

MS(HR) 552-Causes of Organizational Stress

Lecture 26



Recap from last lecture

In the last lecture, we discussed:

- Determining the content of the feedback
- Characteristics of feedback process

Topics to be covered today:

- Organizational Stress
- Causes of Organizational Stress

Stress

- Stress refers to the reaction of people to their environments
- It involves both physiological and psychological responses to environmental conditions
- Stress is generally positive when it occurs at moderate levels and contribute to effective motivation, innovation and learning.
- Stress can be dysfunctional when it is excessively high and persists for a longer duration of time.

Causes of organizational stress

1. Occupational stressors

- Physical environment: light, noise, temperature, polluted air
- Individual: role conflict, role ambiguity, work overload, lack of control, responsibility, working conditions
- Group: poor relationships with peers, subordinates, boss
- Organizational: poor structural design, politics, no specific policy.

Causes:

2. Individual differences

- Cognitive/Affective
 - Type A or Type B
 - Social support
- Biological / Demographic
 - Age
 - Gender
 - Occupation
 - race

Summary

In today's lecture, we discussed:

- Organizational Stress
- Causes of Organizational Stress

Thank you

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