

# STRESS IN THE WORKPLACE

Critical Research Review and Comparison Interview

## Background

The seriousness of stress in the workplace is well known, and there has been lots of research documenting its causes and the potential methods of both coping with it and preventing it. However, it remains both severe and worryingly common; even though people are aware its presence is not something new (Sanders, 263). In order to gain some insight into the topic and understand why workplace stress is still so frequent, an investigation was carried out from two angles. One angle is a critical review of research in this area and the second is an interview on the topic with an [occupational health worker](#) who deals with workplace stress as part of her profession.

Coming up with a definition for workplace stress is no easy task, as its reported sources and effects vary across research. For example, work challenges are often mistaken for [occupational stress](#) when they are not the same (Wright, 279). [Work challenges](#) are part of everyday work environment, whereas occupational stress is when an individual feels under pressure to perform. Wright's ideas here are supported by research that [hypothesised](#) there are two types of organisational stress: challenge and hindrance (Boswell, Olson-Buchanan & LePine, 165). Challenges lead to desirable results and hindrances lead to undesirable ones, however, both contribute to psychological strain. This suggests that what Wright (279) said might not be completely [valid](#), but it does distinguish the difference between two types of stress. It has also been by Karasek (cited in Wright, 279) that workplace stress is when an individual's control is exceeded by the job's demand.



Is it time to go yet?

[Reducing Workplace Stress](#) ->