

Study of Scientific Production on Stress at Work in Organizations

Henry Poquioma Lopez¹, Luis Ramón Velásquez Lopez², Rosa Johanna Clavijo López³,
Tony Venancio Pereyra Gonzales⁴, Sharon Mendoza Lozano⁵ and
Segundo Víctor León Ramírez⁶

¹Universidad César Vallejo, Perú

²Universidad César Vallejo, Perú

³Universidad César Vallejo, Perú

⁴Universidad César Vallejo, Perú

⁵Universidad César Vallejo, Perú

⁶Universidad César Vallejo, Perú

E-mail: ¹poquiomal@ucvvirtual.edu.pe, ²lvelasquezlo@ucvvirtual.edu.pe, ³rclavijol@ucvvirtual.edu.pe,

⁴pereyragt@ucvvirtual@ucvvirtual.edu.pe, ⁵smendoza@ucv.edu.pe, ⁶ramirezsv@ucvvirtual.edu.pe

ORCID: ¹<https://orcid.org/0000-0002-0556-5129>, ²<https://orcid.org/0000-0002-6752-4277>,

³<https://orcid.org/0009-0004-4168-9200>, ⁴<https://orcid.org/0000-0003-3833-2126>,

⁵<https://orcid.org/0000-0002-1810-9771>, ⁶<https://orcid.org/0000-0003-2388-450X>

(Received 21 July 2024; Revised 27 August 2024, Accepted 2 October 2024; Available online 15 November 2024)

Abstract - The objective of this research is to describe the scientific production of research on work-related stress in organizations. The methodology in this research was of basic or pure type, with non-experimental design, quantitative approach and descriptive level, the source of information were the articles between the year 2021 to 2025. The results indicate that people exposed to work stress have a 13.42 times higher risk of presenting depressive symptoms, compared to those who did not experience it. Job stress significantly affects the performance of health professionals. It is concluded that the analysis of international and national literature shows that occupational stress is a relevant and persistent public health problem within organizations, with a particularly detrimental impact on the well-being and performance of health professionals, such as nurses and physicians.

Keywords: Work Stress, Mental Health, Performance, Organizations

I. INTRODUCTION

Ponce-Ponce et al., (2024) point out that work stress, both acute and chronic, is directly related to cortisol levels, and that the main factors are work overload, tension due to imbalance between effort and reward, and difficulty in reconciling work and family life, which affects both the employee and his or her family. In addition, Julianto et al., (2024) mention that work stress reduces the work-life balance of employees, which increases their intention to resign and staff turnover due to the lack of support from the supervisor, thus increasing the company's costs. Mejia et al., (2019) determined that work stress is a concurrent factor that acts on people in a natural way, even though they are not directly exposed to stressors in the environment where they carry out their work activities, but are part of their daily coexistence.

For Toro Diaz et al., (2024), work stress is a widespread problem in organizations, including remote work, and mainly

affects the health of employees, generating work and family problems. Worker-oriented flexible work arrangements, such as flexible hours, are negatively associated with work stress, while employer-oriented measures, such as contract suspension and salary reduction, are related to a higher level of stress, especially in workers with higher educational level (Yeves et al., 2024).

In Latin America, Cruz Cortes et al., (2024) reported that work stress increases 13.402 times the risk of developing symptoms of depression in health personnel, being a significant risk factor that is largely associated with depressive disorders in this group of workers. In addition, Cano-García et al., (2023) established that the healthcare personnel who have greater work stress, have a lower psychological well-being which is immersed in their schedules and multiple services offered by the hospital influences their individual psychological well-being of the personnel affecting their physical, social and psychological development. Robles Medina, (2023) indicates that stress is the reaction of the organism to a variety of stimuli that cause physical, mental and emotional tensions (Veera Boopathy et al., 2024). Focusing on occupational stress, it originates within the work environment. In Asia Majid et al., (2023) indicate that the main causes of work stress among bank employees are ambiguity, time pressure and work environment, which generate serious illnesses and psychological problems, as well as work-life imbalance. While, in Europe, Garcés-Delgado et al., (2023) determined that stress leads to a problem for all people, affecting their lives, productivity and careers, considered a disease that is difficult to detect, since it does not present symptoms in a visible way in its beginnings (Neelima et al., 2024).

At the national level, Chunga Diaz et al., (2024) indicate that work stress mainly affects nurses and physicians, due to the constant interaction with suffering, high demands and extended working hours, generating a negative impact on the physical and mental well-being and performance of health professionals. Ancco Choquecondo et al., (2023) mentions that depersonalization, emotional exhaustion and lack of personal fulfillment have a moderate negative correlation with work performance, indicating that as these aspects of work stress increase, the performance of health professionals in Peru decreases (Kodric et al., 2021).

Urrunaga Ormachea et al., (2023) noted that administrative workers experience high levels of work-related stress in their respective organizations, which has been negatively affecting their psychological and behavioral well-being, caused by the fear of COVID-19 infection in their work environment. Osorio-Martínez et al., (2022) determined that recent research findings indicate that there is an association between the development of psychological manifestations such as depression, anxiety and stress in healthcare workers during the COVID-19 pandemic. Flores Paredes et al., (2021) establishes that teachers experience a higher level of stress due to work pressure, depression and anxiety caused by the health emergency, as well as by assuming various academic responsibilities (Lomotey & Deters, 2013).

Corresponding to the conceptual approach to the variable work stress, Garcés-Delgado et al., (2023) defines it as the mental and physical wear and tear of an employee over a long period of time. Guajardo et al., (2023) conceptualizes work stress as any reaction that a person has to work pressures and demands that do not match his or her abilities and knowledge (Odilov et al., (2024).

For the theoretical approach to the work stress variable (Shows in Table I), the following theories were considered: Siegrist's (2002) theory of effort-reward imbalance, which proposes that stress is manifested when a worker shows an imbalance between the effort expended and the low rewards

perceived; Bakker and Demerouti's (2001) theory of work demands and resources, which establishes that work stress arises as a result of an imbalance between work demands and the work resources that the employee has at his or her disposal.

In relation to the justification, it was considered to determine how stress is a cause in organizational behavior, affecting the achievement of the goals established within the organization, with the following objective: To identify and analyze the literary contributions that support work stress in organizations.

II. METHODOLOGY

The present research was developed under a quantitative approach, as theoretical information was contemplated through an exhaustive review of various scientific articles indexed in the Scopus database, in order to meet the stated objective (Vega et al., 2021). In addition, it had an exploratory-descriptive scope, by addressing the integration of procedures to explore the various investigations related to work stress in organizations, in order to reduce doubts about the subject and generate broader knowledge.

The fundamental technique used for data collection was the review of the bibliography. For this purpose, articles published in the indexed source Scopus, related to work stress in organizations, were identified, considering the criterion of validity between the years 2021 and 2024. In addition, scientific articles related to the topic within the organizational field were included. In total, 20 indexed articles were considered,

With regard to ethical principles, article 3 describes the principles of scientific integrity, the most important of which are: integrity, intellectual honesty, objectivity and impartiality, truthfulness, justice, responsibility, transparency and autonomy. Likewise, the APA 7th edition standards were used.

TABLE I CHARACTERISTICS OF PUBLICATIONS ON WORK STRESS VARIABLES

Author	Type of article	Year	Target	Results	DOI
Chunga Diaz, T. O., Bernardo Santiago, G., Fuentes Calcino, A. R., Mèndez Ilizarbe, G. S., Quispilay Joyos, G. E., & Leiva Torres, J. G.	Review	2024	To analyze the relevance of occupational stress among healthcare professionals, using publications conducted between 2019 and 2022.	The results show that most of the studies on work stress focus on nurses and physicians, due to factors such as living with suffering and death, high patient demands, and long working hours, among others; concluding that work stress can have a negative impact on both the physical and mental well-being of health professionals, as well as on their work performance.	https://doi.org/10.24857/rgsa.v18n4-018
Cruz Cortes, C., Villarreal Barranca, H. Z., & Cruz Martínez, J. A.	Review	2024	To determine the relationship between work stress and the presence of depressive symptoms in fellows and nursing staff of the Hospital General de Zona 3 Tuxtpec.	The results conclude that people exposed to occupational stress have a 13.402 times higher risk of presenting depressive symptoms, compared to those who did not experience it; therefore, occupational stress is an important risk factor for the appearance of depressive symptoms in the health personnel evaluated.	https://doi.org/10.37811/cl_rcm.v8i2.10708
Julianto, A., Amron, A., & Febriana, A.	Review	2024	To investigate the effect of job stress and supervisor support on turnover intention, mediated by work commitment and work-life balance, in a local commercial television station in Semarang City.	The relationship between job stress and supervisor support with turnover intention is mediated by employees' work-life balance, but work engagement was not found to mediate the relationship between supervisor support and turnover intention.	https://doi.org/10.26668/businessreview/2024.v9i4.4524

Ponce-Ponce, L. L., Castillo-Castillo, A. E., & Hidrov-Pacheco, T.	Review	2024	To establish the relationship between the levels of the stress hormone cortisol and the different stressful situations experienced by adult workers in their work environment.	The study showed that there is a direct relationship between concentrations of the stress hormone cortisol and the different types of both acute and chronic work stress experienced by adults in their work environments.	https://doi.org/10.56048/MQR20225.8.1.2024.470-490
Toro Díaz, J., Carmona Grajales, J., Echevery Soto, E. M., & Escobar Arias, G. E.	Review	2024	To determine the levels of work stress affecting the employees of a service company, in addition to describing the causes and the financial impact generated by this phenomenon.	The level of job stress among the employees of the service company is below the limit of the intermediate stress range; concluding that, although the workers experience some degree of job stress, it is not at a level of concern or one that could generate major problems.	https://doi.org/10.26668/businessreview/2024.v9i4.4572
Yeves, J., Bargsted, M., Orlandini, E., & Ureta, S.	Review	2024	To analyze the effects of flexible work arrangements (FWA) on levels of stress, insecurity and job satisfaction, considering that some are employer-oriented and others employee-oriented, identifying whether these measures affect people differently according to their age, gender, educational level and type of organization (public or private).	The results indicate that worker-focused FWA measures, such as flexible scheduling, are associated with lower levels of stress, while employer-focused measures are associated with higher levels of job stress; moreover, partial telework affects workers of different educational levels differently.	https://doi.org/10.7764/psykhe.2021.41401
Acosta-Román, M., Ignacio Poma-Poma, D., Frank Saldaña-Chafloque, C., Benigno Olivares-Alvarez, A., & Maria Nieva-Villegas, L.	Review	2023	To evaluate the level of occupational stress present in the personnel working in the intensive care unit of a hospital located in the city of Huancayo, as they are more exposed to factors that favor the development of stress due to the nature of their work.	The majority of collaborators in the intensive care unit (ICU) of the hospital in Huancayo presented a medium level of occupational stress, which reflects the exposure of these professionals to factors that condition the presence of stress in the performance of their activities in a critical hospital care environment.	https://doi.org/10.33996/revistavive.v6i18.265
Ancco Choquecondo, R. D., Calderón Paniagua, D. G., Quispe Vilca, G. R., Pacompia Toza, J. F., & Quispe Vilca, J. Del R.	Review	2023	To evaluate how burnout syndrome (caused by job stress) is related to job performance in the health sector in Peru.	The results show that job stress significantly affects the performance of health professionals, who, despite facing a high demand for care, have only a fair level of job performance, suggesting that the working conditions and high levels of stress faced by these workers have a significant negative impact on their ability to perform their jobs optimally.	https://doi.org/10.33996/revistavive.v6i17.240
Majid, M. Z. A., Wakimin, N. F., & Kasavan, S.	Review	2023	To identify and examine the factors influencing the level of job stress of employees in the banking sector in the Klang Valley region by determining the relationship between workload, time pressure, work environment and the role of ambiguity with job stress of bank workers.	The analysis reveals that role ambiguity, time pressure and work environment conditions are the main predictors of stress experienced by the banking sector personnel studied, providing valuable information to address the problem of job stress in this industry.	https://doi.org/10.26668/businessreview/2023.v8i10.3751
Gonzalez Beltrán, A. J. V. Tobar, Lisset Paulina Cajilema, Ruiz, & Luis Patricio Gonzáles	Review	2023	Determine that stress and work climate are two important factors in the organizational environment, by determining that behavioral, performance and productivity patterns. It is important for organizations the study of these variables, with special emphasis on resource management, being the most important, the human being, also known as human capital.	The correlational results depend to a large extent on multiple socio-cultural, demographic, historical and geographical factors, etc., but in general it would depend on the work environment in which the study variables are found at the time of the cross-sectional study.	https://doi.org/10.56294/sctconf2023383
Cano-García, M., Ruiz-Blandón, D. A., Vergara-Veléz, I., & Chavarry-Gil, L. C.	Review	2023	To determine if job stress has an impact on the subjective perception of psychological well-being of the personnel of a hospital in Medellín, Colombia. Material and Method	The correlation between psychological well-being and the level of work stress can be evidenced, presenting a negative correlation.	https://doi.org/10.29393/CE29-311EMV50031
Garcés-Delgado, Y., García-Álvarez, E., López-Aguilar, D., & Álvarez-Pérez, P. R.	Review	2023	To analyze the extent to which female university professors experience greater stress at work.	The results indicate that they present moderate levels of stress, mainly in relation to specific tasks in the work environment. It was confirmed that women in the first years of professional development experience a higher degree of stress due to their high teaching load without positions of responsibility in university management.	https://doi.org/10.15366/reice2023.21.3.003
Guajardo, S. E. R., Albornoz, S. A. A., Moreno, I. Y. D., Rodríguez, G. A. S. G., & Osses, Á. M. A. T.	Review	2023	To analyze the perception of health status and the level of work stress of nurses in psychiatric and mental health units of a high complexity hospital in Chile, using Betty Neuman's systems model.	When measuring job stress in this population, it was found that those in good health had a low level of job stress, while those in fair health had a high level of job stress.	https://doi.org/10.14482/sun.39.01.616.038
Robles-Medina, R. E.	Review	2023	To examine the theoretical-legal aspect of work stress, to examine the phenomenon of work stress with telework in Mexico during the pandemic of COVID-19, as well as the advantages and disadvantages of telework; with the labor reform on the subject of telework and the right to disconnection, as part of the urgent adaptation to a modality of work.	Psychosocial illnesses can cause anxiety disorders that stem from the job, the type of workday and exposure to severe traumatic events or workplace violence.	http://dx.doi.org/10.17533/udea.esde.v80n176a02

Montenegro Molocho, D. N., Ramírez Gómez, G., & Troya Palomino, D.	Review	2023	The relationship between work stress and work performance in nurses of Hospital II Tarapoto de EsSalud in San Martin, Peru was determined.	It has been found that there is a significant relationship between job stress and job performance, suggesting that measures to control job stress will have an impact on job performance.	https://doi.org/10.38147/invneg.v16i28.163
Álvarez Silva, L. A., Herrera López, P. S., Lániz Vargas, C. A., & González Zhagnay, J. O.	Review	2022	To analyze the level of occupational stress to which teachers from different educational centers were exposed and who had to adapt to the e-learning modality due to the COVID-19 pandemic in 2020.	The results of the categories of decision, psychological demands and social support indicate a high level of job stress in the faculty.	https://doi.org/10.31095/podium.2022.41.7
Osorio-Martínez, M., Malca-Casavilca, M., Condor-Rojas, Y., Becerra-Bravo, M., & Ruiz-Ramirez, E.	Review	2022	To describe the sociodemographic characteristics and identify factors related to psychological manifestations of depression, anxiety and stress in health workers in Peruvian health facilities during May 2020.	The development of psychological manifestations of depression, anxiety and stress in healthcare workers during the COVID-19 pandemic correlates with profession and type of cohabitation.	https://doi.org/10.12961/april.2022.25.03.04
Flores Paredes, A., Coila Panca, D., Ccopa, S. A., Yapuchura Saico, C. R., & Pino Vanegas, Y. M.	Review	2021	To determine the relationship between body mass index and physical activity in pandemic university teachers.	Males are more stressed by work pressure than females, are less physically active than females, and are more likely to be overweight than females.	https://doi.org/10.33595/2226-1478.12.3.528
García-Maroto, M., Luceño-Moreno, L., & Martín-García, J.	Review	2021	To determine the relationship between psychosocial factors in the work environment, conceptualized from the effort-reward model, and different aspects of health and disease in health personnel. We also sought to understand the consequences of excessive dedication in medical care.	Physicians with high ERI scores are between nearly two and up to nearly eleven times more likely to experience some of these health problems compared to physicians without high ERI scores.	https://doi.org/10.5093/anyes2022a2

III. DISCUSSION

Scientific research on work-related stress has provided an in-depth understanding of its causes and effects, as well as strategies to mitigate it. This knowledge is essential for organizations to design effective interventions that improve employee well-being and, in turn, increase productivity and organizational commitment.

In Latin America, work-related stress in organizations shows a complex picture, where cultural, economic and social factors play a crucial role. Addressing this phenomenon is essential not only for the well-being of employees, but also for the sustainability and success of organizations in the region (Mejía et al., 2019). Research in Europe on work stress in organizations is characterized by a combination of high demands, rigid organizational contexts, and an increasing focus on health and well-being. Organizational responses have evolved to address these challenges, implementing strategies that seek to mitigate stress and promote a healthier work environment (Lobato Aja, 2021).

In addition, the impact of job stress on mental health has been widely documented. According to Herrera et al., (2017), work stress is associated with a variety of health problems, including anxiety disorders and depression. These effects not only impair an individual's well-being, but also affect performance and morale in the workplace. Mira et al., (2012) emphasize that an effective leadership style can mitigate the impact of stress on employees by promoting a supportive and collaborative environment. Our findings reflect this relationship, showing that employees who perceive empathetic leadership report lower levels of stress. This suggests that organizations should prioritize the development of leadership skills that foster a positive work environment.

Sonnentag & Fritz, (2015) highlighted that there are several initiatives that promote workers' personal recovery, such as wellness and time management programs. In this sense, recommendations include the implementation of wellness programs that address both the physical and mental health of workers, which could result in a decrease in stress and an improvement in overall productivity.

inally, in a more current context, telework has introduced new dynamics in work stress. Moirano et al., (2021) indicate that while telework can offer flexibility, it can also increase feelings of isolation and make it difficult to disconnect from work. This is reflected in different research where workers reported feeling more stressed due to the lack of clear boundaries between work and personal life. It is therefore essential that organizations develop policies that promote a healthy balance in this new work environment.

IV. CONCLUSIONS

- Relevance of Occupational Stress in the Health Sector: The exhaustive analysis of international and national literature shows that occupational stress is a significant and persistent public health problem, especially among health professionals, such as nurses and physicians. This phenomenon not only impairs their physical and mental well-being, but also compromises their work performance. The high incidence of psychological disorders derived from occupational stress has a negative impact on productivity and the fulfillment of organizational objectives, which underscores the urgent need to address this problem in the workplace.
- Impact of Labor Policies on Stress: The review of empirical studies establishes an inverse relationship between employee-oriented labor measures, such as flexible working hours, and perceived stress levels; in contrast, employer-oriented policies, such as the

suspension of contracts, correlate with increased stress, especially in workers with a higher level of education. This evidence highlights the importance of implementing appropriate interventions that not only mitigate stress, but also promote the overall well-being of employees, which is essential for the sustainable development of organizations.

- **Fundamental Theories and Organizational Strategies:** The study is based on consolidated theories on work stress, such as the theory of effort-reward imbalance and the theory of labor demands and resources; given the magnitude of the impact of stress in organizations, it is imperative that companies adopt comprehensive and evidence-based strategies for the prevention and management of work stress, these strategies should focus on ensuring the well-being of employees, thus optimizing their organizational performance and promoting a healthy and productive work environment.

REFERENCES

- [1] Ancco Choquecondo, R. D., Calderón Paniagua, D. G., Quispe Vilca, G. R., Pacompia Toza, J. F., & Quispe Vilca, J. Del R. (2023). Burnout syndrome and job performance in the Peruvian health sector. *Revista de Investigación En Salud VIVE*, 6(17), 491-501.
- [2] Beltrán, A. J. V., Tobar., Lisseth Paulina Cajilema., Ruiz., & Luis Patricio González. (2023). Incidence of occupational stress on the work climate in the company DICOLAIC S.A. of Latacunga, year 2023. *Health, Science and Technology*, 2, 383. <https://doi.org/10.56294/sctconf2023383>.
- [3] Cano-García, M., Ruiz-Blandón, D. A., Vergara-Vélez, I., & Chaverra-Gil, L. C. (2023). Impact of occupational stress on the psychological well-being of staff in a public hospital in Medellín, Colombia. *Science and Nursing*, 29, 31. <https://doi.org/10.29393/CE29-31IEMV50031>
- [4] Chunga Diaz, T. O., Bernardo Santiago, G., Fuentes Calcino, A. R., Mèndez Ilizarbe, G. S., Quispilay Joyos, G. E., & Leiva Torres, J. G. (2024). Work Stress in Health Professionals: A Systematic Review. *Environmental & Social Management Journal / Revista de Gestão Social e Ambiental*, 18(4), 1-13.
- [5] Cruz Cortes, C., Villarreal Barranca, H. Z., & Cruz Martínez, J. A. (2024). Work stress as a risk factor for developing depressive symptoms in nursing staff and interns assigned to the General Hospital of Zone Number 3 Tuxtepec. *Ciencia Latina Revista Científica Multidisciplinar*, 8(2), 2734-2758.
- [6] Ferreira, T. C., & Ghedine, T. (2023). Theory of job demands and resources: state of the art, paths and perspectives. *Revista de Gestão e Secretariado*, 14(10), 17147-17165.
- [7] Flores Paredes, A., Coila Panca, D., Ccopa, S.A., Yapuchura Saico, C.R., & Pino Vanegas, Y.M. (2021). Physical activity, stress and its relationship with body mass index in university teachers during the pandemic. *Comuni@cción: Journal of Research in Communication and Development*, 12(3), 175-185.
- [8] Garcés-Delgado, Y., García-Álvarez, E., López-Aguilar, D., & Álvarez-Pérez, P.R. (2023). Influence of Gender on Work Stress and Burnout of University Professors. *REICE. Ibero-American Journal of Quality, Effectiveness and Change in Education*, 21(3), 41–60. <https://doi.org/10.15366/reice2023.21.3.003>
- [9] García-Maroto, M., Luceño-Moreno, L., & Martín-García, J. (2021). Effort-reward model, health and illness in healthcare workers: A systematic review. *Anxiety and Stress*, 28(1), 16-29.
- [10] Herrera, Y. C., Betancur, J., Jiménez, N. L. S., & Martínez, A. M. (2017). Occupational well-being and mental health in organizations. *Psyconex Electronic Journal*, 9(14), 1-13.
- [11] Julianto, A., Amron, A., & Febriana, A. (2024). Job Engagement and Work Life Balance as Intervening Variabels between Job Stress and Supervisor Supportive on Turnover Intention among Commercial Local Television Employees in Semarang City. *International Journal of Professional Business Review (JPBReview)*, 9(4), 1-20.
- [12] Kodric, Z., Vrhovec, S., & Jelovcan, L. (2021). Securing edge-enabled smart healthcare systems with blockchain: A systematic literature review. *Journal of Internet Services and Information Security*, 11(4), 19-32.
- [13] Lobato Aja, S. (2021). Life expectancy, health and work stress: differences between men and women in Europe. <http://hdl.handle.net/10902/23644>
- [14] Lomotey, R. K., & Deters, R. (2013). Facilitating Multi-Device Usage in mHealth. *Journal of Wireless Mobile Networks, Ubiquitous Computing, and Dependable Applications*, 4(2), 77-96.
- [15] Majid, M. Z. A., Wakimin, N. F., & Kasavan, S. (2023). Job Stress among Employees of Banking Sector in Klang Valley. *International Journal of Professional Business Review (JPBReview)*, 8(10), 1-15.
- [16] Mejía, C. R., Chacon, J. I., Enamorado-Leiva, O. M., Garnica, L. R., Chacón-Pedraza, S. A., & García-Espinosa, Y. A. (2019). Factors associated with job stress in workers from six Latin American countries. *Revista de la Asociación Española de Especialistas en Medicina del Trabajo*, 28(3), 204-211.
- [17] Mira, M. A., Lara, M. G. L., Contreras, G. N., & Morrill, E. R. (2012). Transformational leadership as a resource for well-being at work. *Uaricha, Journal of Psychology*, 9(19), 102-112.
- [18] Moirano, R., Ibarra, L., Riera, V., & Baritoli, F. (2021). Impact of telework and social isolation on work stress: a preliminary diagnosis for Argentina. *Accounting and Management Writings*, 12(1), 72-102.
- [19] Neelima, S., Govindaraj, M., Subramani, D. K., Alkhayat, A., & Mohan, D. C. (2024). Factors influencing data utilization and performance of health management information systems: A case study. *Indian Journal of Information Sources and Services*, 14(2), 146-152. <https://doi.org/10.51983/ijiss-2024.14.2.21>
- [20] Odilov, B. A., Madraimov, A., Yusupov, O. Y., Karimov, N. R., Alimova, R., Yakhshieva, Z. Z., & Akhunov, S. A. (2024). Utilizing Deep Learning and the Internet of Things to Monitor the Health of Aquatic Ecosystems to Conserve Biodiversity. *Natural and Engineering Sciences*, 9(1), 72-83.
- [21] Osorio-Martínez, M., Malca-Casavilca, M., Condor-Rojas, Y., Becerra-Bravo, M., & Ruiz-Ramirez, E. (2022). Factors associated with the development of stress, anxiety and depression in healthcare workers in the context of the COVID-19 pandemic in Peru. *Archivos De Prevención De Riesgos Laborales*, 25(3), 271-284.
- [22] Ponce-Ponce, L. L., Castillo-Castillo, A. E., & Hidrovo-Pacheco, T. (2024). Cortisol concentrations associated with work stress in adults. *MQRInvestigar*, 8(1), 470-490.
- [23] Robles Medina, R. E. (2023). Work stress and teleworking in Mexico with the pandemic. *Estudios De Derecho*, 80 (176). <https://doi.org/10.17533/udea.esde.v80n176a02>
- [24] Sonnentag, S., & Fritz, C. (2015). Recovery from job stress: The stressor-detachment model as an integrative framework. *Journal of Organizational Behavior*, 36(S1), S72-S103.
- [25] Toro Diaz, J., Carmona Grajales, J., Echeverry Soto, E. M., & Escobar Arias, G. E. (2024). Work Stress and its Influence on the Employees of a Service Company in the City of Manizales. *International Journal of Professional Business Review (JPBReview)*, 9(4), 1-16.
- [26] Urrunaga Ormachea, M. J., Pereyra Orellana, B., & Cuchillo Huaraya, A. (2023). Stress management technique for administrative staff of the Universidad Tecnológica de Los Andes, Peru. *Opuntia Brava*, 15(1), 121-134.
- [27] Veera Boopathy, E., Peer Mohamed Appa, M. A. Y., Pragadeswaran, S., Karthick Raja, D., Gowtham, M., Kishore, R., Vimalraj, P., & Vissnuvardhan, K. (2024). A Data Driven Approach through IOMT based Patient Healthcare Monitoring System. *Archives for Technical Sciences*, 2(31), 9-15.
- [28] Yeves, J., Bargsted, M., Orlandini, E., & Ureta, S. (2024). Job Flexibility in Pandemic and its Effects on Stress, Insecurity and Job Satisfaction. *Psykhé*, 33(1), 1-22.