



**Mount Kenya University**

Scaling the Heights of Education

**FACTORS THAT CAUSES WORK STRESS**

**(CASE STUDY)**

**MINISTRY OF LAND HOUSING AND URBAN DEVELOPMENT**

**BY**

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## ABSTRACT

Stress studies are becoming more and more attention nowadays, the financial crisis and recession of 2008 around the world further contributed in increasing higher levels of stress among employees, particularly in the corporate context. The organizations, to make themselves efficient in utilization of resources, have gone through entire restructuring, layoffs, downsizing, and mergers. This has resulted in unstable employee-employer relationship which has caused a great deal of stress among employees. There is no such thing as a stress-free job in the world. Everyone in his/her work is exposed to tension, frustration and anxiety as he/she gets through the duties assigned to him/her. In order to make our work experience and environment as pleasant as possible, it is better that we learn the technique of moderating and modulating our personal stress levels. Hence the research has shown that high level of stress seriously affect the performance of employees as well as their health condition. This article reviews and summarizes three decades of empirical literature concerned with stress in general and occupational stress in particular with major coping strategies.

### Key Words:

Causes of stress, Occupational Stress, coping strategies