# Complex Challenge - Workplace Stress

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09/19/2023

**Introduction**

Income, age, if someone is married or not, how many people are in their family, their gender, what job they have, and how much education they have all tell us how wealthy someone is likely to become in the future. People who have lower income or money tend to have more mental health issues. People who have more money and higher social standing are less likely to have a mental disorder compared to those who have less money and lower social standing. According to the text, insufficient utilization of resources for addressing challenges can endanger both survival and health. Being poor increases people's chances of experiencing danger, problems, and not being sure about things. These situations are often not dealt with properly. Encouraging situations that cause long-term stress can build up over a person's whole life. Lack of adequate support to manage stress is often observed among individuals with limited financial resources, who tend to experience poorer mental health conditions. Acknowledgment and resources are very useful when dealing with socioeconomic status (SES). By promptly recognizing stress and implementing a reliable Employee Assistance Program, organizations can enhance their strategies for handling workplace stress. How do women handle stress at work? Do they have more stress because they have lower incomes?

Why is workplace stress an important issue? Stress can cause physical and mental health and affect their behavior. This can cause a long term absence from work. What is the impact of stress on job? Furthermore, stress has a negative effect on how well people work, the atmosphere in a company, and a business's ability to achieve its objectives. Work stress can cause employees to make mistakes, have difficulties with their work, experience mental health problems, feel exhausted, and have arguments with their colleagues at work.

The best way to reduce impact at your job, talk to your boss about how you feel stressed. Talk about the things you need to do and what you think will happen. While the amount of work you have to do may not decrease, talking about your stress can help you understand things better and become more aware of it.

 Work-related stress is becoming more and more common. Work-related stress happens when the tasks and responsibilities of a job are too much for a person to handle." (Better Health, 2012).

Many workers are reporting that workplace stress is now one of the most common health issues. Many things can cause stress. Constant change, conflict, repetition, and fear of losing one's job are recognized as things that can cause stress. Muscle tightness and headaches. Psychological symptoms are signs of mental problems. These can include feeling sad, worried, and having trouble thinking clearly. These symptoms can lead to people getting angry, not showing up or performing poorly.

A survey about stress and wellbeing found that 25% of women who work said they have a lot of stress. It seems that this is especially true for women who have jobs. Often, women have to balance many responsibilities and tasks at the same time.

Their responsibilities are greater than those of their counterparts. Household chores and taking care of children are the most common tasks that are not divided equally. This puts a lot of stress on women's work and personal lives. In addition, the study shows that women often eat and sleep more to cope with stress. Women face a lot of stress due to job satisfaction, unequal pay, taking care of family, and societal stereotypes. Use different sources to study Social and Economic Status, with the goal of understanding how people's wealth and social standing impact their lives.

Using a research method that focuses on gathering opinions and in-depth information to better understand the problem. Experts shared data from surveys and observations to find out the socio-economic status (SES) of this group. Quantitative research made sure that the information was accurate and reliable, which helped in making a decision.

Each method helps people from different social and economic backgrounds understand things. By doing research in different ways, we can better understand why SES impacts certain groups. When we understand things better, we can pay more attention to how they specifically impact women. Studies, gathering information, finding facts through writing, and groups of experts have given results that will influence suggestions. These techniques were employed to give examples, explanations, and insights from reliable sources.

**Research**

Yovanoff, E. (2011). "Stress and Status: How Socioeconomic status affects stress in young adult women.”

Emma Katharine Yovanoff wrote this piece for her Master's thesis when she was studying at Smith College. Yovanoff examined young women, aged 18 to 24, who came from different social backgrounds. 106 people were asked some questions on the internet. They had to select from 13 things that caused them stress and say how often they experienced them. Women who come from low socioeconomic backgrounds experienced more stress, especially when it came to going to college. When we look at how much money people make, those who have a low socioeconomic status have much less money than those who have a higher socioeconomic status. Out of all the people surveyed, 70% said that their stress levels were affected by the economy and looking for a job. The research also showed that someone's social and economic status (SES) can cause stress, even though it was found that most people experience stress from things that happen every day and can't be avoided. People who have a high socioeconomic status (SES) felt satisfied with their job and were happy with their salary. People with a higher social and economic status (SES) have better opportunities to go to college and find better jobs compared to those with lower SES. Women are often judged and treated unfairly based on how much money they have. This research shows that a person's socio-economic status (SES), specifically their ability to get a higher education, can directly impact the stressful situations they face at work, especially for women.

Emma Yovanoff did a test and used a recording to write down what she saw. She used an online survey to find out things about stress and women in general. This survey shows that women who have a lower social status experience more stress. The survey also found important factors about women and their socioeconomic status. Her research looked at how different levels of money and social class affect women's education and what happens as a result. This study with 106 people shows that the socio-economic status (SES) has a big impact on women at work.

Christopher G. Hudson, Ph.D. (2005). "Socioeconomic Status and Mental Illness: Tests of the Social Causation and selection Hypotheses.

Hudson is a retired professor at the School of Social Work at Salem State University. Hudson did a research. Studying 34,000 people who were hospitalized for mental health issues two or more times between 1994 and 2000. Correlating means connecting or relating to. So, "correlating with unemployment" means something that is connected or related to unemployment. Poverty and not being able to afford housing are related to a higher chance of mental illness. He says that if you have less money and a lower social status, you have a higher chance of having mental disabilities and getting admitted to a psychiatric hospital. This applies to all kinds of mental illnesses and financial difficulties. The assessment looked at how much money people make, how much education they have, and what kind of job they have. Having solid proof, it is clear that a person's financial situation and social status can directly and indirectly affect their mental health. Measures can help avoid problems or troubles in the future.

We need plans or ways to accomplish things. This research Hudson's research showed that people from different social backgrounds can have a higher chance of developing mental health problems. This study looked at people being hospitalized in mental health hospitals because of their bad living conditions and feeling overwhelmed. A study conducted over a period of 6 years.

Deriod showed proof that if you have less money and resources, it often means you are more likely to have problems with your mental health. In addition, furthermore, or moreover.

Proving SES directly and sometimes indirectly affects how people handle stress. We can recognize that there are more things that can cause stress in places that are not as good or supportive. It is important to consider this information.

Damaske, S., Zawadzki, M., & Smith, J. (2016). "Stress at Work: Differential Experiences of High Versus Low SES

Workers are people who do a job or work in exchange for a wage or salary. They can have various roles and responsibilities depending on the type of work they do. Workers contribute their time and effort to perform tasks and contribute to the functioning of a company or organization. They receive compensation for their work, which they can use to support themselves and meet their needs.

Employment Relations, and Women's Studies. She received her Ph. in Sociology from Purdue University in 2008. Dr Damaske's research focuses on gender and work, specifically looking at the ways in which work affects individuals and their families. She has published several articles and books on this topic and is considered an expert in the field. In addition to her research, Dr. Damaske also teaches undergraduate and graduate courses in sociology and women's studies at The Pennsylvania State University.

The study of how people work together in jobs, and the study of women's experiences in society. Matthew Zawadzki is a professor at University of California Merced. He is an assistant professor with a Ph. I am from Pennsylvania State University. Joshua Smith from Pennsylvania University has a Ph D in Health and Social Psychology. He is a very important professor in Biobehavioral Health Medicine.

This study asks if people with higher social and economic status feel differently stressed at work compared to those with lower status. Using data collection helps them improve their understanding of SES. A practical way of collecting information that is good for the environment was used. Workers shared their feelings of stress and how they see their workplace when they were asked, which helps us understand things better right away. The collection happened over three days, and reports were measured six times each day. A study found that people with low socioeconomic status have little or no control over their work environment.

Make them feel shocked and without any supplies. Additionally, a job that requires a lot of effort can cause a lot of stress, just like a challenging task. This means that the person does not handle their responsibilities well and doesn't get enough help from their coworkers or the work setting. In simpler terms, this means that perceiving things quickly at work is connected to stress and the social status within the work environment. Study also shows that rich workers feel stressed. However, reports show that the factors affecting a higher socioeconomic status (SES) are almost the opposite of those affecting a lower SES. This means that people from different social and economic backgrounds can learn how to handle and recognize stress.

This group of professionals gathered data to figure out what things in the workplace cause stress and how people see their jobs. Showing different roles in the workplace come with their own sources of stress. How people handle these situations depends on their financial and social backgrounds. With important things found, like not having help. Having the right support based on someone's social or economic status can help in dealing with stress at work.

Brondolo, E. (2018). "Higher Stress Amonq Minority and Low-Income Populations Can Lead to Health Disparities.

Elizabeth Brondolo has a PhD and is the leader of the American Psychological Association. She has an idea or recommendation. Not everyone has the same level of good health. How much money you have, your race, and where your family is from can affect your health and lead to big differences between people. The report shows that people with low incomes and people from ethnic minority groups have more stress. People who make less money are more likely to have experienced really bad stress and bad things happening to them when they were young. Additionally, stress can cause mental and physical issues and impact how a person sees the world around them. The report says that rich people in the top 1 percent live much longer than others. Men live 15 years longer and women live 10 years longer. People who are really stressed often do things like smoking, drinking, and using drugs. These illnesses, such as cancer, diabetes, and heart problems, may happen later on. Methods to help reduce stressors include practices that focus on the mind and body like yoga and meditation. These practices are generally accepted and appreciated by groups who are facing disadvantages. Moreover, the report suggests that teaching parents how to improve their bond with their children is proven to lower factors causing stress. Low socioeconomic status (SES) tends to persist throughout a person's life, particularly in areas where people face disadvantage. This can cause mental and physical issues and make life shorter.

Spans means to cover or go over a certain area or period of time.This report shows that people who earn more money tend to live longer and healthier lives. Income often struggle to meet their basic needs.

Social and economic circumstances are connected to behaviors that harm one's well-being. Additionally, this report states that when parents and children have a strong bond, it helps to decrease stress. Women who work in disadvantaged areas with lower socio-economic status have a hard time feeling connected and included in their workplace. The existence of work-related stress is often linked to individuals with a disadvantaged socioeconomic background.

American Psychological Association. (2014). "Coping with Stress ant Work."

The American Psychological Association, abbreviated as APA, serves as a national representative for the field of psychology. It is made up of scientists and professionals. People wanting to make changes for their health and well-being are often overwhelmed with the amount of information and choices available. That's where Ove comes in. Ove is a platform designed to help individuals achieve their health goals by simplifying the process and providing personalized recommendations. Whether it's finding the right fitness routine, managing stress, or improving nutrition, Ove offers easy-to-follow guidance and support. Ove understands that everyone is different and their needs may vary, so it tailors its recommendations to each person's unique situation. With Ove, making positive changes for a healthier lifestyle has never been easier. A collective effort of 120,000 individuals, comprising researchers, educators, consultants, and healthcare practitioners, is dedicated to enhancing society and improving lives. In this article, they say that many Americans feel stressed because of their jobs. Also, it is recommended that there are ways to handle stress caused by work. The article talks about the things that can cause work stress, which are called "Common Sources". The scarcity of individuals available to assist and support one another, coupled with an overwhelming workload and constraints in time and finances, leads to this situation.

Talking more about the impact of too much stress, starting from a small headache to more serious health problems like high blood pressure and weak immune systems. People who have too much stress may cope with it by eating too much, smoking, or using drugs and alcohol. In simpler terms, this text suggests ways to handle stress. One can effectively deal with stress by documenting stressful events in a personal journal, embracing healthy stress-management techniques, establishing boundaries, and being receptive to support from others. The article explains that both meditation and exercise can help reduce stress. Recognizing that taking time off from work to relax can reduce your stress levels. This article is written in an easy-to-understand manner and provides clear information about how to recognize and deal with stress at work.

This big group of experts talk about stress at work. Showing that the workplace is a major cause of stress. Giving specific cases to address the problem and pointing out that the lack of help is a contributing cause. This means that people from different economic backgrounds handle stress in different ways.

Wilkie, D. (2020). "What Managers Can Do to Ease Workplace Stress."

Dana Wilkie is the individual who holds the position of overseeing and revising the online content for SHRM. She also handles employee relations. She holds both a journalism degree and an advanced degree in writing and literature. The focus of this article is on the increasing stress that workers face in their current job positions. 11h attacks occurred at the Pentagon. This article delves into the intense pressure that is commonly experienced by workers in today's workforce.3) The corona virus crisis has brought about a specific kind of stress within working environments. Saying that we live in a society that values work and pressure. The level of stress rises proportionally with the amount of work on hand. This can make you feel like you are important and valuable. The report also mentions that workers who can handle challenges and bounce back easily are very important. Is your perspective on stressful situations that they are alarming or something you feel equipped to deal with? Resilient people tend to see scary things as something they can handle. In the report, there is an overview of a survey conducted amongst American employees. In this survey, 80% of the people said that they have at least one thing that causes them stress at work. 33% of people say that they usually feel stressed while they are working. A majority of employees, approximately 50%, report feeling heightened stress levels due to their job. 41% of workers in high-paying jobs feel that their job causes them stress. In terms of job support for stress management, 35% of workers believe they have enough assistance, as revealed by the survey. In simpler terms, this means that the relationships between colleagues have become worse in the last 3 years. This is because of various reasons that cause stress at work, such as being paid less, not having opportunities for growth or promotions, having too much work to do, expecting too much from the job, and working long hours. Moreover, the report states that providing training for employees can help to prevent stress. By gaining a deeper understanding of stress indicators, we can disrupt our habitual actions, actively engage in relaxation techniques, and formulate a comprehensive strategy to diminish stress triggers. Proposing that practicing these skills in less stressful situations can lead to greater success in the beginning. Having a clear plan, support, and taking action can reduce stress in the workplace, and having a considerate and skilled leader can bring significant advantages.

Wilkie creates an article that gives actual numbers about American workers. Most people feel stressed at work, with the main reasons being low salaries and a lack of opportunities for growth. This shows that having a lower social and economic status at work adds to stress. Wilkie produces an article providing precise figures regarding American employees."

White, N. (2020). "4 Ways to Cultivate Inclusion and Compassion in the Workplace."

 Nika White is someone who contributes to the Entrepreneur Leadership Network and is also a strong supporter of diversity, fairness, and including everyone. In this article, Dr. Work-related stress and fretting can be expressed differently.

 Stress and worry at work. Showing that there is a problem with people's health. Political elections are events where citizens choose their leaders by voting for them. The presence of racial inequalities at work has made many people feel anxious and worried. Illustrating that stress experienced at work is not a recent problem exclusively faced by women, people of color, and marginalized communities. According to research, black women frequently experience a lack of confidence to openly display their genuine emotions or be their authentic selves at work due to fear. Also, it can be said that the same applies to women who work.

A research found that women are twice as likely to feel stressed and anxious at work compared to men. Showing that there is not enough inclusion and compassion in the workplace is causing these stressful situations. Friendship and create a sense of community. She recommends reaching out to others, making an effort to connect with people, and being open and welcoming. Additionally, she suggests participating in group activities and events, as well as showing kindness and empathy towards others. By putting in the effort to build relationships and foster a sense of belonging, she believes that friendships and a strong community can be developed.

To promote compassion and inclusion, it is important to have individual meetings where people can communicate honestly and openly with one another. Let's take a closer look at Employee Assistance Programs that provide help for mental health issues. Proposing that having Employee Assistance Programs (EAPs) that focus on helping people of color and other minority groups could be a meaningful way to promote kindness and understanding in the workplace. Making a plan that addresses current problems is a clever decision. It is being suggested that having workspaces and schedules that are more flexible can reduce stress and improve employee well-being. Making more room for real, sincere conversations. Including and showing kindness towards others can assist in dealing with stress at work, regardless of different income and social levels.

White gives a straightforward view on how being from a lower socioeconomic status (SES) affects women at work. A study has found that women are at the highest risk. She also says that it is not always taken seriously or addressed effectively. Not having enough resources is making the situation worse. She explains how a particular Employee Assistance Program can be helpful in the workplace and in handling stress from different job positions.

**Solution**

First I propose Provide an Employee Assistance Program as it would be immensely beneficial. "An individual may choose to engage in regular physical activity for various reasons, including improving their overall health and well-being.” EAP is a group that helps support people of color, women, and other minority groups at work. Joining this group can be a big help. (White, 2020) This will help create a new and caring way of doing things that includes everyone. Supporting stress management in the workplace for everyone, regardless of gender or socioeconomic status.

Secondly I propose, giving out surveys online to help us better understand workplace stress among different social and economic groups. Especially concerning women. The reason for conducting an online survey was that women have a tendency to be more sharing. To address inequalities, displaying empathy and striving to comprehend the circumstances can be beneficial (Yovanoff, 2011). Does detailed research because of this approach. Surveys will help the employee to writer down how they feel, that way employer can review and make changes.

Third I propose, Group meeting the implementation of targeted initiatives aimed at tackling stress can be beneficial in effectively managing workplace stress. One important thing to solving a problem is being able to spot it sooner rather than later. This process helps us to act quickly at the very beginning. People who are not wealthy are more likely to have mental health problems. We need to act early and prevent problems (Brondolo, 2018). With this study and practice, managers can find and fix problems early and give helpful resources. Early intervention will be a very valuable asset.

Fourthly I propose, to provide workplace stress has reached an excessive level nowadays. In addition, workplace stress has currently reached an excessive level. Managing how we react to stress can lessen the impact it has on us. Many workers feel stressed at work. In order to assist individuals and reduce stress, coping techniques can be used to provide support and disrupt negative patterns. Using a technique called behavior pattern interruption can help manage the impact of stress. Using a good application will help decrease the negative effects (Wilkie, 2020). Stress is on two main things: the body and the mind.

Fifth and lastly, dealing with stress will always be an ongoing struggle. A contest that can be won if you have a good strategy. Some things that make people stressed are having too much work to do and not getting paid much. There are also lots of other things that can make people stressed. Providing aid and tools is a good way to find out what causes stress, and the American Psychological Association might have the solution. "Taking a break from work to relax has proven to be effective in managing stress.”(APA, 2014). Research has proven that taking breaks can have a positive effect on your mental state. Rest for a while, rest for a whole day, rest for an afternoon. If your feelings are telling you to take a break and relax, then you should. Make sure to go for a drive to a place you haven't visited before. Discover and experience different settings beyond the office and work hard. You will feel energized and prepared to take on the day.

The research gives us a lot of ways to deal with the ongoing issue of handling stress at work. This shows that people living in poorer areas are more likely to experience a lot of stress. A workplace is where people go to do their jobs. It can be a physical location like an office or a factory, or it can be virtual like working from home.

Stress should be recognized and dealt with by understanding its main cause and addressing it with kindness and care. Giving people the tools and help they need will make stressful situations less overwhelming. Overall, the research shows that stress exists in the workplace, and women have been observed to experience more of that stress. It also gives good suggestions that help.

Women are adult human females. However, many studies focus on individuals who have a low socioeconomic status (SeS) and experience stress at work. Providing a plan to effectively fight against problem. My research shows evidence that supports my suggestions and provides helpful insights using facts and examples.

I think this research is important. It has improved people's comprehension of the issue faced by numerous individuals. Numerous stressors are encountered by individuals, specifically women, in their workplace on a regular basis. The study shows which areas are mostly impacted and also provides a special and valuable solution. My suggestions are supported by the research mentioned above, which presents empirical data and studies that tackle real-world issues and propose remedies.

DR. Nika White gives the most help on this subject. She has a professional title and has studied extensively. In addition, she firmly advocates for the inclusion of all individuals, promoting diversity and ensuring equality. She looks at the problem from a perspective that is important to the person. The study looked at how culture affects things and found helpful evidence. The American Psychological Association really supports my position. This organization has a large group of experts in various fields, from local to international. Sharing information from different viewpoints from the real world.

Including cultural means considering different customs, values, and traditions from various groups of people. Technological refers to the use of machines, tools, and knowledge to create or achieve something. Assisting in comprehending stress at work and who it impacts. Emma Yovanoti's research focused on women only. Although only a certain group of people who participated online were included in the study, the research focused on a small area. However, it still gave valuable information about women and how they recognize and deal with stress.

The restrictions in the study helped me create a basic plan for my suggestion. There are many restrictions or shortcomings in each source of information, so it's important to consider multiple sources when reviewing information. Many case studies only focused on a specific group of people. Collected is being analyzed. The information gathered was limited and only gave a small number of choices. Furthermore, our contemplation extended to the source's limitations which encompassed aspects such as time, location, subject matter, and the identification of the problem. This limit greatly affected my suggestions. Clear plan and understand the information that was being collected. A recommendation is a suggestion or advice given to someone to help them make a decision or take an action.

**Conclusion**

I have found through my research that women often have a hard time at work. Stress is a feeling of pressure or tension that can happen when we face difficult, challenging, or overwhelming situations. It can make us feel worried, anxious, or overwhelmed. Additionally, women tend to relate more strongly to things that cause them stress compared to men. Furthermore, people with a lower socioeconomic status often go through the most difficult situations. There are various ways to figure out the problem. And every single one is helpful. When dealing with this problem, it is better to give a new and different answer. Providing understanding and helpful support can reduce stress at work for everyone, particularly benefiting women. Efforts that keep going and gaining better knowledge. Help and being involved will create a better future.

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