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SYSTEM LITERATURE REVIEW OCCUPATIONAL STRESS: AN OVERVIEW ANALYSIS BIBLIOMETRICS

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Abstract

Work stress is psychological reaction and physiological events when ability work of individuals and requirements work are not the same. The fundamental differences felt between individual competencies and the demands of the work environment are called stressor cases which are the same as what happens under pressure of overly responsible responses, job expectations, working conditions and opportunities for development. The aim of this study is to describe and discuss about occupational stress using PRISMA method with bibliometrics analysis technique. Result of filtering journal with the PRISMA method resulting in 35 journals and written by 111 authors. The result of this study is to the variable that is related with this occupational stress, including mental health, work satisfaction, and work performance. Overall, the research is expected to be the right reference for further research, especially researchers who will examine titles that related to work stress.

Keywords: *Occupational Stress, Work Satisfaction, Mental Health, Performance*

1. INTRODUCTION

Stress refers to inability individual for adapt mental states and consequences harsh environment confrontation process psychological, physical and biological (H. Li et al., 2019). Stress was a response to physiological processes that grow atypically in the human body with imagination and reality (Terp et al., 2019). Work and personal work life imbalance, not being able to make time for yourself, not pursuing social life is a cause of stress for everyone who works (Kamau et al., 2015). The main job stressors that employees worry about are criticism, dissatisfaction with hard work and not having time for themselves (Sharma et al., 2018).

Meanwhile, work stress refers to psychological reaction and physiological events when ability work of individuals and requirements work were not the same (Desouky & Allam, 2017). Providers of health services frequently do not have sufficient high responsibilities, a heavy workload, and a lengthy service history, which can lead to stress at work. The majority of studies on work-related stress conclude that work-related stress causes difficulties in individuals and workplaces (Chung et al., 2017; Wen et al., 2020). The basic difference between individual competencies and the demands of the work environment is called a stressor (Jacobs, 2019) as well as create less conducive situation environment work employee (Yahaya et al., 2020) its same when there was too much pressure on responsibilities, job expectations, working conditions, and opportunities for growth (Kumar et al., 2021).

This research aims to present and analyse the development of a theme from the field of work stress variables using bibliometrics as an analytical method. Besides, it also explores the fundamental topics and methodological approaches used in identifying relevant sources, authors, and countries in the region. For this reason, this article serves as a guide to the tool's methodology and approach to describing work stress in detail.

2. LITERATURE REVIEW

Work stress is one problem serious health that must be faced in HRM practices and causes loss to the organization because besides low the commitment and productivity, work stress also causes high turnover intention rates and high employee absenteeism, even could endanger safety of other employees (Jacobs 2019). Job stress can be defined as an employee's feeling of personal dysfunction in a sense of insecurity, uselessness, or even a threat in work that is often felt by employees due to high work pressure (Wu et al., 2018). Employees have to face high work pressure and a competitive work environment, which adversely affects their mental and physical health and even affects their attitudes, namely performance and satisfaction (Cheng & Kao, 2022; He et al., 2020).

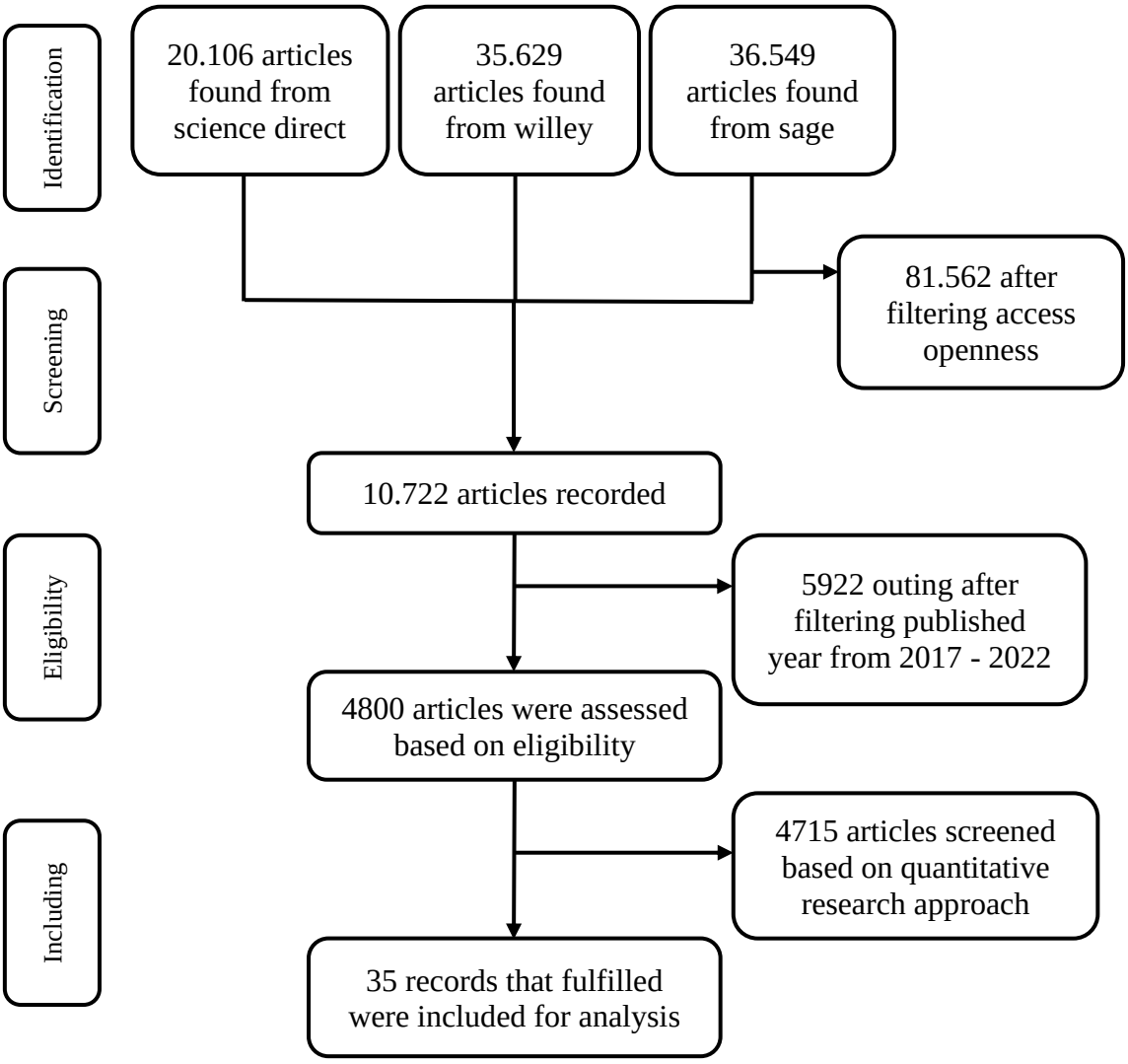
There were 5 (five) factors that have identified work stress causing a decrease in employee performance (McVicar et al., 2013). First, factor intrinsic to work like burden work (*overload* and *underload*), overwork demands (time pressure), lack meaningfulness work (low work autonomy), and no regular work system. Second, related factors with employee role in organization (role ambiguity and role conflict). Third, related factors with career development (lack work security, stagnation jobs, and less promotion). Fourth, related factors with relationship in work place (supervisor-employee relationship, coworker relationship, discrimination, and intimidation). Finally, related factors with organization structure and organization climate (leadership, participation in decision making, and politics in office) (Shin et al., 2014; von Humboldt et al., 2013).

3. RESEARCH METHODS

3.1. PRISMA Method

In this study, the Preferred Reporting Items Systematic Review and Meta-Analysis (PRISMA) technique is used to filter the data. This method is carried out in a systematic manner in accordance with correct phases and processes or a recognized path as depicted by a prism diagram (Page et al., 2021). According to Prism Flowchart 2020, articles that do not meet inclusion criteria must be filtered and excluded (Priyashantha et al., 2022)

Articles that met the inclusion criteria and originated from three databases (ScienceDirect, Willey, and Sage) and were published between 2017 and 2022 were 92.284. Then, exclude inaccessible journals (n = 10.722), followed by articles using a quantitative technique approach (n = 1.300). In conclusion, 92.284 articles were accumulated in a review of 35 publications based on a sample.



Source : (Page et al., 2021)

Figure 1. Filtering flowchart using the PRISMA Method

3.2. Data Analysis

The approach described in this article utilizes two of the total three steps that are involved in the process (Salerni et al., 2012). Develop an analytical tool in the form of a database based on VOSviewer. The following will serve as a description of the steps:

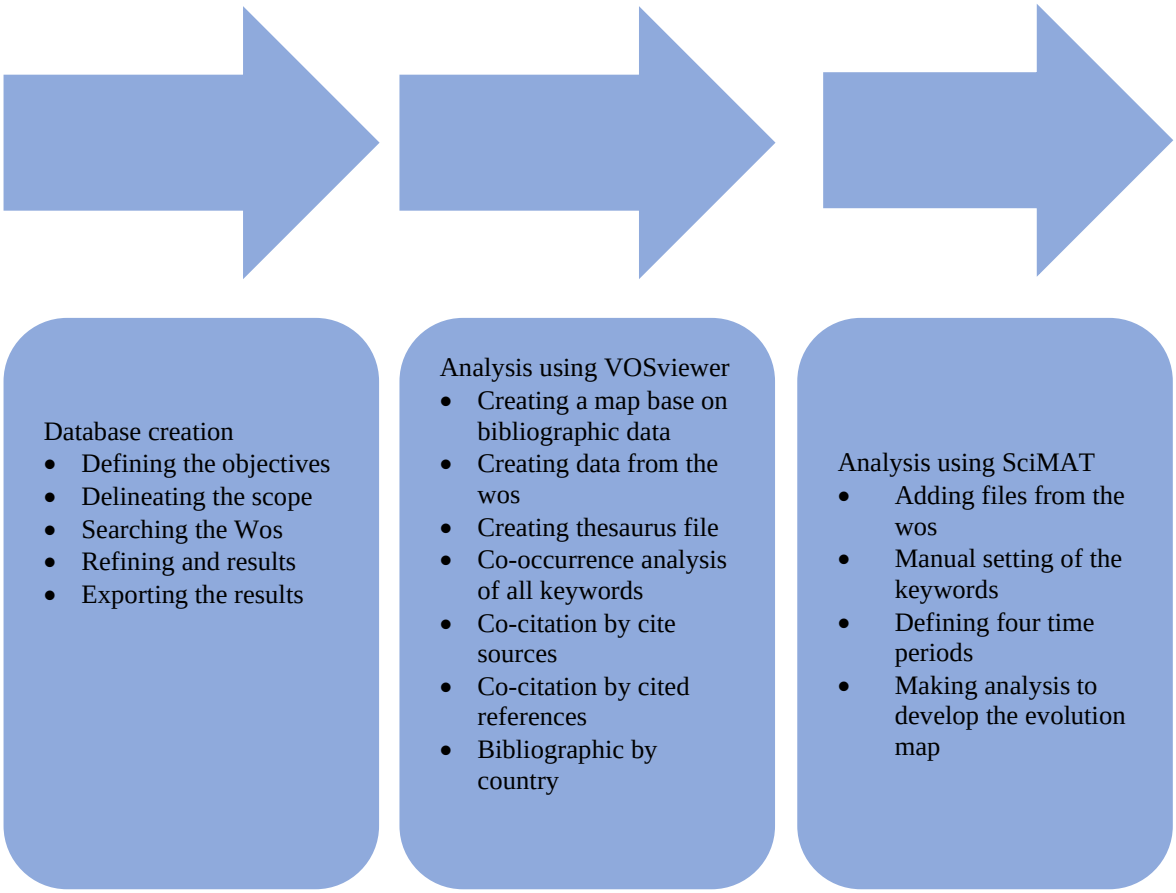


Figure 2. Stage of bibliometric study method (Sharifi et al., 2021)

3.3. Database Compilation

To achieve the previously described objectives, we search the extensive literature on the topic workplace stress using the keywords occupational stress, work stress, or job stress. Then, on October 15, 2022, the ScienceDirect, Willey, and Sage journal databases are utilized to track the titles, abstracts, and keywords of English documents in the form of article reviews and article and document research. This article only searches specifically with the timeframe from 2017-2022. A total of 35 articles were saved in RIS format and further analyzed in this study (Sharifi et al., 2021).

3.4. Analysis use VOSviewer

In the last 20 years, these tools or applications have been used for scientific mapping and literature analysis. As well as being easy to use, a variety of graphs can be used with VOSviewer such as journals, authors, organizations, countries and bibliometric networks (Sharifi et al., 2021). The development of this network refers to writing related to other authors, bibliography citations, as well as co-citations. Thus, this article tool is able to answer the objectives in research which provides us with the use of analyzing the main research topics and connecting them with other research topics.

4. RESULTS AND DISCUSSION

4.1. Research Result

In this part use the keyword “Occupational stress” or “Job stress” or “work stress” to analyze literature destination (Fischer, 2016). Scopus-indexed journals from 2017 to 2022 and relevant English document sources were analyzed for this study (Balstad & Berg, 2020). The aim of this study is to learn more about work stress related literature using bibliometrics studies and authors using VOSViewer to explore 3 aspects namely co-authorship, co-occurrence and citation. The following is a description taken from the bias analysis:

1) Co-Authorship

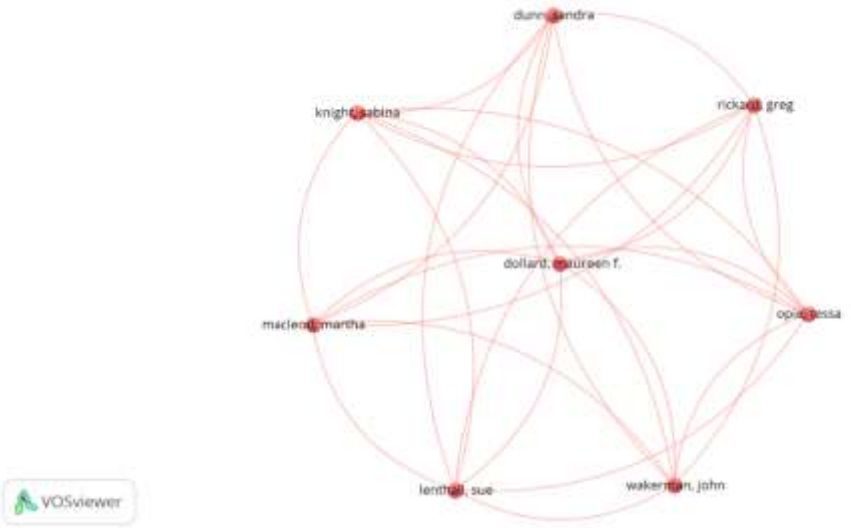


Figure 3. Co-authoring (Related)

It is explained in Figure 3 that writers who have a network have connections for performing research. In Figure 3, the author's network has only one network color namely red, suggesting that this is the sole network and the strongest network.

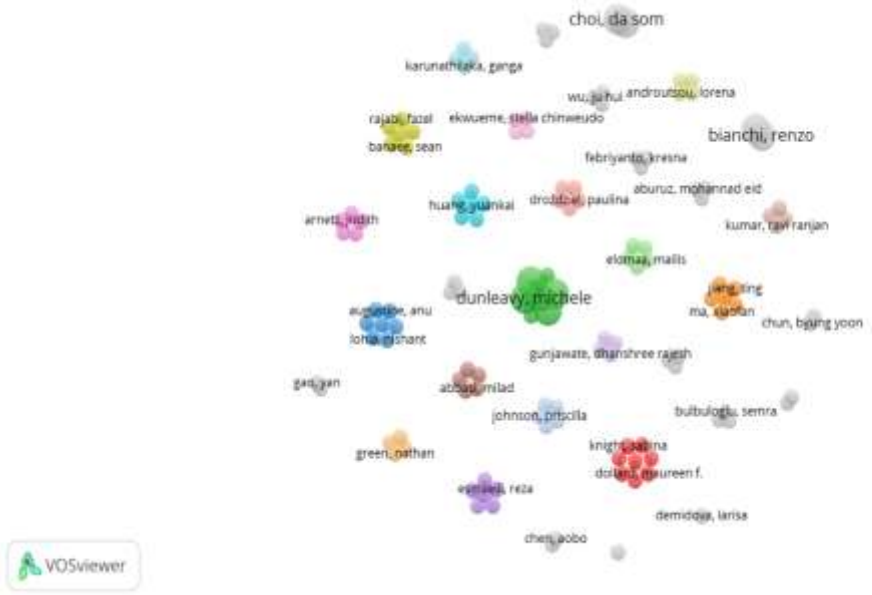


Figure 4. Co-authorship (Unrelated)

It is described that Figure 4 does not have a network or a connected network. Although the author of this image has included subjects relating to workplace stress, they are unrelated to one another. With a total of 35 journals included in this study, 111 authors conducted research on work stress variables.

2) Co-occurrence

Figure 5. Co-occurrence (Key Words)

Figure 5 shows the findings from the visualization of the keyword network for the work stress research topic. Studies show results that vary widely in keywords as shown in the visual image above on topics related to a number of topics including fatigue, mental health and job satisfaction. The results obtained allow many clusters to be studied and developed in more detail about work stress. This indicates that future researchers can relate work stress to other variables and topics (Okeke et al., 2021; Song & Kim, 2019a; Zare et al., 2021).

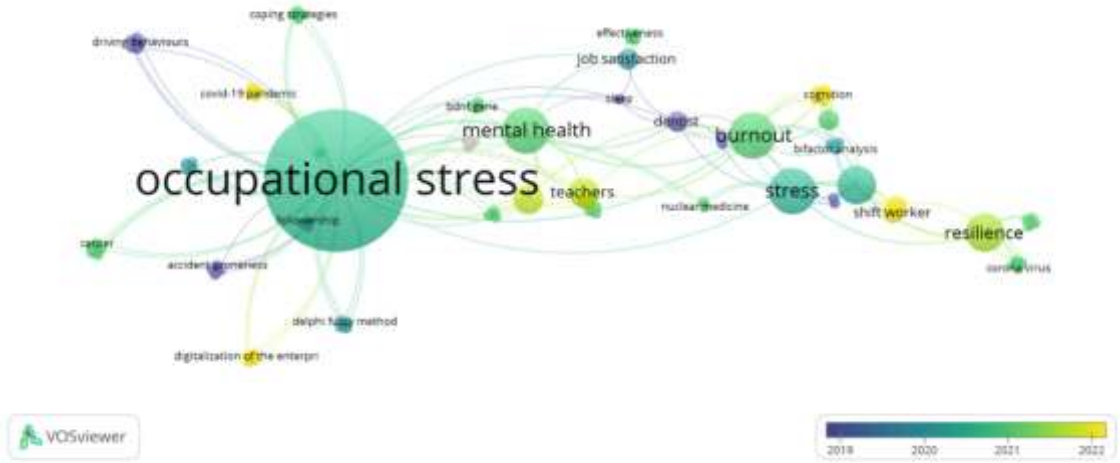


Figure 6. Co-occurrence (Overlay)

As shown in Figure 6, this comprises a graphic representation of a keyword overlay whose size increases over time. The findings revealed that the length of time required for research increased proportionately with the number of blue clusters deemed to be crucial. On the other hand, a cluster of terms with a yellower color implies more current research on the issue of job stress (Gao & Li, 2021).

The use of work stress research topics and citation analysis is used to show the number of the most cited articles and the scattered networks. However, out of the 10 articles cited, there are several articles with a high number of citations but there are also some links to other articles. Thus, aspiring researchers can not only use good citations, but also broaden their network with other authors, this can contribute to the topic of job stress (Yazdanirad et al., 2021). The following papers were cited most frequently in relation to the topic of job stress, as shown in Table 1 below:

Table 1. Top 10 Cited Articles

No.	Year publication	Writer	Title	Journal	Country	Approach study	Cities	Publishers
1	2018	Rami Masa'Deha, Samiha Jarrahb, Mohannad Eid Abu Ruza	Occupational stress in psychiatric nursing	International Journal of Africa Nursing Sciences	Jordan	Quantitative	216 times	Willey library
2	2019	Amir Barkhordari, Behnam Malmir, Mahdi Malakoutikha	An Analysis of Individual and Social Factors Affecting Occupational Accidents	Safety and Health at Work	USA	Quantitative	52 times	ScienceDirect
3	2018	Sue Lenthalla, John Wakermanb, Maureen F, Dollardc, Sandra Dunnd, Sabina Knighte, Tessa Opiec, Greg Rickardf, Martha MacLeodg	Reducing occupational stress among registered nurses in very remote Australia: A participatory action research approach	Collegians	Australia	Quantitative	50 Times	ScienceDirect
4	2019	Chen-Yi Lee, Ju-Hui Wu, Je-Kang Du	Work stress and occupational burnout among dental staff in a medical center	Journal of Dental Sciences	Taiwan	Quantitative	36 times	ScienceDirect
5	2020	Renzo Bianchia, Irvin Sam Schonfeldb	The Occupational Depression Inventory: A new tool for clinicians and	Journal of Psychosomatic Research	New Zealand	Quantitative	35 times	ScienceDirect

			epidemiologists					
6	2019	Clarine M. Jacobs	Ineffective-Leader-Induced Occupational Stress	Sage	USA	Quantitative	27 times	Sage
7	2020	Fazel Rajabi, Hossein Molaeifar, Mehdi Jahangiri, Shekofeh Taheri, Sean Banaee, Payam Farhadi	Occupational stressors among firefighters: application of multi-criteria decision making (MCDM) Techniques	Heliyon	Iran	Quantitative	23 times	ScienceDirect
8	2021	Mailis Elomaa, Sirpa Eskla Haapanen, Eija Pakarinen, Leena Halttunen and Marja Kristiina Lerkkanen	Work-related stress of elementary school principals in Finland: Coping strategies and support	Educational Management Administration & Leadership	Finland	Qualitative	17 times	Sage
9	2020	Xue Lia, Ting Jianga, Xuemei Sunb, Xianting Yonga, Xiaofan Maa, Jiwen Liua.	The relationship between occupational stress, musculoskeletal disorders and the mental health of coal miners: The interaction between BDNF gene, TPH2 gene polymorphism and the environment	Journal of Psychiatric Research	China	quantitative	16 times	ScienceDirect

10	2020	Vidhya Venugopala, PK Lathaa, Rekha Shanmugam, Manikandan Krishnamoorthya, Priscilla Johnsonb	Occupational heat stress induced health impacts: A cross-sectional study from South Indian working population	KeAi	India	Quantitative	15 times	ScienceDirect

This analysis involves author, journal relationships, and document visualization (Kukah et at., 2022). Destination from the co-analysis conducted for this study on occupational stress with the objective of determining which articles are the most frequently cited and have the greatest amount of network distribution. In addition to using several citations, the researcher also develops their network of writers who may contribute to the occupational stress topic. Table 1 provides additional information regarding the 10 most-cited occupational stress citations.

Based on table 1, the most quotes are research conducted by Masa'Deh et al. (2018) has the most citations with 216 citations. The research aims to examine how stress in the workplace affects a nurse's mental health, physical well-being, and job satisfaction. This study demonstrates that a high level of stress can have a negative effect on a nurse's job happiness and physical health, which in turn can have a negative effect on the quality of care provided by the nurse and the overall performance.

The second most frequently cited source is a study from Barkhordari et al. (2019). The purpose of this study is to examine the relationship between work-related stress, workers' locus of control, and their general health. This study reveals that the level of work stress can affect the level of security work efficiency, and that working alone can lead to accidents in neither an individual nor a generic sense. Work-related stress in the field of research is generated by high-level demands and time-consuming tasks. Following this, the third most-cited source is study results from Lenthall et al. (2018). This research focuses on reducing the level of job-related stress experienced by working nurses who are isolated due to the work environment, the burden of work, inadequate management, and violent problems. This research has found that openness to information and providing superior service in remote areas have a significant impact on lowering work-related stress levels.

4.2. Discussion

Mental health is a condition fatigue that is common among employees. Employees experience depression and anxiety in an excessive manner as a result of demands work, no salary in accordance with burden work, and demand employee have had high qualified level, these conditions have minimal relevance to the mental state of employees (Desouky & Allam, 2017; Lee et al., 2019) despite this, they do not place a high value on the work they do (Minihan et al., 2022; Sharma et al., 2018). Mental state can influence level of work stress and work ability (X. Li et al., 2021). As a result of a plan aimed at reducing

employee stress levels, health and safety in the workplace may be able to improve (Kelty et al., 2021). The management of stress at work, in conjunction with social support, also provides solutions and a burning enthusiasm in areas where mental health must be processed well in order to achieve strong employee performance (Weerasekara et al., 2022)

The level of work stress experienced by employees has a significant impact on employee job satisfaction; hence, work stress management plays an essential role in enhancing employee job satisfaction (Song & Kim, 2019). Besides, giving an employee proper training and a high wage could increase job satisfaction and reduce work stress (Bianchi & Schonfeld, 2020; Gao & Li, 2021). Work satisfaction and stress on the job are both affected by the quality of leadership in an organization. This pressure manifests itself both physically and mentally in the workplace, which is a key contributor to stress and burnout (Jacobs, 2019; Masa'Deh et al., 2018).

Productivity work reveals an employee's performance, but there is an aspect of productivity work that could reduce the level of job stress that affects employee performance (Yazdanirad et al., 2021). Stress and poor quality work can both contribute to poor performance. The employee's performance is also influenced by stress that is unable to be overcome and causes problems and negative experiences at work (Bianchi & Schonfeld, 2022).

5. CONCLUSION

The conclusion of this research, which aimed to both broaden and deepen our understanding of occupational stress based on the period of time 2017-2022, was reached through the application of the PRISMA method and an analysis using bibliometric techniques. This analysis focused on three main points: co-authorship, co-occurrence, and citation. The database obtained in the timeframe of 2017–2022 from Sciencedirect, Willey, and Sage. The related article was extracted and sorted according to keywords into 30 different journals. This information was taken from an existing journal and linked variables, such as mental health, job satisfaction, and performance, were discovered. In summary, we hope that people will use this article as a biased reference for future research and taking the factors into consideration while writing.

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