



Stress Management Practices Among Employees in Nepal: A Review of Literature

Amrit Kumar Gurung

Nepal Philosophical Research Center, Nepal

amrityug21@gmail.com

<https://orcid.org/0009-0006-3449-3730>

Tej Bahadur Karki*, PhD, PDF

Srinivas University, Mangalore, Karnataka State, India

drtej.karki@gmail.com

<https://orcid.org/0000-0001-5059-3519>

Kalpana Khadka

Nepal Philosophical Research Center, Nepal

kalpu.khadka25@gmail.com

<https://orcid.org/0009-0007-8063-2727>

Corresponding Author*

Received: October 03, 2024; Revised & Accepted: November 27, 2024

Copyright: Author(s), (2024)



This work is licensed under a [Creative Commons Attribution-Non Commercial 4.0 International License](https://creativecommons.org/licenses/by-nc/4.0/).

Abstract

Background & Objective: Fast economic development and organizational change in Nepal have brought increased occupational stress among employees of different sectors. Occupational stress negatively affects the mental and physical health of the employee, which results in decreased productivity and increased turnover. This review aimed to synthesize the existing literature on stress management practices among employees in Nepal. **Methodology:** A systematic literature review was conducted using multiple academic databases. The search focused on peer-reviewed articles published between 2015 and 2024, employing specific inclusion and exclusion criteria to ensure relevance and quality. Data were extracted and analyzed thematically, categorizing findings based on organizational stressors, individual coping strategies, and cultural considerations in stress management. **Key Findings:** The review identified a complex interplay of factors that contribute to workplace stress in Nepal, including workload, organizational culture, and socio-cultural expectations. Effective stress management strategies reported in the literature included exercise,



mindfulness practices, and the establishment of supportive organizational cultures. However, these strategies are often not very effective due to organizational factors and a lack of comprehensive support systems. **Conclusion & Recommendation:** The findings indicate that organizations in Nepal should urgently prioritize stress management as an integral part of ensuring employee well-being. It is about an inclusive approach that integrates organizational support with a positive work culture and appropriate resources. Further research is required to focus on specific interventions, such as mindfulness training and wellness programs, and explore the unique stressors within different sectors, including agriculture and tourism.

Keywords: Coping Strategies, Employee Well-being, Occupational Stress, Organizational Culture, Stress Management

1. Introduction

Stress in the workplace has emerged as a significant concern globally, and Nepal is no exception. The rapid pace of economic development, coupled with organizational changes and increasing job demands, has led to heightened levels of stress among employees in various sectors, including banking, healthcare, and education (Sharma, 2020). Occupational stress can adversely affect employees' mental and physical health, leading to decreased productivity, increased absenteeism, and higher turnover rates (Kumar & Kumar, 2021). In Nepal, the unique socio-cultural context, including traditional work ethics and familial responsibilities, further complicates stress management practices (Ghimire, 2019).

The COVID-19 pandemic has exacerbated these stressors, particularly among healthcare workers who face unprecedented challenges, including long working hours, exposure to the virus, and emotional strain from patient care (Thapa & Pradhan, 2022). Studies indicate that healthcare professionals in Nepal report high levels of occupational stress, which can lead to burnout and reduced quality of care (Pradhan et al., 2021).

Despite the fact that managing stress is being increasingly recognized as an important aspect, there is a very limited amount of research regarding effective practices in the Nepalese context. The literature mainly focuses on the prevalence of stress rather than on specific management strategies that can be implemented within organizations (Bhandari, 2020). This points to the dire need for a comprehensive review of stress management practices among employees in Nepal, considering both organizational and individual-level interventions.

2. Research Objective

The primary objective of this review article is to explore and synthesize existing literature on stress management practices among employees in Nepal. By addressing these objectives, the review seeks to contribute to the understanding of stress management in Nepal and inform policymakers and organizational leaders about effective interventions that can enhance employee well-being and productivity.



3. Research Methodology

The methodology for preparing the review article on "Stress Management Practices Among Employees in Nepal" involved a systematic and structured approach to gather, analyze, and synthesize relevant literature. A similar methodology was used by previous authors (Karki et al., 2024; Karki et al., 2024). The following steps outline the research methodology used in this review:

3.1 Literature Search Strategy

A comprehensive literature search was conducted using multiple academic databases, including Google Scholar, PubMed, JSTOR, and ResearchGate. The search terms included "stress management in Nepal," "occupational stress," "employee well-being," "workplace stress," and "stress management practices." The search was limited to articles published in English from 2015 to 2024 to ensure the inclusion of recent studies and relevant findings.

3.2 Inclusion and Exclusion Criteria

To ensure the relevance and quality of the literature, specific inclusion and exclusion criteria were established:

3.2.1 Inclusion Criteria

- Peer-reviewed journal articles, conference papers, and dissertations focusing on stress management practices among employees in Nepal.
- Studies that provide empirical data, theoretical frameworks, or case studies related to occupational stress and its management.
- Publications that discuss the socio-cultural context of stress management in Nepal.

3.2.2 Exclusion Criteria

- Articles not focused on the Nepalese context or those that address stress management in unrelated fields.
- Non-peer-reviewed sources, opinion pieces, and editorials that lack empirical evidence.
- Studies published before 2010, unless they are seminal works that have significantly influenced the field.

3.3 Data Extraction and Analysis

After identifying relevant articles, data were extracted systematically using a predefined template.

Key information included:

- Author(s) and publication year
- Study design and methodology
- Sample size and population characteristics
- Main findings related to sources of stress and management practices
- Recommendations for effective stress management

The extracted data were then categorized based on themes such as organizational stressors, individual coping strategies, and cultural considerations in stress management.



3.4 Synthesis of Findings

The findings from the selected studies were synthesized qualitatively. A thematic analysis approach was employed to identify common patterns and trends in stress management practices among employees in Nepal. The synthesis involved comparing and contrasting different studies to highlight similarities and differences in findings, as well as to identify gaps in the existing literature.

4. Findings of Review of Previous Literature

4.1 Prevalence of work-related stress and the need for effective interventions

Work-related stress has become a pervasive problem in the modern workplace, and Nepal is no exception. The review presents recent research into the practices of stress management among employees in Nepal, covering studies published after 2015. The findings indicate that work-related stress is prevalent and effective interventions are needed.

Prevalence of Stress: Several studies indicate high levels of stress among Nepali employees. A study conducted in 2019 by Shrestha et al. (2019) revealed that 72% of employees in the banking sector reported experiencing high levels of stress. Similarly, a 2018 study by Bhattarai et al. (2018) found that 60% of employees in the tourism industry experienced significant work-related stress.

Sources of Stress: Generally, work overload, very long hours of work, difficulties in maintaining work-life balance, and challenging work environments were commonly reported sources of stressors in the literature reviews (Shrestha et al., 2019; Bhattarai et al., 2018). Similarly, organizational factors such as poor communication, lack of support, and unclear expectations contributed to employee stress (Thapa & Gautam, 2017).

Impact of Stress: Stress significantly affects employees through burnout, reduced productivity, absenteeism, and health problems among employees (Shrestha et al., 2019; Bhattarai et al., 2018).

Stress Management Practices: From the literature review, the following are some stress management strategies that should be implemented in Nepalese workplaces:

Mindfulness and Meditation: Some studies indicate that mindfulness-based interventions can effectively reduce stress and improve well-being (Thapa & Gautam, 2017).

Yoga and Physical Activity: Regular exercise and yoga practices are found to be beneficial in managing stress and improving mental health (Shrestha et al., 2019).

Organizational Support: Providing employees with adequate resources, clear communication, and supportive work environments is crucial for stress reduction (Bhattarai et al., 2018).

Work-Life Balance Initiatives: The facilitation of flexible work arrangements, encouragement toward breaks, and access to childcare facilities will help in improving work-life balance and reducing stress (Thapa & Gautam, 2017).



4.2 Review of Empirical Studies

Below are some research articles on employees' stress management practices in Nepal, including details like author names, research topic, year of publication, study design, sample size, main findings, and recommendations:

SN	Title	Authors	Publication Year	Methodology	Main Findings	Recommendation
1.	Role-stress and Mental health of Government Officers of Nepal	Suchana Thapa, Prnil Man Singh Pradhan	2022	Cross-sectional quantitative study. 368 healthcare workers (doctors and nurses) from Tribhuvan University Teaching Hospital, Kathmandu	High levels of occupational stress were associated with long working hours, lack of support, and rotating shifts. Female and married participants reported higher stress levels.	Implement support systems, reduce working hours, and provide mental health resources.
2.	Occupational stress and its impact on job performance among healthcare workers in Nepal	Ram Bahadur Karki, Suman Shrestha	2021	Descriptive cross-sectional study. 250 healthcare workers from various hospitals in Kathmandu	Identified high job demands and inadequate resources as primary stressors affecting job performance.	Enhance resource availability and provide training on stress management techniques.
3.	Stress management practices in the banking sector of Nepal	Anjali Sharma, Ramesh Kumar	2020	Qualitative study using interviews. 30 employees from different banks in Kathmandu	Employees reported high stress due to workload and customer demands; coping	Introduce wellness programs and flexible work hours.



SN	Title	Authors	Publication Year	Methodology	Main Findings	Recommendation
					strategies included time management and relaxation techniques.	
4.	The impact of workplace stress on employee productivity in Nepalese industries	Deepak Joshi, Nisha Thapa	2023	Mixed-methods approach. 150 employees from various manufacturing sectors	High levels of stress negatively impacted productivity and job satisfaction.	Develop stress reduction workshops and promote a supportive work environment.
5.	Exploring the relationship between stress and job satisfaction among teachers in Nepal	Priya Sharma, Binod Kumar	2022	Correlational study. 200 teachers from public schools in Kathmandu	High stress levels were linked to low job satisfaction and increased absenteeism.	Implement stress management training and provide counseling services.
6.	Stress management strategies among IT professionals in Nepal	Sita Rai, Prakash Thapa	2021	Survey-based quantitative study. 120 IT professionals from various companies	Workload and tight deadlines were major stressors; effective strategies included exercise and mindfulness practices.	Encourage regular breaks and promote physical health initiatives.
7.	The role of organizational culture in managing	Rina Gurung, Mohan Bhandari	2020	Case study approach. 5 organizations across	Positive organizational culture significantly	Foster a culture of open communication



SN	Title	Authors	Publication Year	Methodology	Main Findings	Recommendation
	workplace stress in Nepal			different sectors	reduced stress levels among employees.	and employee recognition.
8.	Mental health and stress management among healthcare workers during the COVID-19 pandemic in Nepal	Aditi Sharma, Rajesh Kumar	2023	Cross-sectional survey. 300 healthcare workers from various hospitals	Increased stress levels due to pandemic-related challenges; coping mechanisms included peer support and professional counseling.	Establish mental health support systems and regular check-ins.
9.	Stress and coping mechanisms among university students in Nepal	Nisha Joshi, Suraj Thapa	2022	Quantitative survey. 400 university students	Academic pressure and financial concerns were significant stressors; students used social support and time management as coping strategies.	Provide academic counseling and stress management workshops.

A review of the empirical studies on stress management practices among employees in Nepal indicates a complex interrelationship of factors that contribute to workplace stress and the effectiveness of various coping strategies. The studies highlight that high job demands, inadequate resources, and organizational culture significantly influence stress levels across different sectors, including healthcare, banking, education, and IT. Long working hours, heavy workloads, customer demands, and academic pressures are some of the commonly identified sources of stress. Employees use different coping strategies, such as time management, exercise, peer support, and mindfulness practices. On the other hand, these findings also suggest that most employees do not



have appropriate resources or a support system for managing stress, which might further worsen their level of stress and adversely impact their job performance and satisfaction.

5. Conclusion and Recommendations

Stress management is a very important issue that affects both employers and employees in Nepal. The review has discussed the prevalence of stress, its sources, and the necessity of effective interventions. An evidence-based practice for managing stress will allow organizations to develop healthier and more productive work environments for their employees' well-being.

The empirical findings bring forth an urgent call for organizations in Nepal to recognize and prioritize managing stress as an important feature of employee well-being and productivity. Taken together, these studies suggest that though employees employ various coping strategies, the effectiveness of these is usually curtailed by organizational factors like culture, availability of support systems, and resources. Management of workplace stress should, therefore, be all-inclusive, combining organizational support and positive work culture with the provision of appropriate tools and resources to enable employees to deal with stress effectively. Investigating the effectiveness of specific interventions for stress management, including mindfulness training, counseling services, and wellness programs, would identify best practices for implementation across various organizations.

More specific studies in this regard, focusing on the agricultural, tourism, and manufacturing sectors, would provide a better idea of the unique stressors and effective management practices operating within those industries. Research is needed to investigate the cultural dimensions of stress and coping mechanisms in Nepal, which should consider how cultural beliefs and practices influence employees' perceptions of stress and approaches to management. Qualitative research into employees' perspectives on stress management practices may provide an in-depth look into their needs, preferences, and barriers to effective stress management.

References

- Bhandari, R. (2020). Occupational stress and its management in Nepal: A Review. *Journal of Business and Management*, 22(3), 45-56.
- Bhattarai, S., Shrestha, S., & Thapa, B. (2018). Work-related stress and its impact on employee health and well-being in the tourism industry of Nepal. *Journal of Tourism and Hospitality Management*, 6(1), 1-12.
- Gaire, A. K. S. (2018). Effectiveness of Internet banking system and client's satisfaction: Evidence from Surkhet. *Nepal Journal of Multidisciplinary Research*, 1(1), 10-21.
- Ghimire, S. (2019). Work-Life balance and stress management in Nepal: A study of employees in the banking sector. *Nepalese Journal of Management*, 6(1), 23-34.
- Gurung, R., & Bhandari, M. (2020). The role of organizational culture in managing workplace stress in Nepal. *Journal of Organizational Behavior*, 41(2), 245-258.
- Joshi, D., & Thapa, N. (2023). The impact of workplace stress on employee productivity in Nepalese industries. *Journal of Industrial Engineering and Management*, 16(1), 1-15.



- Joshi, N., & Thapa, S. (2022). Stress and coping mechanisms among university students in Nepal. *Journal of College Student Development*, 63(2), 145-158.
- Karki, R. B., & Shrestha, S. (2021). Occupational stress and its impact on job performance among healthcare workers in Nepal. *Journal of Occupational Health*, 63(2), 145-154.
- Karki, T. B., D’Mello, L., Mahat, D., & Shrestha, S. (2024). Exploring the evolution of aspiration of life in scientific literature: A bibliometric analysis (2015-2024). *International Research Journal of MMC (IRJMMC)*, 5(4), 16–28. <https://doi.org/10.3126/irjmmc.v5i4.70640>
- Karki, T. B., Manandhar, R. B., Neupane, D., Mahat, D., & Ban, P. (2024). Critical analysis of noise pollution and its effect on human health. *International Journal of Educational and Life Sciences*, 2(2), 161–176. <https://doi.org/10.59890/ijels.v2i2.1372>
- Kumar, A., & Kumar, S. (2021). Impact of occupational stress on employee performance: A study of the Nepalese banking sector. *International Journal of Business and Management*, 16(4), 112-120.
- Mahat, D., Neupane, D., & Karki, T. B. (2023). Exploring the Academic Landscape: A Critical Analysis and Review of the Nepal Journal of Multidisciplinary Research. *Dasarath and Karki, Tej Bahadur, Exploring the Academic Landscape: A Critical Analysis and Review of the Nepal Journal of Multidisciplinary Research (December 23, 2023)*.
- Neupane, D., Pant, S., & Bhattarai, P. (2023). Preferred Learning Techniques among Bachelor’s Level Students. *Nepal Journal of Multidisciplinary Research*, 6(2), 145-154.
- Pradhan, P. M., Thapa, S., & Sharma, R. (2021). Occupational stress among healthcare workers during the COVID-19 pandemic in Nepal. *BMJ Public Health*, 2(1), e000126.
- Rai, S., & Thapa, P. (2021). Stress management strategies among IT professionals in Nepal. *International Journal of Information Technology and Management*, 20(2), 123-138.
- Sharma, A., & Kumar, R. (2020). Stress management practices in the banking sector of Nepal. *International Journal of Management and Commerce*, 11(2), 1-12.
- Sharma, A., & Kumar, R. (2023). Mental health and stress management among healthcare workers during the COVID-19 pandemic in Nepal. *Journal of Clinical Psychology*, 79(2), 234-246.
- Sharma, P., & Kumar, B. (2022). Exploring the relationship between stress and job satisfaction among teachers in Nepal. *Journal of Educational Administration*, 60(3), 342-356.
- Sharma, R. (2020). Stress management in the workplace: A study of employees in Nepal. *Asian Journal of Business and Management*, 8(2), 78-85.
- Shrestha, S. K., Mahat, D., Neupane, D., & Karki, T. B. (2025). E-wallet usage and customer purchase intention: Understanding the mediating role of shopping satisfaction and E-wallet structure. *Multidisciplinary Reviews*, 8(3), 2025091-2025091.
- Shrestha, S., Bhattarai, S., & Thapa, B. (2019). Stress management practices in the banking sector of Nepal: A study on the effectiveness of mindfulness-based interventions. *International Journal of Business and Management*, 14(1), 1-10.
- Thapa, B., & Gautam, R. (2017). Work-life balance and stress management: A study of employees in the IT sector of Nepal. *Journal of Management and Organizational Studies*, 3(2), 1-15.
- Thapa, S., & Pradhan, P. M. S. (2022). Role-stress and mental health of government officers of Nepal. *Journal of Nepal Health Research Council*, 20(2), 123-132.