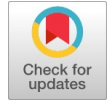# Experiencing Job Stress: Impediment Within the Course of Enhancement of Career Prospects

Radhika Kapur

Abstract: The individuals, belonging to all occupations and socio-economic backgrounds have one of the major goals of getting engaged in employment opportunities. Within all types of organizations, individuals are in different job positions in accordance to the hierarchy. Within the course of putting into operation their job duties and responsibilities, they do get overwhelmed by certain factors, which enable them to be overwhelmed by job stress. In other words, in all types of job positions, individuals do get overwhelmed by the problem of job stress. There are number of factors, which enable them to be overwhelmed by this problem. Hence, throughout their jobs, they need to be well-informed in terms of their job duties and methodologies. Furthermore, they need to possess the abilities to work under stress. In addition, formation of positive viewpoints will be facilitating in doing well in one's job duties and generating desired outcomes. As a consequence, all the members will render an important contribution in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. The problem of job stress can be overcome on one's own or through obtaining support and assistance from other members. Hence, it is of utmost significance to form cordial and amiable terms and relationships with each other. Therefore, job stress needs to be prevented from assuming a major form otherwise, it is considered as an impediment within the course of enhancement of career prospects. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of job stress, causes of job stress and overcoming job stress is vital in leading to progression.

Keywords: Employment Opportunities, Job Duties, Job Positions, Job Stress, Methodologies, Organizations, Progression, Skills

I. INTRODUCTION

The individuals, belonging to all communities, categories and socio-economic backgrounds have one of the primary goals of getting engaged in employment opportunities. These need to be suitable to them. In other words, one needs to work diligently in looking for those types of employment opportunities, which would be suitable in promoting enhancement of their overall standards of living.

   Dr. Radhika Kapur*, Pedagogy and Organizational Culture in Nursery Schools, Delhi University, New Delhi, India. Email: radhikakapur2004@hotmail.com

The individuals, belonging to all job positions in the hierarchy of the organizations are required to ensure, they are making use of their educational qualifications, skills and abilities in carrying out different types of job duties in an adequate manner. In other words, they need to meet the expectations of individuals in leadership positions (Maher, 2017). Within the course of putting into practice various types of tasks and activities, the individuals do get overwhelmed by different types of problems and challenging situations. These do give rise to impediments within the course of putting into practice different types of job duties and responsibilities. As a consequence, individuals do get overwhelmed by the psychological problem of stress within workplace. Therefore, it is well-understood that there are occurrences of various problems that gives rise to job stress.

The individuals within the organizations are in different job positions in the hierarchy. They are required to carry out number of job duties and responsibilities. Furthermore, they are required to be well-informed in terms of different types of methodologies and procedures. In some cases, the individuals are unaware in terms of tasks and ways that are necessary to carry these out in a well-organized manner. In this manner, they are unable to meet the expectations of individuals in leadership positions. Hence, the individuals get overwhelmed by stress. The main reason being, individuals feel that they will not be able to promote enhancement of their career prospects. In other words, there will be occurrences of various types of impediments within the course of carrying out job duties in a well-organized manner. Hence, in all types of organizations, individuals in leadership positions and supervisors convey to the employees that throughout the implementation of job duties and responsibilities, they need to well-aware in terms of various types of methodologies and techniques (Picincu, 2018). Therefore, it can be stated, unawareness is regarded as one of the major causes that gives rise to job stress.

A. Understanding the Meaning and Significance of Job Stress

Within the course of putting into operation different types of job duties and responsibilities within employment settings, there are occurrences of various types of dilemmas and challenging situations. The different factors in terms of which these take place are, job duties, responsibilities, methodologies, techniques, procedures, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth.

28

Experiencing Job Stress: Impediment Within the Course of Enhancement of Career Prospects

The occurrences of various types of problems give rise to impediments within the course of carrying out various types of job duties in a well-organized and satisfactory manner.

In this manner, they are unable to meet the expectations of individuals in leadership positions. Hence, the individuals get overwhelmed by stress. The main reason being, individuals feel frustrated and angry, when they are unable to carry out their tasks and activities in a well-ordered and regimented manner. This is disappointing to not only individuals, but also to the individuals in leadership positions. One of the major factors is, individuals develop concern that they will not acquire promotional opportunities or increase in pay. Therefore, individuals are able to acquire an efficient understanding of the meaning and significance of job stress, when they experience various types of dilemmas and challenging situations. Within the course of putting into operation their job duties and responsibilities, the individuals experience work pressure. They are required to perform multiple job duties and responsibilities. As a consequence, they are unable to create a balance between personal and professional lives. Within homes, they are unable to take out time for their family members and other tasks and activities. On the other hand, they are spending long hours within workplace and concentrating on their job duties and responsibilities. This enables the individuals to get overwhelmed by job stress. The main reason being, they are working diligently towards their work. Furthermore, they are aiming towards meeting the expectations of individuals in leadership positions and enhancing their career prospects. In other words, one needs to bring about improvements in their financial positions. In some cases, when one is putting into practice number of job duties and responsibilities at one point of time, it is a possibility that the work can be full of errors, in this manner, one will feel job stress. Hence, it is understood on a comprehensive basis that one should not carry out tasks and activities in haste. Hence, it is of utmost significance for all the members, irrespective of their job positions in the hierarchy to take out sufficient amount of time for all tasks and activities. Therefore, one is able to acquire an understanding of the meaning and significance of job stress, when they are overwhelmed by work pressure. Within all types of employment settings, there are some job duties, which are carried out on an individual basis, whereas, there are others, which are implemented through working in co-ordination with other members, hence, it is vital to develop mutual understanding with others. In some cases, there are occurrences of conflicting situations and disagreements among individuals. These take place over major or trivial issues. As a consequence, individuals do get overwhelmed by job stress. In order to do well in one's job duties and achieve desired goals and objectives, it is of utmost significance for individuals to form cordial and amiable terms and relationships with others. Hence, one needs to ensure, they treat others with respect and courtesy. The individuals within the workplace get engaged in formal as well as informal conversations with superiors, subordinates and colleagues. Hence, they need to ensure communication takes place in an effective manner. Furthermore, one needs to form positive viewpoints in terms of all factors and individuals. As a consequence of occurrences of conflicts and disagreements when terms and relationships among individuals get impeded, this gives rise to job stress. Therefore, an understanding of the meaning and significance of job stress is acquired, when conflicting situations takes place among the members of the organizations.

II. CAUSES OF JOB STRESS

The organizations are of different types, i.e. educational institutions of all levels, training centres, financial institutions, production and manufacturing organizations, services organizations, agencies, and non-government organizations. In all types of organizations, individuals are in different job positions. The possession of educational qualifications, competencies and abilities are regarded as vital in carrying out all types of job duties in a well-organized manner. All the members of the organizations, irrespective of their job positions in the hierarchy are required to implement number of tasks and activities in a successful manner. Within the course of doing well in their job duties, they do get overwhelmed by job stress (5 Principles of Great Management, 2021). The members need to be well-equipped in terms of causes of job stress. The possession of information in terms of the causes will be facilitating to the individuals in alleviating them. Furthermore, these need to be prevented from giving rise to barriers within the course of putting into operation different types of tasks and activities. Hence, these need to be identified and solved in a moral and ethical manner. Therefore, causes of job stress are stated as follows:

A. Unawareness Regarding Job Duties and Responsibilities

The individuals, belonging to all types of job positions in the hierarchy within the organizations are required to carry out number of job duties and responsibilities. Furthermore, they are required to be well-informed in terms of different types of ways to carry these out in a satisfactory manner. In some cases, the individuals are unaware in terms of different types of job duties and responsibilities. In this manner, they are unable to meet the expectations of individuals in leadership positions. Hence, the individuals get overwhelmed by job stress. The main reason being, individuals feel that they will not be able to promote enhancement of their career prospects. In other words, there will be occurrences of various types of impediments within the course of carrying out job duties and responsibilities in a well-ordered manner. Hence, in all types of organizations, individuals in leadership positions and supervisors convey to the employees that throughout the implementation of job duties and responsibilities, they need to well-aware in terms of these. Hence, it can be stated, unawareness is regarded as one of the major causes that gives rise to job stress. Therefore, unawareness regarding job duties and responsibilities is regarded as one of the severe causes of job stress.

B. Unawareness in Terms of Methodologies and Procedures

The methodologies and procedures are referred to the ways of doing well in one's job duties and responsibilities, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions.

In some cases, the individuals are unaware in terms of various types of methodologies and procedures that are necessary to carry these out in a well-organized and disciplined manner. In this manner, they are unable to meet the expectations of individuals in leadership positions. Hence, the individuals get overwhelmed by job stress. The main reason being, individuals feel that they will not be able to promote enhancement of their career prospects.

In other words, there will be occurrences of various types of impediments within the course of carrying out job duties and responsibilities in a well-ordered manner. In this manner, in all types of organizations, individuals in leadership positions and supervisors convey to the employees that throughout the implementation of job duties and responsibilities, they need to well-aware in terms of methodologies and procedures. Hence, it can be stated, unawareness is regarded as one of the major causes that gives rise to job stress. Therefore, unawareness in terms of methodologies and procedures is one of the critical causes of job stress.

C. Un-informed Regarding Pioneering Methodologies and Materials

With advancements taking place and with the advent of modernization and globalization, it is necessary to be well-equipped in terms of different types of pioneering methodologies and materials. The individuals, belonging to all fields are required to be well-equipped in terms of these. The different types of pioneering methodologies and materials are, utilization of charts, graphs, maps, pictures, images, tools, devices, models, structures, designs, apparatus, equipment and various types of technologies. The utilization of these would be facilitating in carrying out tasks and activities in a satisfactory manner. On the other hand, being un-informed in terms of these would give rise to impediments within the course of carrying out job duties and responsibilities in a well-ordered manner.

In this manner, in all types of organizations, individuals in leadership positions and supervisors convey to the employees that throughout the implementation of job duties and responsibilities, they need to well-aware in terms of different types of pioneering methodologies and materials. Hence, it can be stated, unawareness is regarded as one of the major causes that gives rise to job stress. The main reason being, there will be occurrences of different types of barriers. Therefore, un-informed regarding pioneering methodologies and materials is an adverse cause of job stress.

D. Experiencing Problems and Challenging Situations

Within the course of putting into operation different types of job duties and responsibilities within employment settings, there are occurrences of various types of dilemmas and challenging situations. The different factors in terms of which these take place are, job duties, responsibilities, methodologies, techniques, procedures, work pressure, unawareness in terms of various factors, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The occurrences of various types of problems give rise to impediments within the course of carrying out various types of job duties in an efficient and well-ordered manner.

In this manner, they are unable to meet the expectations of individuals in leadership positions. Hence, the individuals get overwhelmed by stress. The main reason being, individuals feel frustrated and angry, when they are unable to carry out their tasks and activities in a well-ordered and regimented manner. This is disappointing to not only individuals, but also to the individuals in leadership positions. One of the major factors is, individuals develop concern that they will not acquire promotional opportunities or increase in their salaries. Therefore, experiencing problems and challenging situations is an unfavourable cause of job stress.

III. BEING OVERWHELMED BY WORK PRESSURE

Within the course of putting into operation their job duties and responsibilities, the individuals experience work pressure. They are required to perform multiple job duties and responsibilities. As a consequence, they are unable to create a balance between personal and professional lives. Within homes, they are unable to take out time for their family members and other types of job duties within personal lives. On the other hand, they are spending long hours within workplace and concentrating on their job duties and responsibilities. This enables the individuals to get overwhelmed by job stress. The main reason being, they are working diligently towards their work. Furthermore, they are aiming towards meeting the expectations of individuals in leadership positions and enhancing their career prospects. In other words, one needs to bring about improvements in their financial positions.

In some cases, when one is putting into practice number of job duties and responsibilities at one point of time, it is a possibility that the work can be inundated by mistakes, in this manner, one will feel job stress. Hence, it is understood on a comprehensive basis that one should not carry out job duties and responsibilities in haste. Hence, it is of utmost significance for all the members, irrespective of their job positions in the hierarchy to pay adequate attention towards all types of job duties and responsibilities. Therefore, being overwhelmed by work pressure is a disadvantageous cause of job stress.

A. Lack of Implementation of Time-Management Skills

All the members, irrespective of their job positions in the hierarchy are required to carry out number of job duties and responsibilities. These are manageable and complicated, these are carried out in more amount of time or can be less time-consuming and these are implemented on one's own or through working in collaboration and integration with other members. It is utmost significance for all the members, irrespective of their job positions in the hierarchy to be well-informed in terms of time-management skills. These are the skills that are facilitating in taking out sufficient amount of time for all tasks and activities. On the other hand, lack of implementation of time-management skills is a cause of stress.

30

When the individuals will not be able to complete the job duties within the required time-frame, they are unable to meet the expectations of individuals in leadership positions. It is understood on a comprehensive basis, when individuals will not be able to meet the job requirements, they will not be able to incur the feeling of job satisfaction. Furthermore, there will be problems within the course of retaining their jobs. As a consequence, one will experience job stress. Therefore, lack of implementation of time-management skills is a detrimental cause of job stress.

B. Inability to Create a Balance between Personal and Professional Lives

Within the course of putting into operation various types of job duties and responsibilities within the workplace, the individuals experience job stress, particularly when these are lengthy and complicated. They are required to perform multiple job duties and responsibilities. As a consequence, they are unable to create a balance between personal and professional lives. Within homes, they are unable to take out time for their family members and other types of job duties and responsibilities. On the other hand, they are spending long hours within workplace and concentrating on their job duties and responsibilities.

This enables the individuals to get overwhelmed by job stress. The main reason being, they are working diligently and conscientiously towards their work. When one is unable to communicate with family members or focus on different types of household responsibilities, they are contributing in impeding terms and relationships with family members. This enables them to be overwhelmed by the psychological problem of stress. Furthermore, positive aspect is, they are focusing towards meeting the expectations of individuals in leadership positions and enhancing their career prospects. As a consequence, they are unable to pay attention towards personal lives. Therefore, inability to create a balance between personal and professional lives is a negative cause of job stress.

C. Occurrences of Conflicting Situations and Disagreements

Within all types of employment settings, there are some job duties, which are carried out on an individual basis, whereas, there are others, which are implemented through working in co-ordination with other members, hence, it is vital to develop mutual understanding with others. In some cases, there are occurrences of conflicting situations and disagreements among individuals. These take place over major or trivial issues. As a consequence, individuals do get overwhelmed by job stress. In order to do well in one's job duties and achieve desired goals and objectives, it is of utmost significance for individuals to form cordial and amiable terms and relationships with others. Hence, one needs to ensure, they treat others with respect and courtesy.

The individuals within the workplace get engaged in formal as well as informal conversations with superiors, subordinates and colleagues. Hence, they need to ensure communication takes place in an effective manner. Furthermore, one needs to form positive viewpoints in terms of all factors and individuals. As a consequence of occurrences of conflicts and disagreements when terms and relationships among individuals get impeded, this gives rise

to job stress. As a consequence of lack of communication, individuals will not be able to obtain help in solving their problems, hence, will experience job stress. Therefore, occurrences of conflicting situations and disagreements are an undesirable cause of job stress.

D. Inability to Make Wise and Productive Decisions

The individuals, belonging to leadership job positions are required to make wise and productive decisions in terms of different factors, i.e. recruitment and selection methods, training and development programs, job duties, responsibilities, methodologies, techniques, procedures, management of financial, human, technical, material and information resources, making provision of infrastructure, amenities and facilities and overall environmental conditions. When they are making decisions, they need to ensure, these are favourable to the members as well as the overall structure of the organizations.

The lack of information in terms of various factors and unawareness in terms of different factors are considered as barriers within the course of making wise and productive decisions. When the individuals in leadership positions are not aware in terms of different factors, they experience problems within the course of making wise and productive decisions. In this manner, decision-making processes will not be put into operation in a well-organized and satisfactory manner. As a consequence, there will be occurrence of problems within the course of achievement of organizational goals and leading to up-gradation of overall structure of the organizations. Furthermore, individuals do get overwhelmed by the psychological problems of stress. Therefore, inability to make wise and productive decisions is a displeasing cause of job stress.

E. Lack of Analytical and Critical-Thinking Skills

Within the course of putting into operation different types of job duties and responsibilities, the individuals are required to be well-equipped in terms of analytical and critical-thinking skills. The analytical skills are the ones, which are facilitating in conducting analysis of different types of methods, approaches and techniques that are available. On the other hand, critical-thinking skills are facilitating in implementing rational, logical and methodological thinking. These skills are facilitating in making wise and productive decisions as well as carrying out different tasks and activities in a well-organized manner. Within the course of putting into operation various types of methodologies and procedures, the utilization of these skills will be favourable to the individuals on a comprehensive basis.

Lack of these skills is a cause of job stress. The main reason being, as a consequence, barriers will take place within the course of putting into operation different tasks and activities (Nathanson, 2022). As a consequence, there will be occurrences of dilemmas and challenging situations within the course of doing well in one's job duties, achievement of desired goals and objectives and meeting the expectations of individuals in leadership positions. Therefore, lack of analytical and critical-thinking skills is a disagreeable cause of job stress.

31

F. Lack of Infrastructure, Amenities and Facilities

The individuals, belonging to all job positions in all types of organizations aspire to have infrastructure, amenities and facilities. These are referred to power supplies, water supplies, restrooms, clean drinking water, communication networks, transportation facilities, ramps, elevators, furniture, equipment, apparatus, gear, machinery and various types of technologies. As a consequence of having these available, individuals will feel comfortable within the workplace. Furthermore, they will be able to concentrate on their job duties and responsibilities in a well-organized and regimented manner. In this manner, one will meet the expectations of individuals in leadership positions. Hence, management of financial resources are regarded as vital in order to make provision of these.

Lack of infrastructure, amenities and facilities is regarded as one of the vital causes of job stress. When the individuals will not feel comfortable, they will not be able to concentrate on their job duties and responsibilities in a well-organized manner. As a consequence, barriers will take place within the course of putting into operation different tasks and activities. As a consequence, there will be occurrences of various types of problems and challenging situations within the course of doing well in one's job duties, achievement of desired goals and objectives and meeting the expectations of individuals in leadership positions. Therefore, lack of infrastructure, amenities and facilities is a problematic cause of job stress.

IV. SCARCITY OF RESOURCES

In order to achieve organizational goals and lead to up-gradation of overall structure of the organizations, the resources are required to be managed in an effective manner. The financial resources are the monetary resources. These are the key in fulfilling different types of needs and requirements. The human resources are the personnel. These are required to make use of their educational qualifications, competencies and abilities in an effective manner. The technical resources are the various types of technologies, i.e. computers, lap-tops, I pads, scanners, printers, photo-copiers, audio-visual aids, and so forth. The material resources are the tools, devices, machinery, apparatus, equipment and various types of gear. The information resources are, books, articles, projects, reports, newspapers, magazines, other reading materials and internet. These resources are required to be utilized in a satisfactory manner within the course of doing well in one's job duties and generating desired outcomes.

As a consequence of scarcity of resources, barriers will take place within the course of putting into operation different types of job duties and responsibilities (Miller, 2019). In this manner, there will be occurrences of various types of problems and challenging situations within the course of doing well in one's job duties, achievement of desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, there will be a decline in productivity and profitability. Therefore, scarcity of resources is a challenging cause of job stress.

A. Overcoming Job Stress is Vital in Leading to Progression

The individuals, belonging to all job positions in the hierarchy of the organizations are required to carry out number of job duties and responsibilities. Furthermore, they are required to augment their information in terms of different types of methodologies and procedures. These are referred to the ways of doing well in one's job duties and generating desired outcomes. In some cases, the individuals are unaware in terms of job duties, responsibilities and ways that are necessary to carry these out in a well-organized manner. In this manner, they are unable to meet the expectations of individuals in leadership positions. Hence, the individuals get overwhelmed by job stress. Furthermore, throughout one's jobs, one needs to inculcate the traits of morality, ethics, diligence and conscientiousness.

The problem of job stress can be solved in a satisfactory manner. Individuals, belonging to all job positions are required to be well-informed in terms of job duties and methodologies that are necessary to carry these out in a satisfactory and appropriate manner. Furthermore, there are occurrences of various types of impediments within the course of carrying out job duties in a well-organized and satisfactory manner. Hence, in all types of organizations, individuals in leadership positions and supervisors convey to the employees that throughout the implementation of job duties and responsibilities, they need to well-aware in terms of various types of methodologies and techniques. This will be approving in doing well in one's job duties and overcoming job stress. Therefore, it can be stated, overcoming job stress is vital in leading to progression.

The individuals make selection of fields in accordance to their competencies, abilities and aptitude. The different fields that are selected are, education, arts, literature, science, engineering, technology, medical, health care, journalism, architecture, law, and so forth. In all types of fields, the individuals, belonging to all job positions are making use of different types of modern, scientific and innovative methods and materials in the implementation of tasks and activities. One needs to acquire an efficient understanding of the concepts and get engaged in regular practice. This is necessary in doing well in one's job duties and generating desired outcomes.

The utilization of these methods and materials would be facilitating in carrying out tasks and activities in a satisfactory manner. On the other hand, being un-informed in terms of these would give rise to impediments within the course of carrying out job duties and responsibilities in a well-ordered manner. In this manner, in all types of organizations, individuals in leadership positions and supervisors convey to the employees that throughout the implementation of job duties and responsibilities, they need to well-aware in terms of different types of modern, scientific and innovative methods and materials. As a consequence, members will be well-informed in terms of ways of achieving desired goals and overcoming job stress. Therefore, it is understood on a comprehensive basis that overcoming job stress is vital in leading to progression. Within all types of employment settings, there are some job duties, which are carried out on an individual basis, whereas, there are other job duties, which are put into practice through working in co-ordination with other members, hence, it is vital to form cordial and amiable terms and relationships with others.

In some cases, there are occurrences of conflicting situations and disagreements among individuals. These take place over major or trivial issues. As a consequence, individuals do get overwhelmed by job stress. In order to do well in one's job duties and achieve desired goals and objectives, it is of utmost significance for individuals to form cordial and amiable terms and relationships with others. Hence, one needs to ensure, they treat others with respect and courtesy.

As a consequence, there will not be any room for occurrences of conflicting situations and individuals will develop mutual understanding with each other. The individuals within the workplace get engaged in formal as well as informal conversations with superiors, subordinates and colleagues. Hence, they need to ensure communication takes place in an effective manner. Furthermore, one needs to reinforce a constructive approach. As a consequence of formation of cordial terms and relationships, not only job stress will be overcome, but there will be up-gradation of motivation and concentration levels. Therefore, it is well-understood that overcoming job stress is vital in leading to progression.

V. CONCLUSION

Job stress is experienced by individuals within workplace. Causes of job stress are, unawareness regarding job duties and responsibilities, unawareness in terms of methodologies and procedures, un-informed regarding pioneering methodologies and materials, experiencing problems and challenging situations, being overwhelmed by work pressure, lack of implementation of time-management skills, inability to create a balance between personal and professional lives, occurrences of conflicting situations and disagreements, inability to make wise and productive decisions, lack of analytical and critical-thinking skills, lack of infrastructure, amenities and facilities and scarcity of resources. Overcoming job stress is vital in leading to progression. Finally, it can be stated, overcoming job stress is essential in promoting enhancement of one's career prospects.

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AUTHOR PROFILE

Dr. Radhika Kapur, I am schooling from Loreto Convent, Bachelors of Arts in Sociology from Jesus and Mary College. Masters of Business Administration from YMCA, New Delhi. Ph. D from Delhi University. I have 15 years of work experience in the field of research and writing I have written more than 100 research papers currently working as a librarian in Delhi School of Journalism, University of Delhi.