

**PERCEPTIONS OF WORK STRESS CAUSES AND EFFECTIVE
INTERVENTIONS IN EXPATRIATE EMPLOYEES WORKING IN OIL
AND GAS COMPANIES, KUWAIT.**

Proposal submitted to

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ABSTRACT

To identify causes of stress at work as well as individual, organizational and personal interventions used by employees to manage stress in Oil and gas companies, Kuwait. Data's will be collected with Middle level expat employees.

INTRODUCTION

Kuwait is a sovereign Arab state situated in the north-east of the Arabian Peninsula in Western Asia. It is bordered by Saudi Arabia to the south at Khafji, and Iraq to the north at Basra. It lies on the north-western shore of the Arabian Gulf. Kuwait 2020 population is estimated at **4,270,571 people** at midyear according to UN data. Non-Kuwaiti residents(Expatriates) accounted for an estimated 65 percent of the Kuwaiti population. According to estimates, the number of Kuwaiti citizens was about 1.24 million in 2019, compared to the number of non-Kuwaiti citizens which was at about three million. Mostly of the Expatriate employees from India, Egypt, Pakistan, Srilanka, Philipines, Lebanon and other parts of the world for job opportunities in oil & gas companies. Work stress is a real challenge to the employees, who are working outside their home country. Many studies on stress in expat employees in Gulf countries have shown chronic stress as a major contributor to depression, high blood pressure & suicidal thoughts which needs medication as well as proper counseling. If stress is

intense, continuous and repeated it becomes negative phenomenon or Distress, which can lead to physical illness and psychological disorders. The pressure of overtime and long working hours at night shifts create a work personal life imbalance, which begins to affect the health of expat employees. Lack of time for relaxation, lack of emotional support due to absence of family & relatives as well as friends and well-wishers is the major cause of stress among expats in Kuwait.

PROBLEM STATEMENT

The report titled 'Kuwait Health', which provides a snapshot of healthcare in the country, shows that on average 10 deaths were reported each day from hospitals in the country, compared to nine deaths reported in 2012. In general, the overall mortality rate in Kuwait increased between 2012 and 2016.

Heart disease, Brain stroke, suicides, especially traffic accidents, and cancer (because of using tobacco) were found to be the three leading causes of death in Kuwait. The report also showed that while the mortality rates of males from heart disease and traffic accidents were higher than females, when it came to malignant cancers, women outpaced men, both among Kuwaiti women and women of other nationalities.

Many studies on work stress in expat employees in Gulf countries have shown chronic stress as a major contributor to depression, high blood pressure & suicidal thoughts which needs medication as well as proper counseling. A moderate level of occupational stress is an important motivating factor and is considered normal and necessary. If stress is intense, continuous and repeated, it becomes negative phenomenon or Distress, which can lead to physical illness and psychological disorders. The pressure of overtime and long working hours create a work personal life imbalance, which begins to affect the health of expat employee. Lack of time for relaxation lack of emotional support due to absence of family & relatives as well as friends and well-wishers is the major cause of stress among expats in Kuwait. Quantitatively increase of work load and more work pressure from senior colleagues and management put expat employees on stress. Relax lifestyle of local citizens of nation demands high output and increased work load leads to stressed life an expat employees. Improper coordination and poor relationship with senior authorities was related to stress which is seen as the most important reason for expats to get into the stress. Their main motivators are salary and benefits to support their home and maintain a decent standard of living.

OBJECTIVES

- To identify the various components of stress experiences by expatriate employees.
- To Study the impact and potential causes of stress.
- To find the level of stress and recommends the interventions.

REVIEW OF LITERATURE

Ram Kumar P.B. (2011) in his article “Training & Development Program & its benefits to employees & organization: A Conceptual Study” has studied about the structure & elements of employee training & development program. He has mentioned in his paper that employees are the esteemed resource of an organization & every organizational success depends on the performance of the employees. In this study, there is a substantial support for individual employees & organization to get the several benefits from training program. These benefits may directly or indirectly enhance employee performance & in turn the productivity of the organization. This study has also emphasized on the positive outcomes of training for the organizations.

Ritu & Ajmer Singh (2012) in their article “A study of predicting teacher effectiveness among secondary school teachers on the basis of their occupational stress” studies relationship between teacher’s effectiveness & occupational stress among secondary school teachers. The findings were, teachers were experiencing low stress level. Teachers were not much affected by the problems which they came across in relation to their job. They had a high level of stress tolerance. The study suggests a “Stress Awareness” drive need to be incorporated with the social orientation subject & regular assessment of stress level should be done in order to prevent stress.

Adams and van de Vijver (2015) also reported that expatriates’ stress depends on their cultural distances, support, and purpose, which are also related to the organisational intention for the international assignment.

Cahil,¹⁶ Cooper et al¹³ and Marine et al describe categories of stress management interventions that target individuals or organizations; these can be further segmented as preventive interventions at primary, secondary or tertiary levels. Primary interventions aim to prevent the causal factors of stress, secondary interventions aim to reduce the

severity or duration of symptoms, and tertiary or reactive interventions aim to provide rehabilitation and maximize functioning among those with chronic health conditions.

RESEARCH METHODOLOGY

Data collection:

Plan to involves both primary and secondary data collection.

The primary data will be collected by the help of a questionnaire from Middle level employees of companies (Engineers, Supervisors, Foreman, Senior technicians) comprising of external factors and individual factors of stress.

The secondary data will be collected from online database, books and the journals available as sources of information.

Sampling Techniques:

Planned to do Probability Sampling Methods

Stratified sampling

In this method, the population is first divided into subgroups (or strata) who all share a similar characteristic. So when we might reasonably expect the measurement of interest to vary between the different subgroups, like cadre wise and we want to ensure representation from all the subgroups.

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Source: LFS, Work-related stress, anxiety or depression statistics in Great Britain, 2020 estimated annual average 2017/19-2019/20 95%

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About Kuwait | UNDP in Kuwait www.kw.undp.org