



## A Review on the Occupational Stress and Its Concepts, Facets Causing It and Ways to Tame It

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### Abstract

Given the complexity of the term - job stress (also called labor or work stress), it seems an intimidating challenge to achieve a single understanding of work stress and it is recognized that a particular solution cannot cover the size of the phenomena. At this end, this paper aims to offer an overview of some of the challenges relating to the conceptuality of workplace stress in literature. The developed awareness of the essence and triggers of work stress was subsequently analyzed, taking into account Murphy's conceptual typology (1995) and Michie's (2002) which represents numerous sources of workplace stress that were classified as originating from the meaning and content of the work. This causes of tension are known to generate dire organizational and extraterritorial consequences such as low morality, bad results, job insecurity, absenteeism, health issues, conflicts in the workplace, sales and other reverses that threaten company strategic objectives. As solutions, stress curative approaches are addressed to help administrators realize the importance of appropriate stress management techniques that improve the well-being and organizational effectiveness of employees.

**Keywords:** occupational stress, workplace well-being, concept of stress, stress management interventions.

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