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# Impact of Occupational Stress on Gender and Coping Responses in the Workplace

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## **Abstract**

Stressful incidents at work were examined using an open-ended technique for the occupations. Meanwhile, the organizations are expecting much more from their employees as a consequence of the industry evolution. Higher demands and requirements have impacted the well-being of employees increasing the levels of occupational stress. The purpose of this study was to examine gender differences in response to occupational stress and to investigate the use and effectiveness of coping strategies. An online survey was distributed containing demographic questions, instruments assessing physical and psychological symptoms along with questions inquiring physical activity, overall stress, and coping strategies. The nature of individual coping responses to stressful life events was explored in a selected sample. It was hypothesized that female employees would report significantly more psychological and physical symptoms than male employees under occupational stress. The results did not support the hypothesis indicating that no significant difference exists between gender and occupational stress. However, differences in the coping strategies used by females and males to reduce stress were found. Thus, knowing how each gender experience occupational stress and what coping strategies are used to decrease stress levels, organizations can have a better understanding of what methods and training to provide employees for the reduction of occupational stress. The findings serve as a contribution to the existing literature on question; yet, the authors suggest further examination on gender, occupational stress, and effectiveness of coping strategies. Limitation of the study are discussed.

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Keywords: *gender, occupational stress, coping responses, physical and psychological symptoms.*

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