

## Impact of Workplace Stress on Emotional Well-Being among Corporate Employees: A Cross-Sectional Study

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### ABSTRACT

Workplace stress has become a major psychological concern, especially among young employees exposed to workload, unreachable targets, and increasing digital demands. This study focuses on assessing the effects of workplace stress on emotional wellbeing among employees working in private organizations. A sample of 50 participants (male-32, female-18) aged 22-40 years was selected using purposive sampling. Workplace stress scale (WSS) and Emotional well-being index (EWBI) were administered. Results revealed a significant negative correlation between workplace stress and emotional wellbeing, suggesting that higher stress levels were associated with emotional stability, increased irritability and disturbed psychological functioning. These findings highlight the need for structured employee support programs, stress, emotional management and organizational policy reforms to safeguard employee mental health. The findings highlight that structured workplace mental health initiatives, including EAPs and stress-management programs, significantly contribute to enhanced psychological well-being among employees.

**Keywords:** *Workplace Stress, Emotional Well-Being, Corporate Employees, Mental Health, Eap, Cross-Sectional Study*

The modern corporate world demands high performance, long working hours, quick adaptation and continuous digital presence. These factors include work stress, which is now recognized as one of the significant causes of reduced productivity, emotional distress and burnout. Emotional wellbeing is the capacity to regulate emotions, sustain mental balance, and handle every stress in a healthy way.

In India, corporate work culture brings unique challenges such as multitasking pressure, workload, job insecurity and work life imbalance. Study indicates that chronic work stress leads to emotional instability, depression, anxiety, mood swings, irritability and low energy and motivation. Despite growing awareness of mental health, many employees continue to suffer in silence because of stigma and inadequate support systems. This research aims to examine how workplace stress influences emotional wellbeing among Indian corporate employees, using a sample of 50 individuals. The study also highlights how organizational factors contribute to employee's emotional resilience.

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## **REVIEW OF LITERATURE**

Multiple studies have established that workplace stress is a significant predictor of psychological and emotional distress. Selye (1976) defined stress as the body's non-specific response to any demand placed upon it. Lazarus & Folkman (1984) emphasized cognitive appraisal in determining stress responses.

The studies have consistently demonstrated that high workplace stress contributes to psychological issues such as anxiety, emotional exhaustion, depression, mood swings and decreased job satisfaction. According to global research, employees experiencing high stress show significantly lower levels of emotional wellbeing and workplace engagement.

Indian research highlights a similar pattern, especially among IT, finance and corporate/private sectors. Emotional wellbeing is found to be a critical predictor of productivity, interpersonal functioning, and career sustainability. Wellness programs, EAPs and counselling services are associated with improvements in employee health and functioning.

Despite existing literature, there is limited cross-sectional research focusing specifically on Indian corporate settings post-pandemic, where stressors have substantially changed due to remote work, workload variability, and digital fatigue.

### *Hypotheses*

- **H1:** There will be a significant negative relationship between workplace stress and emotional well-being among corporate employees.
- **H2:** Corporate employees experiencing higher levels of workplace stress will report lower levels of emotional well-being.

### *Objective*

1. To measure workplace stress level of corporate employees
2. To assess emotional wellbeing among corporate employees
3. To examine the relationship between workplace stress and emotional wellbeing.

## **METHODOLOGY**

### *Sample*

The sample comprised **50 corporate employees** working in various private-sector organizations across India. Participants ranged in age from **23 to 45 years**, including **28 males and 22 females**. A **convenience sampling technique** was used to recruit individuals who were willing and available to participate in the study.

**Inclusion criteria** required participants to be full-time employees with a **minimum of one year of work experience**.

- **Research Design-** A quantitative, cross-sectional research design was used.
- **Sample Size:** 50 corporate employees
- **Age Range:** 22–45 years
- **Gender:** Mixed
- **Sampling Technique:** Convenience sampling

**Inclusion Criteria:** Employees working in corporate sectors for at least one year.

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### *Participants*

The study included 50 Indian corporate employees (male- 32, female -18) aged between 22-40 years. Purposive sampling was used, participants from private sector organizations in India. Employees diagnosed with psychological conditions like stress, anxiety, burnout and emotional instability.

### *Statistical Analysis*

Pearson's Correlation Coefficient (r) was used to determine the relationship between workplace stress and emotional well-being.

### *Variables*

- **Independent Variable-** Workplace stress
  1. Measured using the Workplace Stress Scale
  2. Represents the level of stress experienced by employees in their work environment.
  
- **Dependent Variable-** Emotional wellbeing
  1. Measured using the Emotional Well-Being Index
  2. Reflects employees' emotional balance, resilience, and overall psychological functioning.

### *Tools*

1. **Workplace Stress Scale (WSS):** The Workplace Stress Scale measures stress related to workload, pressure, and organizational climate. It assesses stress arising from factors such as **workload, job pressure, role expectations, deadlines, and organizational climate**. The scale consists of items that capture how frequently employees experience stress-related thoughts and feelings in the workplace. Respondents rate each item on a **5-point Likert scale**, indicating the extent of agreement or frequency of the experience. Higher scores indicate **greater levels of workplace stress**, while lower scores reflect better stress management or fewer stressors. The WSS is widely used in occupational health research due to its reliability and relevance to corporate environments.
2. **Emotional Well-Being Index (EWBI):** The Emotional Well-Being Index evaluates emotional stability, mood and overall psychological balance. The scale includes statements related to positive affect, emotional regulation, and daily emotional experiences. Some items are **positively worded**, such as statements reflecting happiness, calmness, or emotional balance, while others are **negatively worded**, capturing feelings of sadness, irritability, or emotional disturbances. Participants respond using a **Likert-type scale**, indicating how often they experience each emotional state. Higher scores represent **better emotional well-being**, while lower scores suggest emotional difficulties or reduced psychological functioning. The EWBI is suitable for both clinical and organizational settings.

### *Procedure*

The participants were informed about the purpose of the study and confidentiality was ensured. The assessment or questionnaire were administered online. Scoring and interpretation were calculated and analysed statistically using correlation analysis.

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### Data Collection

Data were collected using a quantitative correlational design through an online questionnaire. Participants were recruited using convenience sampling from various workplace settings. After providing informed consent, participants completed two standardized self-report measures: the Workplace Stress Scale (WSS) and the Emotional Well-Being Index (EWBI). Responses were collected anonymously. The data were coded and analyzed using SPSS, and Pearson's correlation was computed to examine the relationship between workplace stress and emotional well-being.

**Table: 1 Descriptive Statistics and Correlation Between Workplace Stress and Emotional Well-Being (N=50)**

Variables	Mean	SD	Minimum	Maximum	Correlation(r)	P-Value
Workplace Stress (WSS)	28.46	6.82	15	40	-0.58	<.01
Emotional Well-Being (EWBI)	32.18	7.10	18	45	-	-

r value -0.58

p value- < .01

### Interpretation:

A significant negative correlation was found, indicating that higher levels of workplace stress are associated with lower emotional well-being. The magnitude of the correlation suggests a **moderate to strong inverse relationship**, implying that as workplace stress increases, emotional well-being tends to decrease significantly. The result is statistically significant at the 0.01 level, confirming that the observed relationship is unlikely to have occurred by chance.

## DISCUSSION

The results support the hypothesis that workplace stress significantly affects emotional well-being. Employees experiencing higher stress reported emotional exhaustion, burnout, irritability, mood swings and difficulty in regulating emotions. These findings align with previous study indicating that prolonged exposure to workplace stress weakens emotional resilience and increases burnout.

Indian corporate culture characterized by high expectations, time constraints, less support and digital overload- may intensify these effects. Lack of emotional support, insufficient breaks and overwhelming deadlines also contribute to stress.

The research suggests that organizations can reduce employee stress, improve mental health and wellbeing by integrating structured mental wellness support systems such as EAP, regular counselling access, stress management programs/workshops and healthier work policies.

## CONCLUSION

A significant negative correlation was found indicating that higher levels of workplace stress is associated with lower emotional wellbeing. The Research concludes that workplace stress has a significant negative impact on emotional wellbeing among corporate employees. Higher stress levels are linked to emotional instability, burnout, fatigue and poor

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psychological functioning. Indian corporate organizations should implement mental health programs, flexible workplace policies and EAP based interventions to foster better emotional wellbeing in employees.

### **Limitations**

- Limited sample size (N=50).
- Convenience sampling may limit generalizability.
- Self-report measures may include bias.

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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