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OCCUPATIONAL STRESS MANAGEMENT DURING COVID PANDEMIC

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ABSTRACT

Occupational stress results from various interactions of the worker and the environment of the work they perform their duties. Location, gender, environment, and many other factors contribute to the buildup of stress. Job stress results from the interaction of the worker and the conditions of work. Views differ on the importance of worker characteristics versus working conditions as the primary cause of occupational stress. Some stress is normal. In fact, it is often what provides us with the energy and motivation to meet our daily challenges both at home and at the workplace. Stress in these situations is the kind that helps us "rise" to a challenge and meet our goals such as deadlines, sales or production targets, or finding new clients. Some people would not consider this challenge a type of stress because, having met the challenge, we are satisfied and happy. However, as with most things, too much stress can have negative impacts. When the feeling of satisfaction turns into exhaustion, frustration or dissatisfaction, or when the challenges at work become too demanding, we begin to see negative signs of stress. In this juncture occupational stress related problems are more complex particularly in the covid 19 pandemic situations. So the investigator here tries to introduce a quiz adapted from the Canadian Mental Health Association of Ontario to identify employees stress levels and suggest some mental fitness tips to overcome occupational stress.

Keywords: *Occupational stress, EAP programmes, Mental health*

INTRODUCTION

Occupational stress is stress involving in workplace. Fear of job redundancy, layoffs due to an uncertain economy, increased demands for overtime due to staff cutbacks act as negative stressors. Employees who start to feel the "pressure to perform" can get caught in a downward spiral of increasing effort to meet rising expectations with no increase in job satisfaction. The Covid 19 pandemic augment the situations more serious. The relentless requirement to work at optimum performance takes its toll in job dissatisfaction, employee turnover, reduced efficiency, illness and even death. Absenteeism, illness, alcoholism,

