

# Research on How Organizations can Effectively Reduce Occupational Stress and Burnout in the Long Term

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## Abstract

Occupational stress has become a rising problem in today's job industries. Some jobs accumulate less stress than others and some accumulate more, however, almost every single employee in this decade has suffered at least some form of occupational stress in their career. Many researchers have been trying to study and resolve the trending problems. However, due to a lack of complete summarization and guide to counteracting the problem, many organizations and companies still struggle to provide a healthy working environment for their employees. This research will fill in the gap and accurately give the readers a complete summarization of strategies to reduce occupational stress and eliminate organizational ineffectiveness. In detail, this study will offer summarizations of topics of strategies to regulate employees' well-being; how to take care of individuals' mental health; how to spot occupational stress among employees; ways to spot organizational ineffectiveness within a group or company; past, well-known events that significantly increased employees' occupational stress; and lastly how existing companies take care of their employees.

**Keywords:** occupational stress, jobs, mental health

## 1. Introduction

Stress is a normal human reaction when facing obstacles and challenges in life. Everyone experiences stress at some point in their life, it's inevitable, for example: high school, university students; employees; founders of startups; CEOs, etc. Most people see stress as extremely harmful to an individual's mental health. However, researchers have suggested that stress could be beneficial depending on its outcome on people's health and well-being (Riepenhausen et al., 2022). Researchers also stated that maintaining an optimistic perspective toward stress is the best way to reduce stress and improve overall mental health (Pasca 2023). On the contrary, keeping a negative mindset towards stress could potentially cause irreversible damage to mental health. There are many forms of stress, for example: Acute stress; chronic stress; eustress; distress; post-traumatic stress; physiological stress; psychological stress; developmental stress; occupational stress; organizational stress, etc. This research will focus solely on occupational, developmental, and organizational stress (Pasca 2023); However, a brief definition of each stress category listed above will be included. In addition, a discussion will include but not be limited to (a) causes of stress, (b) definitions of occupational stress, and (c) organizational stress; listing out some stressful career fields; elaborating on some techniques to reduce occupational stress and ways to deal with stress; and some signs to spot severe organizational ineffectiveness caused by occupational stress. As a literature review, scholarly peer-reviewed articles will be the main source and reference to summarize a more condensed version of regulating mental health and preventing organizational ineffectiveness for companies and organizations.

## 2. Types of Stress

The research will specify the impact of stress on the human body. However, before elaborating on the topic, all types of stress listed in the paragraph above will be mentioned first. *Acute stress* lasts for a short period, and *chronic stress* lasts for an extended period; researchers also stated chronic stress is more directly related to depression symptoms than acute stress, because of its constant torment towards an individual's mental health. *Eustress* is stress that is beneficial to mental health and *distress* is detrimental to mental health. *Post-traumatic* stress stands for stress that occurs due to past traumas. *Physiological stress* is caused by injuries or illness, and *psychological stress* occurs due to thoughts and manipulations of an individual's mind. *Developmental stress* is caused by excessive evolution and growth (Lahtvee et al., 2016). When facing any type of stress, individuals might experience increased heartbeat and blood pressure due to the release of adrenaline. The body raises alertness and

hormones, prioritizing muscle movements, especially when experiencing acute stress. Instead, for chronic stress, the human body might experience a weakened immune system; increased cardiovascular problems; and mental health problems (Pietrangelo 2023).

### 3. Occupational Stress and Burnout

*Occupational stress* refers to emotional, and physical stress employees experience as a result of constant workload demands from their daily jobs. *Burnout* refers to the state of physical or mental exhaustion resulting from prolonged stress. As a result, occupational stress and burnout are defined as emotional, and physical stress experienced by employees due to immense daily workload, causing prolonged exhaustion. Nowadays, occupational stress and burnout occur quite frequently in today's working environment between employees aged 25 to 55. It causes a severe decline in employees' overall health mentally and physically (Fortes et al., 2020). Moving on, organizational stress is similar to occupational stress, but from a boarder perspective. *Organizational stress* refers to stress that affects not only each individual but also the entire team and organization. It occurs quite frequently within organizations with poor management. By recognizing and preventing occupational stress from occurring, organizations can create a healthier working environment, which leads to increased productivity; improved quality of work; and more widespread reputation. Occupational stress has caused many employees to have prolonged negative effects, for example: horrendous work-life balance; stress-related health problems; long-term sick absences etc. High workload demands usually negatively affect employees' mental health. It could cause potential long-term employee sick leave if not treated correctly. Researchers also suggested that the majority of sick leaves are caused by intense occupational stress. They also stated that around 21 percent of the employees ranging between age 25 to 35 have experienced exhaustion disorder, which is one of the main causes of sick leaves and burnouts (Fortes et al., 2020). Recently, one investment banker from Bank Of America passed away due to an acute coronary artery thrombus (blood clot). He was only 35 years old and was reported working over 100 hours in consecutive weeks. His family said he has never had any history of sickness, however, his coworkers revealed he drank 5 bottles of energy drinks per day on average. The young investment banker was constantly sleep-deprived and suffering from overwhelming mental health (Clarke 2024). This case demonstrates how deadly occupational stress is and how crucial it is to regulate and ensure positive mental health.

### 4. How Occupational Stress Causes Organizational Ineffectiveness

Additionally, horrendous occupational stress would cause organizational stress, which is also directly correlated with organizational ineffectiveness. Drastic declines in results would occur if the morale and chemistry of the organization were low. For instance, the nurses during the COVID-19 pandemic had terrible mental health and occupational stress due to overwhelming workloads. These nurses were also highly at risk of getting infected and potentially not able to see their families for weeks or even months. Due to their vulnerability, many of these nurses suffered from depression and mental health problems, which caused long-term sick leaves and lowered efficiency (Varghese et al., 2021). It's critical to constantly check on employees' mental health due to the direct correlation between occupational stress and organizational effectiveness.

### 5. Pasts Events that Significantly Increased Employee' Occupational Stress

As mentioned above, Covid-19 drastically worsened employees' well-being and mental health. Not only healthcare workers, but employees from every career field also had immense occupational stress, due to these several reasons: (1)Increased stress and anxiety, (2)Disruption of work-life balance, (3)Job insecurity and layoffs, (4)Downfall of economy, (5)Health concerns. During the pandemic lockdown, many employees have switched to working remotely from home, which blurred the boundaries between working and personal hours, leading to no work-life balance and burnout. Remote working decreases the opportunity for face-to-face talking, which increases the sense of disconnection with humanity. Numerous employees were reported to suffer from depression due to loneliness. Financially, many ground-level employees were constantly struggling due to the economic downturn. With increasing demands and decreasing supplies, many survival necessities were always lacking in markets, prices have gone up significantly. Not only daily supplies, with interest rates continuously rising, the cost of borrowing increases simultaneously. Mortgages have become unbelievably high and purchasing properties, and cars has become an unobtained dream for many families. Of these factors, employees' occupational stress was at an all-time high, and many organizations began to ameliorate employees' well-being and encourage work-life balance. (Talevi, 2022)

Moving on, Even though automated workplaces brought significant efficiency to consumers, workers and employees faced greater occupational stress simultaneously. Employees felt the need to increase the workload production due to the rising competition of AI, leading to worsened work-life balance. Many employees even got laid off due to the advancement of automation, especially in the fields of programming, public service, etc. Even

though AI technology isn't fully or even halfway matured yet, many researchers believe AI will take over 25 percent of jobs by 2030, and mass structural unemployment will hit the job market, causing decreased consumer expectations for the future. Additionally, an automated workplace tends to have a more advanced surveillance system that constantly checks workers' behaviours, which makes employees feel less sense of privacy and personal space. With a significant increase in AI taking over certain career fields, employees might feel isolated due to a lack of communication with real humans. With the continuous pressure of getting laid off; lack of personal privacy; and feeling of isolation employees tend to feel increased occupational stress.

Another well-known historical event that raised employees' occupational stress was the Global Financial Crisis in 2008. With a series of global recessions, the unemployment rate drastically increased, and many areas had deflationary expectations, causing less consumer spending and increased savings. Consumer confidence towards future financial stabilities dropped to an all-time low. Moreover, the global financial crisis led to many company closures, mass employee layoffs or salary cuts. Many employees were working overtime excessively without external payments, allowing burnout to occur without proper treatment, to survive and provide for themselves and their families. Workplace morale has also reached an all-time low, with constant fear and dissatisfaction with financial situations, and employees' mental health worsened significantly during the time of financial crisis. (Reinhart, 2009)

As mentioned above, even though modern technology brings lots of advantages to production efficiency, it raises employees' occupational stress more often. One significant example would be bringing laptops into workplaces. laptops did speed up the workload efficiencies and prevented unnecessary wastes produced from utilizing paper, however, excess screen time significantly affected employees' mental health, resulting in anxiety and chronic stress symptoms. Researchers have also listed a more detailed list of symptoms caused by excess screen time: (1)Decreased cognitive comprehensive skills, (2)Occasional aggressive behaviours, (3)Hindered social and communication skills, (4)Addiction to screens and technologies, (5)Prolonged exhaustion, (6)Lack of motivation and confidence, etc. Most employees, especially in the field of AI and programming, are constantly exposed to screens and technology involuntarily. Many employees have reported having multiple burnouts every few months and suffering from depression, however, they still don't have a method of escape, due to the important usage of certain technologies. To summarize the correlation between historical events and employees' well-being being, increased occupational stress is usually the reflection of (1)The advancement of technology, (2)Low expectations of the future direction of the economy, (3)Experience of prolonged lockdown or quarantine; and usually it's completely unpreventable. (Santos et al., 2023)

## 6. Main Correlations and Factors of Occupational Stress

Next, there's an upfront correlation between the amount of employees' salary, roles within an organization and amount of occupational stress. As a common misconception, large fractions of ground-level workers believe as roles increase within an organization, less pressure and organizational stress are faced. However, in reality, it is utterly opposite. In the vast majority of organizations, a similar level of occupational stress is usually experienced. Ground-level employees, for instance, interns, analysts, and new associates tend to work on more time-consuming, less creative assignments; whereas senior-level employees, for instance, experienced associates, vice managers and partners tend to practice networking with clients and making more serious decisions. Furthermore, ground employees usually suffer from physiological stress due to the intense workload demand; and senior employees usually suffer from psychological stress due to their responsibility and importance to the organization. (Glazer & Kruse, 2008) Moving on, many surveys have listed a variety of the most intense careers in today's job market, including surgeons, nurses, programmers, lawyers, economists etc. Compared to other jobs and careers, the careers listed above usually earn significantly higher salaries. Because of the gradual increase in university students choosing these career fields, many undergraduates fail to get a job in their preferred fields. Similarly, ground-level employees are constantly feared of layoffs due to countless competitions and new talents. Prolonged job insecurity and difficulty while job searching severely contributed to worsened occupational stress and mental health. Therefore, it's usually believed a higher salary usually comes from a stressful, decision-making role and constant intense workload demand. (Cranwell-Ward & Abbey, 2005)

As we mentioned previously in the paper, occupational stress and organizational effectiveness are directly related: the more drastic occupational stress is, the worse organizational effectiveness is. Occupational stress has been a severe problem and challenge for many employees and varies in all different career fields because it's unavoidable. From ground level workers, senior level board members, and CEOs to even presidents and prime ministers, every individual at least experiences some form of occupational stress at one point in their careers or even more realistically every single week. Instead of trying to avoid stressful situations, learning to embrace stress and view it as a positive challenge, is usually the main strategy to reduce occupational stress and prevent potential burnout.

Some other effective strategies include (1) daily meditation, (2) minor breaks during extensive work periods, (3) search for relaxation techniques effective for each individual, etc. (Williams-Southers, 2024) Techniques for reducing occupational stress are still in the developmental phase, as many employees are still experiencing severe stress and burnout. However, many companies and organizations have already been taking action, by encouraging employees to constantly check on their mental health, and circumvent severe mental health declines. One of the prestigious investment banks Bank of America recently set a new mandate on limiting employees' working hours. All investment bankers, no matter their roles and ranks, are obliged to get one day off per week. Additionally, they strongly against working over 80-hour weeks, despite having uncompleted workload demands. Senior employees would even get 6-weeks of paid time off every year, allowing them to take a mental break from their schedules, and spend precious time with their families. (Becker, 2024) Following Bank of America, many more financial banks have started to prioritize employees' well-being. Another significant example would be the infamous financial bank J.P Morgan. Every employee working past eight pm would receive free meals provided by the company. They offer free coffee and snacks to investments from all levels. J.P. Morgan also strongly encourages an inclusive, positive working environment. Senior-level employees would provide analysts and interns with valuable advice and assist them with their projects; lower-level employees would also support senior-level board members with easier, more time-consuming projects. They also provide employees with valuable connections and opportunities, to either move up the ranks or exit opportunities to more advanced positions. Not only in the finance industry but many other known stressful careers and jobs have also started focusing more on employees' well-being.

### **7. How Existing Organizations Regulate Employees' Well-Being**

This section will show how existing organizations or companies regulate employees' well-being and reduce occupational stress. As we mentioned strategies prestigious financial institutions utilize to protect employees' mental health, let's discuss methods other career fields and institutions use. Hospitals always provide healthcare workers with access to counselling services, stress management programs, and peer support groups. In addition, some hospitals even offer mental health days, which stands for rest days following extensive working dates. Healthcare workers are also directly exposed to mental health campaigns and access to top-tier, prioritized treatments by occupational therapists. (Salih, 2022)

Google is another significant example of caring about employees' mental health. Google offers employees regular massage therapy, fitness classes and even nap pods when needed. They provides employees with flexible schedules, and strongly encourage the philosophy of work-life balance. In addition, some senior-ranked employees could pick to work remotely, as long as they can ensure their project quality. Most employees have reported enjoying a great time working and interning at Google. Similarly, Microsoft specifically designed a counselling service program, intended for regulating employee's well-being. Every employee has the opportunity to attend three therapy sessions per year at no extra charge. Even with personal help and legal issues, Amazon would still give their best effort to support their employees physically and mentally. Researchers also released the plan and therapy steps, which include: (1) conducting a personal assessment, (2) Developing a treatment plan accordingly, (3) Matching with trained professionals, (4) Encouraging mental health checks daily, (5) Evaluation and tracking improvements. These steps have been confirmed by professional therapists and were considered a top-notch treatment plan, therefore showing the company's truthfulness of commitment to support and better employees' mental health. (Salih, 2022)

### **8. Intrinsic Motivations vs Extrinsic Motivations**

After discussing traditional methods on how companies and organizations could regulate employees' mental health, this section will cover some minor, but effective ways. Before elaborating on the details, It's crucial to understand the definition and difference between intrinsic and extrinsic motivation. Firstly, intrinsic motivation is not driven by external rewards, for example, physical gifts; promotions; or any form of monetary rewards. Instead, individuals continue to engage in certain activities purely due to their interests and love for the activity. Conversely, extrinsic motivation usually refers to motivation that's purely caused by external rewards. A significant example would be the year-end bonus. Many employees overly exhaust themselves and willingly give up a reasonable amount of work-life balance, to get promoted or get a higher year-end bonus to support their families and improve their financial situations. There are transparent advantages for both forms of motivation. The advantages of extrinsic motivation include clear goals, rewards and short-term achievements; however, it could cause occupational stress much more easily, and the return tends to get diminished over time. The advantage of intrinsic motivation includes constant effort and engagement; more creativity; and higher quality final results; however, a positive outcome is not guaranteed because it's mainly driven by a hobby, without specific external goals. (Zhou, 2023) Organizations should incorporate strategies to provoke both extrinsic and intrinsic motivations from their employees, to

maximize the outcome and quality of workloads. Many companies and organizations have already been utilizing strategies that encourage extrinsic motivations, including (1)Competitive bonuses, (2)Potential potential opportunities, (3)Profit sharing and commissions, (4)Perks for extra achievers; however, many still lack the intrinsic motivation components. Some of the best methods to promote intrinsic motivations within an organization include (1) a Supportive working environment, (2) Providing meaningful work, (3)Blend passion projects into employees' weekly workload, (4)Goal setting and feedback, etc. Nvidia is a great example of an organization that incorporates both components of intrinsic and extrinsic motivation. Firstly, Nvidia has an inclusive community that welcomes new employees with enthusiasm. Secondly, Nvidia has an employee rating of 4.6/5, and many past employees have had amazing feedback on their work experience at the company. Many employees commented that "they were excited and passionate to go to work every day" (Glassdoor review, 2023) Nvidia also has many performance-based rewards, for example: compensations and year-end bonuses. Besides the monetary rewards, Nvidia provides their employees with many special discounts and insurance plans. Due to all these factors, Nvidia has had a positive reputation for taking care of employees' mental health and well-being; many employees enjoyed working for Nvidia, with a proper work-life balance.

### **9. How Individuals Can Regulate Mental Health**

After summarizing and discussing how organizations can regulate employees' mental health, this section will elaborate on strategies individuals can use to reduce the severity of occupational stress and balance positive mental health. Maintaining positive mental health is crucial for well-being and overall quality of life. As ascending numbers of individuals are experiencing severe occupational stress, taking charge of mental well-being is becoming a global trend among employees. Researchers have also collected a variety of methods to reduce and live a stress-free life. Firstly, a consistent, healthy daily routine is extremely crucial. A healthy diet, adequate sleep, and regular exercise all have a great impact on personal well-being. Specifically, a healthy diet and sleep both improve cognitive functions, decrease mood swings and reduce synonyms of anxiety.

Secondly, learning to love and care for yourself is another crucial strategy. By practicing self-care, individuals can reset their nebulous minds and truly allow themselves to relax. Engaging in activities that you enjoy, for example: reading a book; watching a Netflix show; or spending time connecting with nature, would improve stress-controlling skills. Similarly, practicing meditation skills is scientifically proven to help manage stress, engage in a calm situation and provide improved mental clarity.

Thirdly, researchers have discovered proper goal setting is crucial for increasing work efficiency and reducing occupational stress. The first step in using organizational skills to reduce stress is to assess an individual's current stress level on a scale of one to ten and identify the source. Then, the second step would be to use progression apps, calendars, and note-taking to track the progress. Employees can also collaborate the process with others with similar stress levels and stress sources. Third, individuals should also fully utilize modern technologies, for example: automation, AIs, etc, which is an innovative method to save time and effort. Usually, by using modern technology users can also avoid many calculation errors. Employees can significantly decrease their workloads this way. Fourth, employees should also do monthly reflections to properly track the signs of progress. By constantly reflecting on previous progress, employees can analyze what to continue and stop in the future, and at their next checkpoint.

Finally, seeking professional support would be another well-known strategy for maintaining positive mental health. It's also the most recommended method, to connect with mental health care workers. Many prestigious companies and organizations offer their specific therapists for employees going through tough times. Many researchers also stated techniques for improving mental health could vary people from people. It's extremely crucial to search for strategies that resonate with you and seek support when required. (Lai et al., 2020) Another method to reduce occupational stress is to pick aspects of work that individuals are interested in. As mentioned in the previous paragraph, incorporating intrinsic motivations into daily routines seriously improves the quality of workload. As individuals are passionate about going to work and completing projects, usually the quality and efficiency become much enhanced. By gaining an adequate amount of knowledge and understanding of what employees are expected to complete within an occupation, individuals would expect a similar amount of workload demand and reduce the possibility of burnout due to sufficient preparation beforehand. As the severity of occupational stress continues to rise, understanding ways to reduce it and maintain positive mental health is always recommended and even required in certain firms and organizations.

### **10. Methods to Spot Severe Occupational Stress Within an Organization**

This section will include methods to spot signs of severe occupational stress within an organization. As mentioned earlier in this research, severe occupational stress could drastically disrupt organizations' chemistry and cause a

decreased overall performance result. It's quite crucial to spot initial signs of occupational stress before it's incurable. Firstly, a sudden decrease in organizational efficiency or the quality of results is a major red flag. As one of the first signs of organizational ineffectiveness due to occupational stress among employees, this is also one of the most well-known symptoms. Secondly, constant disagreements over small things or even potential arguments could happen, if chronic stress and tension are not treated properly for an extended period. Looking into the perspective of employees, facing severe pressure excessively is extremely mentally exhausting. Prolonged exhaustion could then cause frustrations, mood swings, etc. Thirdly, another significant sign of severe organizational ineffectiveness is the lack of a sense of community among employees. Usually, an organization would host a large annual meeting, with almost everyone attending. If the morale is quite low, or there's obvious tension, usually it's due to occupational stress and lack of internal control of an organization. Lastly, decreased motivation would be another crucial sign. Lack of energy to drive to complete work or assignments could be caused by a lack of extrinsic motivation, as we mentioned previously in the paper. Correspondingly, a decrease in company morale and motivation to complete the workload usually causes a decline in results, which is one of the first signs of a lack of employee well-being.

After discussing signs of severe organizational ineffectiveness, this section will elaborate more on signs of severe occupational stress from a personal perspective, and provide a list of summarizations for users. Usually, severe occupational stress is often caused by chronic stress and prolonged exhaustion. Many employees might think it's simple to notice if individuals are experiencing extreme occupational stress, since many symptoms are common knowledge. Experts have suggested many hidden, initial signs of occupational stress, which if treated properly individuals could prevent things from getting worse. First of all, in many cases, mental discomfort could cause physical changes, for example, drastic weight changes, persistent headaches, fatigue, and frequent illness. Usually, individuals have to feel extremely stressed for a prolonged period, to experience chronic stress disorder symptoms. Secondly, a more common phenomenon would be cognitive changes. (1) Difficulty focusing on specific information, (2) Decreased memory durations, (3) and making proper decisions. Lastly, a tightened social circle is the final symptom this research will provide. Loss of friends and connection with families could be a huge sign of chronic stress. Social disturbance is usually caused by chronic stress. There are many reasons factors of why worsened relationships occur, however, it's mainly due to constant fatigue and mood swings. At this point of severity, it's crucial to visit occupational therapists and ask them for advice. Since more and more employees have chronic stress and occupational discomfort, it's important to constantly take care of mental health maximize all human functions, including cognitive, physical, and mental stress, and be the best version of each individual.

Additionally, as mentioned previously in this research, chronic stress can cause physical discomfort, and even physical illness in some worse cases. One of the most common symptoms of intense stress is discomfort in the stomach, which could lead to poor digestive systems and nausea feelings when left untreated for a prolonged period. Additionally, in more serious conditions, stress can lead to cardiovascular, respiratory, and reproductive problems. First, stress could cause high blood pressure and heart disease in urgent matters. Stress can also cause difficulty in breathing, leading to panic attacks and dizziness. Secondly, females in particular could have irregular or missed periods due to hormonal imbalance. In extreme conditions, extensive stress could lead to reduced fertility and loss of sexual desire (Lai et al., 2020). Lastly, stress also leads to trouble falling asleep; change of appetite; unintentional, abnormal weight changes; more acne; and increased sensations of pain, leading to migraines and muscle tension. Therefore, no matter the individual's age or previous health conditions, when initial signs of stress are left untreated, many more synonyms would appear, causing potentially irreversible physical illness; showing the significance of self-care and self-love.

## 11. Conclusion

The purpose of this study is to provide organizations and companies with a more condensed summary of how to battle occupational stress and organizational ineffectiveness. By reviewing numerous scholarly peer-reviewed journals, this research summarized the causes of stress; occupational stress and organizational ineffectiveness; stressful career fields and positions; strategies employees and organizations use to reduce occupational stress; how existing organizations reduce employees' occupational stress; intrinsic and extrinsic motivations; ways to deal with stress; signs of severe occupational stress within an organization.

As occupational stress has become a globally common synonym, and an increasing amount of employees are becoming victims of it; researchers are gradually discovering innovative methods to battle the problem. To reduce organizational ineffectiveness caused by occupational stress, the strategies include: encouraging both intrinsic and extrinsic motivations; offering employees constant potential promotions; increasing the amount of employees' benefits; consultations for employees' mental health and well-being; rules for preventing burnout; providing employees with resting and vocations opportunities; build up an inclusive, friendly working environment, etc.

Strategies for preventing personal burnout and minimizing occupational stress include: constantly checking up on individual mental health; attending regular therapy sessions; taking short “mental health rest” in between exhausting working sessions; learning more efficient organization and planning skills; setting both short-term and long-term goals, learning to love and understand yourself, etc.

This study not only provides users with methods to prevent burnout and reduce occupational stress, but it also provides readers with real-life examples of how well-known companies and organizations ensure employees’ well-being. Many roles within the companies require an immense amount of working hours and excess work demand, however, employees are still reported to be enjoying their lives working for the company, which shows the effectiveness of these methods. The study went over infamous companies like JP Morgan, Morgan Stanley, Google, Microsoft, Apple, Nvidia, etc. Despite being sorted in some of the most stressful career fields, like finance and IT, these companies can successfully reduce organizational stress for employees and achieve the goal of work-life balance.

Previously, this research listed and defined all types of stress: acute stress; chronic stress; eustress; distress; post-traumatic stress; physiological stress; psychological stress; developmental stress; occupational stress; organizational stress, etc. Additionally, this research concluded the relationships between occupational stress and organizational ineffectiveness; roles within a company, the amount of occupational stress, and annual salary bonuses. By summarizing these common stereotypes within job markets in the recent decade, employees will be able to make the right choices, specifically for their career path; whether to choose an intense job or a job with more work-life balance.

This research listed past events that significantly increased employees’ workload and occupational stress. By analyzing past events like the COVID-19 quarantine, the 2008 global financial crisis, and the constant encouragement of workplace automation, the research concluded that the increase in occupational stress is usually caused by mass unemployment, economic downturn, and hyperinflation. Excess screen time could also cause increased stress levels, which is extremely harmful to employees’ physical health. The research summarized the negative effects of excess screen time, for example: lack of motivation, diminishing concentration, and in some worse cases, even depression. Additionally, not only the study concludes all the negative effects of excessive screen and technology use, but it also summarizes the common and minor strategies to counteract the problems; for example: practicing meditation, keeping up with regular mental health checkups, taking mental health breaks, and following the advice therapists provided.

As mentioned prior in the research, the study of stress, especially occupational stress and organizational stress is still in the developmental stage. The vast majority of the strategies and methods are repetitive and there’s a severe lack of complete summarization to counteract the problem. As mentioned throughout this research, the purpose of this research is to provide a complete summarization of strategies, due to the lack of studies conducted on this topic. However, by simply conducting a literature review and analyzing previous studies within the last three years, it’s difficult to include and confirm every detail; therefore causing potential errors in this research. Overall, this study adds additional summaries and provides readers with a more condensed guide on how to counteract stress, especially occupational stress; which is something no previous studies have done, and fills in the gap for the prior research.

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