Abstract
The aim of this paper was to review the literature on growing of stress among employees working in different field and various sector of organization for Nepal and is to propose a theoretical background and research framework of stress for employees' professionals. Today, stress is becoming more and more thoughtfulness. The organizations, to make themselves operational in utilization of resources, have gone through entire reformation, layoffs, reducing, and combinations. This has caused in unstable employees and employer relationship which has affected a great deal of stress among employees. There is no stress-free job in this world. The employees working in different profession is a very stressful profession became nowadays. However, there is little theoretical or empirical research on the effects of stress on employees professionals in Nepal. A major reason is because employees' professionals and researchers are unaware of the consequences of stress and unfamiliar with the stress literature.

Index Terms—stress, stressors, employees, workplace, organization.

I. Introduction
In a day to day life stress is deadlines, frustrations, and demands. Stress has become a way of life for many people. Stress isn’t always unpleasant. In small doses, it will bring to perform under pressure and motivate to do best. But when persistently running in emergency manner, the mind and body pay the cost. Stress is experienced when a person believes that demand is exceeding capacity to cope. The reaction is experienced when a person finds it difficult to manage the pressures contingent upon them. A stress reaction is an individual response and it may make up stress for one individual and may not be stressful for another; in the same way the type and severity of stress response varies from individual to individual.

Stress is defined in terms of the interaction between a person and their (work) environment and is the awareness of not being able to cope with the demands of one’s environment, when this consciousness is of concern to the person, in that both are accompanying with a negative emotional response (Cox 1992).

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Hans Selye was an endocrinologist, who treats disorders connected with glands and hormones in the body. He studied the effects of long-term (chronic) stress and defined stress as the nonspecific response of the body to any demand made upon it. He summarized his findings by proposing a three-phase process called the general adaptation syndromes which include results in three different, stages (Selye 1976):

1. Alarm-reaction - A living being is exposed to a stimulus that it has not modified to. It acts in response by going into a stage dominated by upset response that finally leads to another rejoinder in which the organism begins to offset the initial alarm reaction.

2. Stage-of-resistance – the organism has made to order to the stressor or stimulus and any indications improve.

3. Stage-of-tiredness – if the stressor has been particularly harsh and long-drawn-out the symptoms come back and the organism becomes tired.

Eu-Stress — is good a stress, i.e. stress that motivates and improves function. This is pleasant and provides a sense of satisfaction and a sense of achievement. Busy at work, working long hours and under a great deal of pressure, but still not experience any of the negative effects often associated with stress.

Dis-stress —unpleasant and is overwhelming stress resulting in anxiety and depression due to losing the job, spouse or loss of a friend. This dis-stress is responsible for the negative effects on an
individual and, if continuing, ultimately acts upon their ability to function properly.

In the alarm stage, an individual has a "flight or fight" response and his or her ability to cope with upturns the stressor. This ability of the stressors continues to rise in the resistance stage until the individual starts to tire, wear down and becomes exhausted (exhaustion stage).

Stress is function; it damages ability and if allowed to continue, can, in turn, has a profound impact upon the performance of an organization. If a significant number of people within a particular organization or industry are found to be suffering distress at a very high level, then the profitability and the potential long-term survival of that organization or industry could come into question.

At the time being, many employees were found successful, despite high level of eustress, resulting from challenges, demanding projects, fast-paced work environment, and the ability to make a difference. During 1998, Robbins, Millett, Cacioppe & Waters-Marsh developed a model which is discussed below to detail the three major categories of potential stressors (Robbins et al. 1998); namely Environmental, Organizational, and Individual.

Psychologists and medical practitioners have observed that this model serves as a whole although it does have some shortcomings with regard to the consequences. In particular, behavioral parts, such as substance abuse, i.e. nicotine or alcohol, eating problems, breaking up the relationship, violence in family and even in some circumstances, suicides, can be directly associated to workplace stress. These behaviors are not included in the list of behavioral symptoms listed in Figure 1. There are many other ways to conceptualize stress and its effects. Each, though, consists of at least two components: a stressor and stress reactivity.

The fight-or-flight response is known as stress reactivity. This reaction, includes muscle tension, increase in heart rate, stroke volume, and output; elevated blood pressure; increased neural excitability; less saliva in the mouth; increased sodium retention; increased perspiration; change in respiratory rate; increased serum glucose; increased release of hydrochloric acid in the stomach; changes in brain pattern of waves; and increased urination.

**TABLE 1** Some of the effects of stress

<table>
<thead>
<tr>
<th>Effect on body</th>
<th>Effect on thoughts and feelings</th>
<th>Effect on behavior</th>
<th>The most common causes of stress are:</th>
</tr>
</thead>
<tbody>
<tr>
<td>A tendency to sweat</td>
<td>Anger</td>
<td>Eating too much</td>
<td>Bereavement</td>
</tr>
<tr>
<td>Back pain</td>
<td>Anxiety</td>
<td>Eating too less</td>
<td>Family problems</td>
</tr>
<tr>
<td>Chest pain</td>
<td>Burnout</td>
<td>Food cravings</td>
<td>Financial matters</td>
</tr>
<tr>
<td>Cramps or muscle spasms</td>
<td>Depression</td>
<td>Sudden</td>
<td>Illness</td>
</tr>
<tr>
<td>Erectile dysfunction</td>
<td>Feeling of insecurity</td>
<td>angry outbursts</td>
<td>Job issues</td>
</tr>
<tr>
<td>Fainting spells</td>
<td>Forgetfulness</td>
<td>Drug abuse</td>
<td>Lack of time</td>
</tr>
<tr>
<td>Headache</td>
<td>Irritability</td>
<td>Alcohol abuse</td>
<td>Moving to new home</td>
</tr>
</tbody>
</table>
| Heart disease | Unable to concentrate | Higher | Relationships 
| (high blood pressure) | Restlessness | tobacco consumption | (including divorce) |
| Hypertension | Sadness | Social withdraw |
| Liver disease | Fatigue | Crying |
| Loss of libido | Anorexia | frequent |
| Lower immunity against diseases | Animation | Problems |
| Muscular aches | Dehydration | from relations |
| Nail biting | Insomnia | (including divorce) |
| Nervous twitches | Inability to sweat | Moving to new home |
| Pins and needles | Stomach ache | Relationships |
| Difficulty in sleeping | | (including divorce) |

Mason indicates that stress response is different depending on adaptability and pressure (Mason 1975). Although Lazarus defined stress as a whole spectrum of factors such as stimulus, response, style of coping, cognitive appraisal of threat, psychological defenses, and the social milieu, consideration of all of these may be too encompassing for our purposes (Lazarus 1994). Defining stress becomes difficult even for the experts. Mason aptly described this problem by citing several different ways the term stress is used:
1. The stimulus. This is our definition of stressor.
2. The response. This is our definition of stress reactivity.
3. The whole spectrum of interacting factors. This leads to Lazarus’ definition.
4. The stimulus-response interaction.
   Stress is considered as the difference between pressure and adaptability, that is,
   \[ \text{Stress} = \text{Pressure} - \text{Adaptability} \]
   Three main reasons why different people respond differently are:
   1. All do not interpret each situation in the same way.
   2. Because of this, all do not call on the same resources for each situation.
   3. All do not have the same resources and skills.

There are some situations, which are not negative ones, may still be perceived as stressful. Having a baby, moving to a nicer house, and being promoted are such situations. Having a baby is usually a wonderful thing. There are well-known source of stresses but enjoyable except for some times.

It is to be learnt that what matters more than the event itself is usually our thoughts about the event when we are trying to cope stress. The stressful event will be the largest single factor that affects the physical and mental health. The interpretation of events and challenges in life would be decided whether they are exciting or harmful.

A persistently negative response to challenges would be ultimately leads to negative effect on health and happiness. Experts emphasize people who incline to perceive things

Source: Robbins et al 1998, p 279

Figure 1: Categories and consequences of stress
This amplifies why prolonged stress causes such a wide variety of physical symptoms. Some of the effects of stress on body, thoughts and feelings, and on behavior are outlined in table 1. The relation between stress and illness is illustrated(Greenberg 2008) by the following figure 2.

Source: Greenberg 2008, p 12

Figure 2:- The relation between stress and illness
Stress management can be complicated and confusing because of different types of stresses. For example, acute stress comes from demands and pressures of the recent past and anticipated demands and pressures of the near future. Acute stress is rousing and exciting in small doses, but too much will be exhausting.

Chronic stress comes when a person never sees a way out of a miserable situation. This is the stress of relentless demands and pressures for seemingly interminable periods of time. The individual gives up searching for solutions with no hope. There are several theories explaining about what causes stress and its effects on illness and disease.

Recent research on stress
Auckland University of Technology, Auckland, New Zealand started studying eustress, distress and interpretation of occupational stress in 2003. The main objectives of these studies were to critically analyze the ideas of stress, distress, and eustress, and to suggest more useful and accurate conceptualizations. They examined the notions of stress, distress, and eustress and develop three tenets that were used to relate these concepts to three major theories or models of occupational stress.

(Cartwright and Boyes 2000) anticipated that, in the UK, over sixty percent of all workplace absences are due to stress, and although it is difficult to measure the total cost of occupational stress, estimates in the USA range from 200 to 300 billion dollars per year (Atkinson 2000).

(Salleh, Bakar, and Keong 2008) had done a Case Study for Executives in the Malaysian Furniture Industry to understand how detrimental is job stress? The objectives of the study were (i) to identify how prevalent is the stress among managers and executives (ii) to study the major sources of stress among managers and executives,
and (iii) to find the stress dimensions contributing to stress in the industry. From this study they have identified the sources of stress and its prevalence among executives in the furniture industry in Malaysia.

In Nepal, identifying occupational stress (Kayastha, Krishnamurthy, and Adhikary 2013) correlates of occupational stress (Kayastha, Adhikary, and Krishna Murthy 2012) and Occupational stress among Managers: A Nepalese survey (Kayastha, R Adhikary, and K Murthy 2013), Occupational stress among higher secondary school teachers of Nepal: An Empirical study (Kayastha, K Murthy, and R Adhikary 2012),and Job Stress in Association with Personal Attributes of University Employees in Nepal (Katuwal 2012) were the major studies concerning occupational stress.

Some Theory of Stresses:

Life-Events Theory was developed by (Holmes and Rahe 1967) ‘Schedule of Recent Experiences’ (SRE) has an extensive list of possible life changes or life events and proposes that stress occurs when a situation requires more resources than are available. It examines stress and stress related changes as a response to change in life style. Research has established links between the health status and the events of life, in terms of both the onset of progression and its illness (Yoshiuchi 1998).

Hardiness theory states that one’s attitude toward the events determines stress, not the event. Kobasa and her colleagues argue that if you perceive potentially stressful events as a challenge instead of as a threat, less stress will be created. This buffering effect buffering between stress and the development of illness and disease is called hardiness (Kobasa, Maddi, and Kahn 1982). Overholser and colleagues, envision stress occurring when there is not enough social support available to respond to the event effectively. Social support may take many forms (Overholser, Norman, and Miller 1990).

Cox and MacKay devised a model of stress that reflected the eustress as describes by Hans Selye(Cox and Mackay 1976). Their model varied from the general adaptation model in that it illustrated the level of stress which affects performance. Cox and MacKay stated that too little stress resulted in boredom and low performance. Too high stress outcomes in exhaustion and low performance. Where stress is neither high nor too low is a balance of optimum performance.

![Figure 3:- Optimum performance](image)

Bruce McEwin described effects of stress on the body by a term he called allostatic load (McEwin 2000). There is a reflection of an allostatic load which describes as how stress hormones such as cortisol are affecting the immune system. When the body feels stress, it secretes a hormone known as cortisol. Cortisol increases the body's blood sugar in preparation for "fight or flight". Chronically high cortisol levels change the immune system so that the body cannot fight disease effectively. This chronically high level of cortisol and lowered immune function in response to stress is defined as a high allostatic load. High levels of cortisol can also harm cells in the brain that regulate the cortisol levels resulting in a lowered resistance to stress.

Consequences of stress

Generally scientists contend that long-term stress has its impact on workplaces and employees themselves very negatively. There are ample of articles and studies describing how to recognize the consequences of negative stress in an organization which causes higher rate of absenteeism, lower productivity, accidents, and additional medical insurance claims leading to higher costs for organizations. Also stress is a contributing factor to several serious health conditions and even suicide (Thompson 2010).

The burnout is another serious consequence of stress which is a term used when individuals cannot deal with stress in a beneficial way anymore. Some of the authors express that a person who is burnt out usually withdraws and stops being engaged in job, family and friends. According to them, some types of symptoms are
general in work places that involve a lot of links with patients and clients.

It appears that a clear gap exists in the availability of empirical data to understand the occupational stress among the employees in Nepal. The absence of such knowledge may seriously affect employers at different levels of employees in their ability to develop appropriate strategies for stress management and promotion of organizational commitment in the organizations.

**Adaptive responses**

The consequences of stress may be managed by adaptive responses from the individual employees, the institutions, organization or factors outside the institutions. The managing of stress can be used effectively the individual employees and organizations can be advantage by allowing as a more potential moderating and improving variables for the overall performance of the organizations. Basically there are two methods of managing stress to increase the performance and personal effectiveness are reducing sources of stress and building resistance to stress (Steyn and Kamper 2006).

**Roles of stress in Employees**

Stress is expected to play any pay an important role in upgrading healthy environment of organizations/institutions. Also it is expected to measure an important role in upgrading healthy environment of organizations/institutions and personnel. The first important role of stress among employees in Nepalese context is to find the degree of and identification of stressors and the wider coverage of stress measures. The second important role of stress in the Nepal is that contribution to the priority setting in stress policy. It is important to know the magnitude of various stress factors and its effects of the organizations, so that a clear target for controlling these stress factors can be established. The third role of stress expected in the Nepal is the monitoring and investigation of incipient health risks. Stress among employees research can help some stress factors characterizing the people’s life-style such as nutritious factors, psycho-social factors etc.

I. METHOD

The research project is designed to investigate the impact and influence of stress issues on employees to stay in working environment on different sector of organization. By this, the employer getting good understanding of issues on stress to the employer and will have opinion by which their organization’s human resources service in term of employee professional balance.

The variables used in describing the employees were regarded as characteristics of the objective work environment (size, location, overcrowding, and security). The objective work conditions of the employees were characterized also by their tasks, defined by the employment sector, and length of service in the institution.

The following characteristics of the observed environment can be studied: contents of work (variety, challenge, etc.), mental and physical work load, role in the organization (goal conflict, motivation conflict, role ambiguity and conflict), organizational climate (participation in decision making, availability of information, feedback, etc.), social relations in the workplace (relations with fellow employers), and characteristics of the physical work environment.

The stress moderating indicators are mainly observed as fatigue, and physical fitness, employers of the age, competence, and social activities, personality, i.e., self-concept, attitudes, and demographic variables (age, sex, education, etc.).

**Sample**

A probability sampling method, the random sampling can be adopted. The main reason for adopting it is the fact that the employees are very scattered and their accessibilities would obviously pose inordinate delays in the collection of data which would also cause expenditure to would go up. The collected sample is extracted from the employees across different professions and hierarchy of the organizations. The duties of the employees are to make different types of decisions to promote the organizations. They spend most of the time in the office for the normal functioning of their organizations.

The study population comprised all employees in the organizations of Nepal. As one aim of the status is to determine possible risk
groups, the study sample is chosen partly by this criterion. The length of work experience in employees and the employees’ ages also can be considered. Age is chosen as the criterion for selection of the study sample. As age is considered a risk factor, most of those selected are in the older age groups. However, so that a comparison can be made between age groups, employees are obtained.

Data and data analysis

The data are statistically analyzed in terms of descriptive statistics and by t-ratios. To find out the relationship among the variables then Pearson's Product Moment Coefficient of Correlation is also applied.

The data on occupational stress is based mainly on developed questionnaires introduced and distributed by the respondent in each employee, which utilizes previously validated instruments. Personality characteristics are ascertained by means of a self-concept test. Summaries of the descriptive results are reported. The main results are based on multivariate analyses of stress, on stressors and its individual characteristics. The indicators, of which many were on multi-item scales, based mainly on the factor analyses of group of indicators. Correlation technique, Multiple Regression analysis, factor analysis, cluster analysis, discriminant analysis, general linear model (GLM) analysis and structural equation modeling can be used for explanatory analyses.

Conclusion

Stress is a growing concern in many organizations of today but very little research has been done on determining stress among employees of Nepal.

There is an obvious need for improving organizational affects by using newly available technology but it may take time. Focus on how the organizations can improve and also the employees can be made more efficient by dealing with stress seems to have been neglected to some degree.

The current analysis adds to the literature on the understanding of stress and prevention of stress among employees especially for the Nepalese context. Generally, all employees faced with the same sources of stress across all organizations.

The importance of the stress among employees cannot be overemphasized for the long-term survival of any organizations planning to build a healthy working environment while reducing the risk of work-related diseases and accidents. The contribution of variables stressors to level of stress has its own significance. The influence of stressors may help, in implementing a healthy working environment in the Nepalese context. Careful and well-planned implementation strategies that consider the amount of work, role clarity, and training and development can provide a fruitful result to the employees and organizations both. This type of study may also help to the evaluation process by examining the influence of stress issues on employer intention to the organization. The findings of the study can provide clues to the organizations in identifying the reasons of stress in employees working in various sectors which can enable them to design mitigation means that are capable help employees to succeed their personal stresses and use them positively to create good interaction styles with other employees. This style may decrease stress and increase their overall performance in organizations.

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