors using health psychology techniques.

2. Literature Review

2.1. Stress Reaction

Even though "stress" is a generally utilized term in the present vernacular, and the vast majority seem to have an intuitive feeling of what it implies, stress is hard to decisively characterize as it is usually utilized conversely with an assortment of different terms, like tension, pressing factor, or strain (Ahmad, Hussain, Saleem, Qureshi, & Mufti, 2015). From an overall perspective, stress alludes to various physiological, passionate, social, and intellectual responses that happen because of natural requests. As communicating with general surroundings, the research should convey ongoing evaluations of ecological intimidations, difficulties, and demands and adapt to any emerging issues. Now and again, ecological requests are effortlessly taken care of, for example, when people Heart and breath rates speed up and circulatory strain increments, empowering the body to rapidly flow oxygen-rich blood to the mind and vast muscles of the body need to press a catch on a key to open your vehicle. Nonetheless, on different occasions, the climate requests can appear overwhelming or unmanageable, for example, when employees need to take three tests

around the same time, resulting in sensations of actual strain, negative idea designs, and unpleasant passionate encounters (Holton, Barry, & Chaney, 2016). Lazarus and Folkman (1984) proposed that pressure results when the climate requests are more noteworthy than the person's apparent adapting assets. A "stressor" is any occasion or upgrade that causes pressure.

Nonetheless, what fills in as a stressor for one individual may not be very similar. For instance, being approached to go to a get-together may pressure somebody who sees that they come up short on the essential social abilities to fit in. At the same time, someone else who feels excellent in social circumstances may not encounter any pressure. Stressors can take numerous structures, going from the day-by-day bothers of life to substantial life changes. Day-by-day bothers are the consistently happening occasions or circumstances that we experience daily, like losing things, worries about weight, or holding up. Any of these occasions is probably not going to affect our general personal satisfaction significantly.

Interestingly, life changes, like passing a relative, getting hitched, or negative well-being analysis, are critical. Notice that not all stressors are negative. Getting connected, having youngsters, and beginning a new position are frequently sure encounters. However, they can put a lot of pressure since they expect us to change our lives and acclimate to new conditions. School is a short season of life when unique and remarkable stressors are frequently being experienced. Not exclusively are undergrads frequently away from home interestingly and compelled to be more independent, yet they should likewise adapt to the expanding requests of the educational climate. Changes in rest and dietary patterns, expanded monetary duties, offering living space and assets to outsiders, and vast openness to liquor, medications are a couple of the extra stressors regularly experienced by undergrads. To fuel matters, undergrads are frequently compelled to adapt to the difficulties of school stressors with decreased admittance to their conventional emotionally supportive networks, for example, family and long-lasting companions. Hence, it is significant for undergrads to expand their mindfulness about pressure, the effect of excessive stress on physical and emotional wellness, and different adapting systems and methods accessible to adapt to the school climate's difficulties. Body Responses to Stress When compromised by ecological risks, changes, or requests, employees experience various physiological and mental changes (Holton et al., 2016). When the danger has been perceived and assessed as risky, the individual assesses accessible adapting assets (Manoj & Padhy, 2013). On the off chance that the requests of the circumstance are considered to be more prominent than the accessible adapting assets, an "alert" or "Battle or-Flight Response" is created. During the battle or flight reaction, the body gets ready for activity, for the most part comprising of one or the other conflict or aversion of the danger. The intelligent sensory system is enacted, and chemicals, including adrenaline and noradrenaline, are delivered into the circulatory system. Heart and breath rates speed up and circulatory strain increments, empowering the body to rapidly flow oxygen-rich blood to the mind and vast muscles of the body (Hendriksen, Zuiderveld, Kemper, & Bezemer, 2000).

2.2. Employee Work Stress

The stress in employees results from being asked to perform tasks beyond their knowledge, ability, and coping skills. The matter is further worsened by a lack of support from peers or supervisors to close the gap. Research has also shown that unrealistic manager expectations, heavy workloads, and approaching deadlines play a significant role. Increased workloads make employees feel like a day is not enough to carry out all the tasks. Research has also shown that the top five stressors for employees are within reach of managers, and there is a lot they could do. The top five include low wages and salary, lack of opportunities for career advancement, heavy workload, unrealistic job expectations, and long working hours. These are things that can be spotted and addressed by managers through signs like incomplete work, decreased productivity, lower quality of work, and mistakes. These alarming signs can be mediated through ease of deadlines, meeting with workers, and assisting them prioritizes projects (Hendriksen et al., 2000)

Employees are not only stressed by high workloads, but somewhat less duty is also a significant cause of uncertainties and discontent (Joy, 2020). Lower duties create bared feelings of stress, tension, and fear. An employee wants to feel sufficiently utilized, and this involves the allocation of fair duties. Managers must strike a balance between the two. Employees get stressed by role conflicts, and this is a situation where more demands have been taken place upon the employee by peers, supervisors, and subordinates. This is common in jobs that lack a clear description and requires conceptual thinking and decision-making. The incompatible requirements and expectations at the disposal of the employee lead to conflicting expectations about the person and their behavior (Joy, 2020). Finally, employee stress also comes from role ambiguity, whereby they become ambivalent about projecting the reaction of their supervisor to their tasks as either successful or a failure. Role ambiguity occurs where expectations, responsibilities, and objectives have been unclearly designed by the employer to the employee (Holman, Johnson, & O'Connor, 2018; Manoj & Padhy, 2013; Ganster & Schaubroeck, 1991).

The discussion above defines employee stress as mental instability occasioned by circumstances at the place of work. Employee stress is a result of different factors: high workload, low workload, unrealistic expectations, and lack of an opportunity to develop and grow career-wise, low salary and wages, role ambiguity, long working hours, among others. Further, it has been established that these stressors affect productivity negatively, and this is characterized by poor work quality, incomplete work, high employee turnover, absenteeism, among others. The good thing is that managers have the power and resources to spot and address the issues (Joy, 2020). The managers have various interventions, and health psychology is an essential tool to address the matter. Health psychology can be used in reforming both the individual employee and the organization. Below are the different health psychology interventions and their importance to the organization in promoting employee wellbeing and ultimately organization productivity.

2.3. Importance of Employee Stress Management using Health Psychology

Even though Stress management is an important aspect of enhancing employee productivity. Stress management Interventions (SMI) are categorized into primary, secondary, and tertiary levels. The interventions get conducted at either the individual or organizational level. The primary individual-level intervention aims at preventing stress from re-occurring, and this can be achieved through the selection of an applicant with both the ability and skills to manage the job description. The secondary level intervention aims at equipping employees with skills and abilities to manage stress and promote wellbeing (Holman et al., 2018). The facilitation includes the adoption of stress-reducing activities like relaxation, meditation, mindfulness, cognitive health therapy, training, and exercise programs, among others. These techniques help in promoting antecedent-focused emotion regulation strategies aimed at reducing or eliminating the causes of stress or the level of stress experienced. Tertiary individual-level interventions focus on employees experiencing a high level of stress and one impairing their ability to work. Interventions in this level include programs like employee assistance programs (EAP) that offer counseling and advice to the victims, and this applies whether stress is connected to work or not (Kirk & Brown, 2003).

These interventions focus on the organization and the environment where people are working. The primary level organizational intervention focuses on eliminating stress triggers in an organization by modifying the corporate practices and policies. Among the changes include leadership, working time, occupational health, and safety. This intervention looks at the characteristic of the job and enhances employee wellbeing (Holman et al., 2018). Secondary organizational interventional seeks to conduct broad changes that help employees cope better with stressful experiences. These interventions include the introduction of peer support groups that allow employees to share the challenges experienced. The approach is based on strong theoretical and empirical grounding in studies that shows a positive connection between job characteristic and employee wellbeing. The discussion above therefore reveals that stress management is an important issue for any organization. Managing stress allows the company to develop a conducive environment where employees can thrive, and this is possible through the elimination of stressors (Holman et al., 2018; Kirk & Brown, 2003). There is a positive connection between employee productivity and employee stress management.

3. Research Methodology

Qualitative research involves collecting and analyzing various non-numeric data to establish different concepts or opinions in the data. Researchers carry out qualitative research in multiple ways, such as in-depth interviews, case studies analysis, and content analysis. Content analysis is a research technique that is primarily applied in qualitative research methods. In qualitative content analysis, determining the presence of different themes, concepts, or other valuable texts and their relationships is carried out. Usually, the researchers employ three distinct methods to carry out complete content analysis. The methods include conventional, directed and summative analysis. Through the practices, researchers derive meanings of texts and therefore interpret accordingly. The following research paper seeks to find out what qualitative content analysis is. The data collection process involved how QCA (Qualitative Content Analysis) should be research designed, and finally, justification of the QCA used by the researchers (Renz, Carrington, & Badger, 2018).

What is the meaning of 'QCA?' Many scholars have defined the concept differently, but all definitions systematically describe data after careful categorization and coding (Lee, 2021; Kang, 2020; Woo & Kang, 2020; Elo & Kyngäs, 2008). Other scholars imply that qualitative content analysis is a systematic way of reducing content, analyzing it paying attention to the context in which it was built while extracting themes and other relevant information from the data (Forman & Damschroder, 2007). Thus, by analyzing data, it is evident that the qualitative content

analysis research method involves various systematic processes of data collection, analysis, interpretation, and conclusion making using texts, audio, video, or other appropriate secondary sources. Qualitative content analysis involves analyzing data from different sources such as interviews, questions, or other communicative sources. To carry out an analysis of data using the qualitative content analysis method, one must first code the information into manageable units (Selvi, 2019). The coding process entails grouping data into different categories depending on their defined characteristics. Qualitative content analysis is used for various reasons, such as identifying the psychological or emotional components of groups in social sciences, revealing different patterns of a given textual content, and describing behavioral responses from data.

The qualitative content analysis is divided into two major groups, namely, conceptual analysis and relational analysis. In conceptual content analysis, researchers determine the frequencies at which concepts appear in a text. A concept to be analyzed is chosen and subjected to examination to determine its presence during the process. The idea aims to establish the idea in a given data (Selvi, 2019). On the other hand, relational content analysis in qualitative research analysis of the concept is carried out by exploring the relationships between different units of study. Relational content analysis is further divided into three subcategories: affect extraction, proximity analysis, and cognitive mapping. After conducting the data collection process using qualitative research, it is vital to check for reliability and validity of data to limit possible errors. Qualitative content analysis has both advantages and disadvantages. On the advantage side, the method is beneficial since it allows closeness of data during the analysis process. Additionally, it gives credit to valuable historical insights (Kang & Hwang, 2018; Elo & Kyngäs, 2008). On the other hand, it can be disadvantageous to apply QCA in Research since it is time-consuming. Moreover, it cannot be easy to automate or computerize QCA data. In most cases, the qualitative content analysis does not credit the original data source, such as video or text.

To justify the QCA research findings, a researcher must focus on how the whole process is prepared, organized, and reported. Various factors need to be considered in ensuring that the qualitative content analysis is carried out appropriately. Preparation in qualitative content analysis is a process where one assembles all the necessary data that require investigation. On the other hand, the organization refers to establishing categorizing the materials into units, formulating coding rules, applying the coding procedure to the selected materials. Reporting entails presenting the analyzed findings to the readers and other researchers. One of the factors includes checking for validity of the research. A qualitative content analysis research is valid when methods of measurements applied in the study are accurate, and results correspond to the fundamental characteristics of a social world (Noble & Smith, 2015). Some lead questions such as why the study was conducted, if the sample size corresponds to the findings, methods of data collection help justify the validity of a QCA research. Thus truth in QCA implies that results are accurately interpreted.

Another essential aspect used in justifying the results of a QCA is checking for the transparency aspect. Transparency in QCA research gives freedom to readers to evaluate the data, analysis, and methods used in research practice (Hunter & Schmidt, 2004). Transparency in QCA is beneficial since it allows researchers to access data no matter where it is located and ensures that the accessed data is accurate and reliable. Additionally, transparency permits readers to ascertain the interpretation and analysis of the QCA method used. Transparency thus allows readers to validate specific claims in research by analyzing the evidence provided. Data credibility in QCA research enables justification of given research work. Credibility in QCA implies that the researcher accounts for the framework used in the research work. A researcher who acknowledges biasness in a research work renders the work credible. Similarly, it helps researchers link their findings to real-life situations, making them valid for the readers (Noble & Smith, 2015). Credibility also ensures consistency in one's work; hence readers can easily trust the research findings. In most cases, dependability in QCA is determined by the research's availability, reliability, and safety. Therefore, credible research work enables one to justify the qualitative content analysis research.

The transferability aspect in QCA also helps in justifying the research findings. Transferability is the level at which qualitative content analysis findings can be transferred to other contexts by the readers or other researchers. Transferability is important in QCA research since it allows temporary understanding among researchers. It also permits using a single research method to multiple research work and allows modification of results in a given finding to come with a different one with different characteristics. Therefore, when seeking to justify the QCA method applied by a researcher, checking on the transferability aspect is essential. The trustworthiness of a research finding is significant in qualitative content analysis. The level of confidence employed in the research processes such as data collection, interpretation, and analysis to maintain the study quality is the trustworthiness concept (Hunter & Schmidt, 2004).

Content analysis can be used to analyze the written text in many forms, such as articles, letters, and speeches. The key idea of the procedure of this analysis is to maintain the benefits of quantitative content analysis which has been developed in communication science. It can be applied for both manifest and latent text contents. The manifest text refers to the visible, countable textual factors, while hidden content refers to the analysis of data behind the manifest

data. When analyzing this research data process, for example, advertisements containing environmental issues may contain fires, melting snow, and extreme temperatures. These aspects are manifest contents, but at a closer analysis, these issues relate to climate change impacts for the next fifty years. The prior study asserted that both types of data taken from a content analysis require interpretation but that elucidations vary in depth and level of abstraction

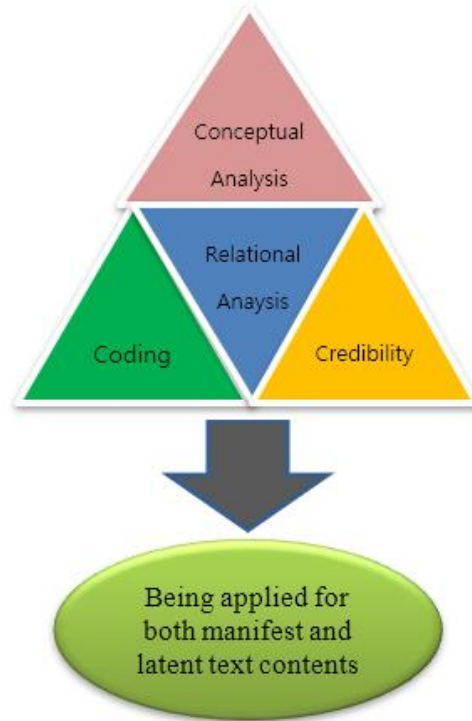


Figure 1: Components of Content Approach

4. Results

4.1. Diaphragmatic breathing

Hopper, Murray, Ferrara, and Singleton (2019) found out that diaphragmatic breathing can trigger body relaxation responses and be of immense benefits to physical and mental health. The study used 40 participants whereby they were randomly allocated to either a breathing intervention group or control group. Participants in the BIG got treated to 20 sessions of intensive training carried out in 8 weeks. Hopper et al. (2019) explains that the main group showed significant decreases in negative emotions compared to the control group. The procedure assists beneficiaries to get sustained attention, and this is because diaphragmatic breathing enhances the mind-body interaction, thus enhancing mental health, which replicates through the normal and enhanced functioning of an individual. Another study (Ma, Yue, Gong, Zhang, Duan, Shi, & Li, 2017) showed that diaphragmatic breathing exercise reduced exercise-induced stress. Ma et al. (2017) explained that the breathing exercise offers both relaxation and therapy for stress. It is also a critical component of exercise procedures like Pranayama, Yoga, Zen, and other forms of meditation. After analysis of 16 athletes during an intensive training session, it was shown that those who performed diaphragmatic breathing experienced faster relaxation compared to those who didn't. Relaxation as a result of diaphragmatic breathing increases the antioxidant defense mechanism of athletes after intense training. This is to say that the exercise has the potential to caution athletes from the long-term effects of free radicals.

Liu, Jiang, Shi, Liu, Liu, Xu, and Wu (2020) discussed that there is a positive connection between diaphragmatic breathing and reduced anxiety. In their study, Martarelli, Cocchioni, Scuri, and Pompei (2009) conducted experimental, pre-test, and post-test randomized trials which used the Beck Anxiety Inventory tool for feedback. The tool comprised

of a biofeedback report for skin conductivity, peripheral blood flow, heart rate, and, finally, breathing rate. Martarelli et al. (2009) explain that the experimental group recorded highly reduced stats in the anxiety inventory scores, peripheral temperatures, breathing rate, and heart rate. It is therefore important to consider diaphragmatic breathing as a health psychology tool for dealing with anxiety. Anxiety can lead to stress at the place of work. Another study by Purwandini Sutarto, Abdul Wahab, and Mat Zin (2012) sought to investigate the effectiveness of resonating breathing biofeedback in reducing stress for manufacturing operators. The study got guided by the prevailing levels of job stress which is also a major concern for occupational health in a majority of industrialized countries. The biofeedback training was conducted for five weeks, and its effectiveness was supposed to be assessed in physiological stress profiles, self-perceived depression, anxiety, and stress. The mental factors were found to decrease after the training in the experimental group and were characterized by a high increase in physiological measures. The results, by extension, support the adoption of resonant biofeedback training as a tool for minimizing negative emotional symptoms among employees in the manufacturing sector.

4.2. Relaxation Exercises

Findings from the research align with a study conducted by the study (De Bloom, Sianoja, Korpela, Tuomisto, Lilja, Geurts, & Kinnunen, 2017), whose main intention being investigating how park walks and relaxation exercises during lunch breaks impacted recovery from job stress. The researcher used two randomized controlled trials involving 153 Finish workers who participated in daily 15 minutes of the prescribed activities. One trial was conducted during spring and another during fall. Findings from the two trials revealed that both groups experienced less tension after the lunch break. The effect of the activities in terms of restoration and fatigue reduction was less in spring than in fall. The researcher concluded that park walks and relaxation exercises were effective in worker's recovery from work, however, was short-lived and determined by the season. According to Seshachalam (2016), stress at work results from the negative outcome of modern living characterized by high and dynamic competition. People, therefore, get exposed to different kinds of stressors able to affect them in all realms of life, including work. Seshachalam (2016) conducted a study to understand the use of yoga, meditation, and gentle humor as ways of preventing, minimizing, or overcoming stress. The study established that the three relaxation exercises had a significant relationship with stress prevention, minimization, and conquering.

The findings serve as a challenge to the organization to implement the philosophy of a Healthy Mind and a healthy body. Employees face various forms of stressors at their place of work daily. The prior studies (Gura, 2002; Riley & Park, 2015) conducted a study to investigate whether yoga reduced injury and stress at the place of work. Long working hours could lead to muscular pains, most of which are limiting to effective task performance. Stress and injuries can cost the organization huge health and financial expenses. Gura (2002) established that yoga exercises were effective in reducing stress and muscular tensions or pain. The technique taught employees how to use relaxation as a way of minimizing negative emotions and any muscular pains. Holman and his colleagues (2018) conducted a study to investigate the different stress management interventions and how they impacted employee mental wellbeing. Holman et al. (2018) explain that organization stands to benefit from increased performance, improved relationships, reduced sickness, and absenteeism if employee wellbeing was to be enhanced through stress reduction. The stress management interventions (SMIs) analyzed included relaxation techniques, cognitive-behavioral therapy, and mindfulness training, among others. The study established convincing evidence on the effectiveness of these SMIs but proposed more research through robust methodological designs, as well as a better understanding of the contexts in which the SMIs are ineffective and how the implementation of these approaches can affect the outcome as well as the long-term impact of these approaches.

4.3. Reflection Exercises

Clauss, Hoppe, O'Shea, González Morales, Steidle, and Michel (2018) explained a significant shift in how researchers deal with the issue of occupational health. In the last ten years, there has been a shift from repairing negative consequences related to work stress to promoting personal resources and well-being via positive psychological interventions. In their study, Clauss et al. (2018) investigated the effect of everyday positive work reflection on enhancing hope and optimism while reducing fatigue and emotional exhaustion among caregivers. The study involved 40 caregivers in an intervention group and 44 in the control group. Findings from the study showed a reduction in fatigue and exhaustion for caregivers in the intervention group. Caregivers that highly needed recovery benefitted from the intervention; however, there were no effects for personal resources. The intervention also increased hope and optimism among participants with a high need for recovery. Positive work reflection is therefore

effective in reducing stress and especially for those people whose wellbeing is low. The study (van Wietmarschen, Tjaden, van Vliet, Battjes-Fries, & Jong, 2018) carried out a study to find out the impact of mindfulness training on perceived stress, self-compassion, and reflection on workers in healthcare. The study got based on the fact that health workers are subject to high workload and stress likely to cause stress and increased risk of burnout. A total of 54 physicians got involved in the study and were assessed based on four themes: perceived stress, self-compassion, self-reflection, and reflection. A qualitative analysis on the themes showed that awareness of one feelings and thoughts assisted someone in coping and accepting situations, thus experiencing high levels of peacefulness and manifesting more openness to both self and people. Mindfulness training was, therefore, an effective technique of enhancing stress resilience, self-compassion, as well as self-reflection among physicians.

Labelle, Lawlor-Savage, Campbell, Faris, and Carlson (2015) carried out a study on the effect of mindfulness-based stress reduction programs on employees. The programs are designed to enhance awareness of the current situation without judging, evaluating, or reacting to the various thoughts and emotions that might arise. The study involved 58 participants equally divided between an intervention and control group. The participants got eight weeks of training on the program. Making a comparison with the control group, the intervention class received higher scores after the intervention for mindfulness. Furthermore, they experienced improved health-related quality of life, mood, compassion, and satisfaction. Participants recorded better mindfulness, mood, and burnout syndrome that persisted for a year after the program. Klein, Taieb, Xavier, Baubet, and Reyre (2020) explain that stress at the place of work varies depending on whether one is in the private or public sector. Employees in the public sector, for example, teachers, social workers, health providers, suffer the greatest level of job-related stress. Klein et al. (2020) conducted a study to investigate the benefit of mindfulness in minimizing stress among these workers. The study conducted a systematic review on 34 articles derived from databases like PubMed, Science Direct, and Web of Science, among others. From all the nine randomized controlled trials articles, four showed that mindfulness improved burnout after several weeks. The remaining five didn't achieve statistical significance. Four articles that were controlled and non-randomized showed significant improvement in burnout after mindfulness. Twenty-one studies reported no controlled trial design.

4.4. Cognitive Behavioral Therapy

Granath, Ingvarsson, von Thiele, and Lundberg (2006) conducted a study to establish whether a combination of cognitive behavior therapy and yoga could help in the management of stress. Existing knowledge shows that health problems connected to stress like chronic fatigue, muscular pain, and burnout have been on a steady increase in recent years. The study classified participants into two groups of both CBT and yoga, totaling four groups. The groups underwent a ten-session training for four months where psychological measures like self-rated stress, anger, stress behavior, and exhaustion got measured before and after the training—also measured before and after the sessions were physiological factors like blood pressure, heart rate, and saliva cortisol. Findings from the study confirmed CBT and yoga as effective stress management techniques.

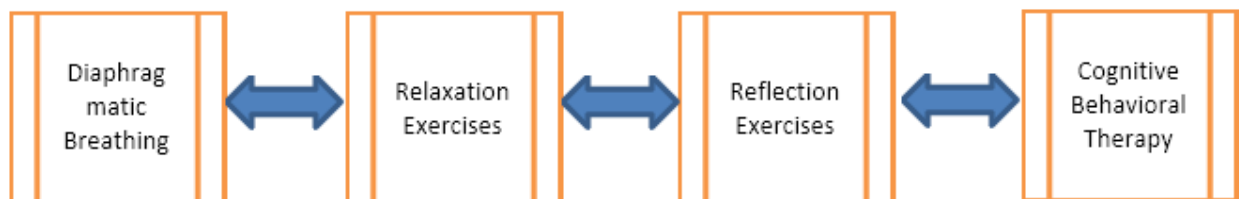


Figure 2: Findings via Previous Research

This, therefore, calls for both individual and organizational investment into the two techniques as the positive outcome will enhance performance. After confirmation on the effectiveness of CBT as a stress-management intervention, Hedman, Andersson, Ljótsson, Axelsson, and Lekander (2016) conducted a study to determine whether and if internet-based CBT therapy was as effective and cost-friendly for people with severe anxiety compared to an active psychological treatment like internet-administered behavioral stress management. The study established that both approaches led to a significant reduction in total gross costs associated with hospital visits. The cost of an

additional case of clinically significant improvement in ICBT as compared to ISBM was \$2214. ICBT is therefore cost-effective compared to ISBM, and it's by far the best in caring for people with severe anxiety. Bryant, Moulds, Guthrie, and Nixon (2005) and Kar (2011) conducted a study to investigate how hypnosis and Cognitive behavioral therapy can be used to treat severe stress disorder. Existing knowledge shows that acute stress disorder occurs after exposure to a traumatic event like an accident or any other near-death experience. The study established that hypnosis could be used in treating the effects of CBT for acute stress patients. The technique could be used as a six months follow-up for stressed persons who completed the CBT.

5. Discussion and Conclusion

Exploration proposes that reflection is adversely corresponded with seen pressure and diminishes serum cortisol levels (a pressure chemical). Further, the review is connected with an assortment of unwinding markers, for example, decreased skeletal muscle digestion, higher skin obstruction, diminished pulse, and expanded alpha wave movement. It is likewise connected with upgraded amiability, sympathy, and positive reasoning. In aggregate, an assortment of unwinding practices has been displayed to diminish pressure and develop enthusiastic prosperity. Regardless of whether it is diaphragmatic breathing, PMR, directed symbolism, reflection, or a large group of others not examined here, it is anything but a couple of moments each day to further develop feelings of anxiety (Balaji, 2014). It has for some time been said that "laughter is a pain reliever with no side effects." Indeed, we presently realize that chuckling produces numerous positive physiological and mental changes in the body.

Exploration shows that giggling expands oxygen admission and animates different muscles and organs, including the heart and lungs. Chuckling likewise diminishes pulse and glucose levels, grows the bloodstream, and further develops energy levels. Also, chuckling causes the arrival of endorphins, which can build torment resistance and incite sensations of rapture. Humor gives a mental separation from the present status and empowers us to supplant our negative evaluations with more sure ones. Some examination recommends that giggling might be as compelling as gentle oxygen-consuming activity or unwinding, preparing for further developing mindset. Stifling negative sentiments can build pressure and, thus, be hindering one's wellbeing.

Nonetheless, research proposes that communicating negative feelings in a versatile and socially satisfactory way can lessen pressure and work on invulnerable capacity. For instance, one investigation tracked down that an example of worldwide understudies who expounded on their generally awful or unpleasant encounters for 20 minutes out of every day more than three days detailed essentially less pressure toward the finish of the examination than their partners who composed on nonpartisan points. The physical and mental advantages of revelation are not restricted to writing. Discussing sincerely upsetting or awful mishaps has likewise been displayed to decrease uneasiness, stress, and dysphoria (Bickford, 2005). Perhaps the best types of mental treatment for stress issues include purposefully reviewing and discussing horrendous mishaps more than once until the memory of the occasion is less upsetting. Like humor, passionate revelation permits a person to venture back and acquire a viewpoint on the distressing occasion and change how the individual perspectives and figures out the circumstance. A solid social, emotionally supportive network is additionally helpful when adapting to pressure. Examination proposes that the strength of one's social, encouraging group of employees is an indicator of wellbeing and is contrarily connected with numerous psychological well-being issues.

Interestingly, sadness is related to an assortment of medical issues, including hypertension, and melancholy employees have more unpleasant encounters and are bound to evaluate circumstances as upsetting. Specialists conjecture that more elevated levels of apparent pressure may clarify the less fortunate medical issue of depressed employees. Further, they have discovered that forlornness intervenes in the connection between friendly help and wellbeing. Depression is best ensured against the quality, closeness, relationships over the amount, or several links. Subsequently, exertion ought to be put towards significant associations as opposed to valuable fringe ones (Beehr & Newman, 1978). Intellectual Restructuring Often, we assume that the occasions that we experience directly affect our feelings. For instance, discovering that employees made a horrible score on a test or that their accomplice needs to say a final farewell to employer. Notwithstanding, it is anything but the actual occasion that prompts the feeling. Maybe, it is the implication that you provide for the event or your translation of the circumstance that decides the occasion's emotional effect. This research proposes that intellectual rebuilding or figuring out how to perceive maladaptive musings and change them to reflect more versatile; judicious idea examples can fundamentally further develop temperament, diminish pressure, and reduction negative feelings—a Prescription for stress management.

Findings from the qualitative textual research come with immense benefits for both scholars and administrators across different sectors. Scholars and students in human resources have a reference point on how health psychology can reduce job-related stress and ultimately enhance performance. Organizations, particularly the human resource

department, benefit from rich insight into the different health psychology techniques and their effectiveness in easing stress and tension among employees. There is a significant positive relationship between mental wellbeing and employee performance and their stay in the organization. Findings offer the government through the state department health insight into the benefits of a working health psychology department. The government needs to increase both technical and financial support for the department, given that employee productivity at its best contributes to economic growth and development. Limitations of the study refer to factors revolving around the research and beyond the control of the researcher. Limitations for this study arose from the methodology selected; qualitative textual analysis. The researcher could have made errors, especially when they tried to use relational analysis to achieve a higher level of interpretation. The researcher could not analyze the context in which the materials were produced; they could only work with what was offered by the material without a clear way of verifying the circumstances or settings of the researches. Finally, the materials lacked a theoretical base, and the researcher had to apply more liberal techniques of drawing meaningful inferences concerning the relationships and the impacts showcased by the study.

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