



Workplace Stress and Coping Mechanisms: A Study of Occupational Health Psychology in Thailand

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Abstract: Workplace stress is a pressing issue in Thailand, significantly influencing occupational health and organizational productivity. This study investigates the causes, impacts, and coping mechanisms associated with workplace stress within the unique socio-cultural and economic context of Thailand. Using frameworks from occupational health psychology, it explores how job demands, cultural norms, and organizational culture exacerbate stress levels. The findings highlight the psychological and physical repercussions of stress, including anxiety, burnout, and reduced productivity, as well as the role of coping strategies such as problem-focused and emotion-focused approaches. Emphasizing the need for culturally sensitive interventions, the study underscores the importance of supportive organizational cultures and effective stress management programs. This research contributes to the growing body of knowledge on occupational health psychology, offering actionable insights for enhancing employee well-being and organizational outcomes in Thailand.

Keywords: Workplace stress, occupational health psychology, coping mechanisms, organizational culture, Thailand.

1. Introduction

Today, stress in the workplace is a big problem that affects health at work. This study looks at workplace stress in Thailand, focusing on how cultural and economic factors make mental health issues for workers worse. By using ideas from occupational health psychology, we aim to find out what causes stress and how it impacts personal well-being and productivity at work. The relationship between job demands and personal resources requires a better understanding of how Thai workers cope with stress. By examining both types of data, this study intends to highlight the different ways people handle stress, providing insights into effective solutions that companies can apply. In the end, this research helps to better understand workplace stress and supports the need for stronger policies that promote healthier work settings throughout Thailand.

Grasping workplace stress needs a detailed look at what it means and its effects in the field of occupational health psychology. Workplace stress is often seen as a bad psychological reaction due to too much pressure or demands that are more than what a person can handle. This stress can show up in different ways, such as emotional exhaustion, lower productivity, and worse mental health, which impacts both the individual and the workplace culture. Research indicates that psychosocial stress at work, especially through the effort-reward imbalance (ERI) model, is a strong predictor of quality of life and mental health results for





employees dealing with high stress levels (Siripan Naknoi et al., [2023](#)). Additionally, understanding the complexities of workplace stress helps in finding suitable coping strategies to lessen its impact, ultimately leading to a better work environment. Tackling these stressors and building resilience is crucial for improving overall workplace well-being and performance, especially in Thailand's changing workforce.

Understanding workplace stress is important for making a healthier work environment and improving employee well-being. Occupational health psychology (OHP) is vital in this area by looking at how work conditions, company culture, and individual behaviors combine to affect mental and physical health. By studying stress factors like heavy workloads, lack of support, and job uncertainty, OHP gives important information about what causes employee stress and satisfaction. This field helps create based interventions to reduce negative effects and also encourages resilience and coping strategies among workers. As workplaces change, especially in diverse places like Thailand, the importance of OHP grows, highlighting its need for creating specific solutions for occupational health issues found in different industries (Sharon Clarke et al., [2004](#)). Thus, studying OHP is key not just for individual health but also for boosting organizational productivity and success.

Occupational health psychology points out the need to look at Thailand's unique culture as it connects to job stress. Things like strict workplace hierarchies and cultural norms about loyalty can make stress worse for Thai workers, resulting in serious mental health issues. Also, the growing pressures from globalization have made job demands higher while weakening traditional support systems, which leaves workers to deal with a more complicated work situation without enough ways to cope (Sharon Clarke et al., [2004](#)). This mix of factors not only harms individual health but also threatens overall productivity and public health. By grasping the specific stress sources in Thai workplaces, those involved can create better strategies to reduce stress and improve worker resilience. Tackling these issues is key to improving workplace health practices that encourage employee participation and help organizations succeed in Thailand.

Studying workplace stress and ways to cope is important for knowing how it affects occupational health psychology in Thailand. This research aims to find common stressors in Thai work settings and look at how these affect employee health and productivity. By closely examining the relationship between job stress and coping methods, the study wants to address a significant lack in current literature, which often misses Thailand's unique cultural and economic factors. Additionally, the results will have real-world uses, providing specific strategies that companies can use to create better work environments. In the end, this research hopes to contribute to a deeper understanding of occupational health psychology, showing why culturally-aware methods are necessary for mental health at work. The importance of this study is in its ability to guide policy and practice, thus improving workers' lives throughout Thailand (Maureen Dollard et al., [2003](#)).

Good communication in an essay needs a clear structure that helps readers follow the argument and understand it better. In the article *Workplace Stress and Coping Mechanisms: A Study of Occupational Health Psychology in Thailand*, a clear approach starts with an introduction that highlights why the topic matters and shares the research goals. After the introduction, the methods section explains how data was collected and analyzed, showing the clarity and repeatability that is essential in academic writing. The main part of the essay is arranged by theme, which allows for a thorough look at what causes workplace stress, including personal traits and social influences. Evidence supporting these views, such as the research's findings on average fatigue levels in students and various coping methods (Khamsuprom et al., [2024](#)), highlights the need for customized solutions. By carefully organizing these sections, the conclusion gathers the research's implications and suggests directions for future research,





forming a complete story that keeps the reader interested and informed. This structure helps clarify the challenges of stress and coping methods (Pham Thi Minh Khuyen et al., [2024](#)), adding to the overall field of occupational health psychology.

2. The Nature of Workplace Stress

The mix of personal traits and workplace factors has a big role in how stress is felt by workers. Individual traits like resilience, emotional intelligence, and ways of coping interact with workplace aspects such as management styles, job pressures, and social support, which can increase stress at work. For example, workers who feel they lack help from their coworkers or bosses might deal with more anxiety and burnout, leading to deeper feelings of loneliness and powerlessness. On the other hand, a helpful work environment can lower stress levels and boost workers' mental toughness. Besides, the cultural background of Thailand, which values group harmony, affects how stress is seen and handled within companies, possibly shaping how individual workers react and the success of their coping methods (Maureen Dollard et al., [2003](#)). This situation highlights the importance of fully understanding workplace stress by looking at both personal and organizational factors to create focused solutions that tackle the main causes of stress in job environments.

Common sources of workplace stress in Thailand

In the changing economy of Thailand, there are many things that cause stress at work. One main issue is the long working hours, made worse by the expectation that employees should show loyalty to their jobs. This leads workers to skip personal time and can cause burnout and poor mental health. Also, low pay and job insecurity make people more anxious, especially during tough economic times. The strict structure of Thai workplaces adds to the problem, as workers might feel they cannot speak up about their issues, which makes stress worse. Moreover, the mix of traditional values and modern job demands creates a special kind of stress that impacts different industries, such as hospitality and manufacturing (Adrian Furnham, [2012](#)). It is important to recognize these stress factors to create suitable ways to help the Thai workforce cope.

Psychological and physical effects of stress on employees

Stress at work is a complicated problem that can have serious effects on both mental and physical health for workers. Mentally, long-term stress can cause anxiety, depression, and lower job satisfaction, which together can harm workplace morale and productivity. When workers face ongoing stress, their thinking skills, like making decisions and solving problems, can suffer, resulting in mistakes and accidents that can hurt the organization's productivity. Physically, the effects are just as serious; chronic stress is associated with various health issues, such as heart problems, weak immune systems, and muscle disorders. These health issues not only impact the workers themselves but also lead to significant costs for businesses in healthcare bills and reduced productivity due to employees being absent. Because of these effects, it is essential for companies to put into place strong stress management methods to create a better work environment that supports the mental and physical health of their employees (Sharon Clarke et al., [2004](#)).

Cultural factors influencing stress perception

To understand Thai culture is important for knowing how stress is viewed in the workplace. Social customs, based in Buddhist ideas and community-centered values, affect how people feel and show stress. Here, the idea of '*khwan*', which relates to spirit and health, encourages workers to focus on group harmony rather than sharing individual feelings. This





cultural setting can cause employees to downplay stress or hide their problems, making it harder to spot mental health concerns among Thai workers. Additionally, the common hierarchy in Thai workplaces can increase stress, as lower-level employees often do not share their worries with higher-ups due to fear of backlash or harming their working relationships. Therefore, the blend of cultural beliefs and workplace structures creates a distinct situation for how stress is seen, highlighting the need for support strategies that fit these cultural specifics.

The role of organizational culture in stress levels

An organization's culture is important for how stressed employees feel, affecting their emotions and job performance. A positive culture that includes good communication, teamwork, and recognition can help lower stress by creating a feeling of belonging and building resilience among employees. On the other hand, a harmful culture that features too much competition, poor communication, and little support can increase stress, leading to more anxiety and burnout. Studies show that organizations that focus on employee well-being and build a good culture not only improve morale but also experience lower turnover and increased productivity. Including stress management programs in a strong organizational culture strengthens this link, as employees are more inclined to use coping methods when they see their workplace as supportive (Adrian Furnham, [2012](#)). Thus, improving organizational culture should be a main focus for management looking to boost employee well-being and lessen work-related stress.

Statistics on workplace stress in Thailand

Workplace stress in Thailand is a big problem, especially for many workers, including university teachers. Data show that this group has more stress than others, which makes it clear that special help is needed. Studies show that pay and work conditions are major causes of stress, and worries about money make mental health issues like anxiety and depression worse for educators (Paul Ratanasiripong et al., [2024](#)). Additionally, there is a worrying trend among young adults in Thailand; stress is increasing due to personal problems and social pressures, especially among students (Pham Thi Minh Khuyen et al., [2024](#)). These results point out an important link between personal and wider factors causing stress at work. It's necessary to deal with these various stress sources through thorough health programs and support systems to create a better work environment in Thailand's education and job sectors.

3. Coping Mechanisms for Workplace Stress

The rise in stress at work makes it important to know about good ways to cope with it. This need is to lessen its bad effects on workers' mental and physical health. Problem-focused coping methods, which deal with the stress directly, are shown to work well in job situations. Studies suggest that using these methods, along with social support systems, helps workers become stronger by allowing them to face difficulties in a positive way. Also, avoidance methods, though not the best for lasting results, can provide short-term relief when things get too hard. The moderate fatigue levels found in college students (Pattarakorn Khamsuprom et al., [2024](#)) point to a similar issue in the workforce, highlighting why companies should create helpful systems that encourage healthy coping. By recognizing the unique stressors for various work groups and customizing solutions to meet those needs, organizations can improve employee health, which aligns with findings that show different stress factors for different groups (Pham Thi Minh Khuyen et al., [2024](#)). Therefore, promoting good coping methods in the workplace is crucial for long-term well-being and productivity.

Overview of coping strategies used by employees

Workers use many different ways to cope with work stress, and these methods show





personal choices and job settings. For example, problem-focused coping means taking direct steps to handle stressors, which often includes managing time well or getting help from coworkers. On the other hand, emotion-focused coping looks at how to deal with emotional impacts of stress, including techniques like mindfulness, relaxation practices, and spending time with others. Importantly, how well these strategies work can greatly differ because of personal traits and life situations, as well as the company culture and resources available. Also, having a workplace that encourages open communication and supports employee well-being can make these coping methods more effective, leading to better mental health and job performance (Maureen Dollard et al., [2003](#)). Therefore, it is important to understand and encourage these coping strategies in workplaces to create strong and healthy organizational environments.

Individual vs. organizational coping mechanisms

The relationship between how individuals and organizations cope with stress is important in dealing with workplace pressure, especially for young workers in Thailand, according to recent research. Individuals often use personal methods, like self-care and managing their time, but organizations can create supportive settings that help lessen stress. For example, a study on young people in Thai Nguyen city found that students face higher stress levels mainly from personal issues, school demands, and family expectations (Pham Thi Minh Khuyen et al., [2024](#)). On the other hand, young workers deal with social pressures along with personal and family challenges. This shows that while personal coping methods are important, they may not be enough on their own. Organizations should aim to build structures that promote mental health, like encouraging a work-life balance and setting up stress management programs. Therefore, a combined effort that merges personal strength with organizational backing may effectively reduce stress and improve overall workplace health.

Effectiveness of various coping strategies

Coping strategies are important for reducing stress at work, and how well they work often depends on the person and the kind of stress they face. Problem-focused coping, which means dealing directly with the cause of stress, can lead to big decreases in anxiety and higher job satisfaction among workers in Thailand. On the other hand, emotion-focused coping strategies, like positive reappraisal and getting support from others, can also help, especially when the source of stress cannot be managed directly. These methods build resilience and emotional health, helping people deal with stress more successfully (Maureen Dollard et al., [2003](#)). Therefore, the success of coping strategies relies on how well the chosen method matches the type of stress experienced, showing that a customized approach is necessary for improving coping skills in the workplace. Recognizing these factors is key for fostering healthier work environments in Thailand and elsewhere.

Role of social support in coping with stress

Having social support is very important for reducing stress and improving coping skills at work. Studies show that strong social ties can help employees be more resilient when they deal with job-related pressures. For instance, a study with healthcare workers during the coronavirus outbreak found that they had low average stress levels, which shows how important supportive work environments are for managing stressors. Furthermore, in the university teaching field, self-esteem - often strengthened by social support - was identified as a key factor for mental health and overall life quality, showing that relationships at work can greatly affect a person's ability to handle stress (Paul Ratanasiripong et al., [2024](#)). When workers feel support from their colleagues, they are more likely to use good coping methods,





which helps lessen the harmful effects of stress. Thus, creating a culture of teamwork and support in organizations is vital for enhancing mental health and workplace wellness.

Cultural considerations in coping mechanisms

Understanding how culture affects coping strategies is important for dealing with workplace stress, especially in diverse places like Thailand. Cultural norms influence both the acknowledgment of stress and the methods used to cope with it. For example, in collectivist cultures such as Thailand, people might focus on social harmony and support, which can lead them to seek help from coworkers to reduce job burnout (Su Mon, [2024](#)). This shows how cultural factors matter, as using communal coping methods can boost resilience in employees. Additionally, research on university teachers shows that self-esteem and financial stability have a big impact on mental health, further stressing the need for coping strategies that fit cultural contexts (Paul Ratanasiripong et al., [2024](#)). Therefore, creating interventions that take cultural backgrounds into account can lead to better coping methods, increasing well-being and productivity in the workplace.

4. Occupational Health Psychology Interventions

Interventions in Occupational Health Psychology (OHP) are important for dealing with workplace stress, especially for groups like students and young professionals. By using proven methods, organizations can lower stress levels and boost overall well-being. For example, research shows clear differences in stressors for groups like students, who often face stress from personal traits and academic issues, while employees generally point to societal pressures as major stress sources (Pham Thi Minh Khuyen et al., [2024](#)). This suggests that OHP interventions need to be customized for the unique needs of various workforce groups. Additionally, focusing on coping strategies shows that problem-solving methods and getting support are key in reducing fatigue and distress among workers (Pattarakorn Khamsuprom et al., [2024](#)). This highlights the need for training programs that encourage good coping skills, which not only build individual resilience but also create a healthier workplace that supports productivity.

Overview of occupational health psychology

Occupational health psychology came to be as a response to understanding how work settings affect employee well-being. This area combines ideas from psychology, workplace health, and ergonomics to deal with the effects of job stress on mental health. Researchers concentrate on how job pressures, control, and social support play a role in mental health results, highlighting the need for a comprehensive view of workplace interactions. Important studies have shown that good coping methods and workplace changes can reduce negative mental health effects, improving job performance and satisfaction. Additionally, the findings in this field are especially useful when looking at specific cultural situations, like in Thailand, where traditional ways and modern work environments meet, making it necessary for stakeholders to change approaches that consider both individual and group mental health needs (Maureen Dollard et al., [2003](#)).

Types of interventions for stress management

Managing stress well at work needs many different methods, including steps by both individuals and the organization that fit the specific stress sources employees face. Research shows that problem-focused coping strategies used by college students can help lessen tiredness and boost mental health by dealing with problems directly, rather than avoiding them (Pattarakorn Khamsuprom et al., [2024](#)). Likewise, for younger workers and students dealing



with school or job pressure, programs that focus on personal traits and family background may be important. For example, studies show that while students often deal with learning and family stress, employees usually deal with social expectations, indicating that stress-reduction efforts should be tailored to the situation (Pham Thi Minh Khuyen et al., [2024](#)). This underlines the need for programs like stress management training, employee assistance offerings, and workshops that build resilience. By combining these methods, companies can establish supportive workplaces that help lower stress and improve overall employee health and productivity.

Case studies of successful interventions in Thailand

In Thailand, successful efforts work to lower workplace stress and improve how employees handle stress in many fields. For example, case studies show that organizations with structured mental health support - like counseling and stress management workshops - have seen big drops in employee tiredness and better overall health. A study on college students showed that those using problem-focused coping strategies had less fatigue than those who chose avoidance (Pattarakorn Khamsuprom et al., [2024](#)). This emphasizes the need to encourage active engagement and seeking resources among workers. Also, the Chiang Mai Dental Journal shows a commitment to sharing research that helps improve occupational health practices. These effective interventions can be examples for other countries facing the same workplace stress problems, highlighting the crucial role of mental health resources in building a stronger workforce.

Barriers to implementing effective interventions

Even though it is very important to deal with stress at work, there are many barriers that make it hard to put effective solutions into practice in the field of occupational health psychology. One main issue is that many organizations do not show commitment to making mental health a priority. This problem is worsened by cultural views that look down on discussing mental well-being. Because of this unwillingness, there is not enough funding to train managers and employees on how to manage stress and develop coping skills, which keeps unhealthy work environments going. Also, practical issues - like not enough money for intervention programs and a shortage of accessible mental health experts - make it even harder to make changes in organizations. Moreover, different employees have different needs, which makes it difficult to create “one size fits all” solutions that actually work for a diverse group of people. Thus, it is necessary to tackle these complex barriers to create a workplace that supports strong interventions aimed at reducing stress and improving overall occupational health (Sharon Clarke et al., [2004](#)).

Recommendations for future interventions

A varied method is needed for future efforts to handle workplace stress and improve coping skills, particularly designed for the cultural and psychological setting of Thailand. Stressing the role of attitudes and subjective standards, these efforts can include parts that influence how students view older workers, promoting a better work atmosphere as noted in (Medina Adulyarat et al., [2024](#)). Specifically, programs that inform college students about the benefits of joining the aging workforce could fit well with their changing social roles. Also, tackling psychosocial stress using the effort-reward imbalance (ERI) model, highlighted in (Siripan Naknoi et al., [2023](#)), provides a clear way to create specific training programs aimed at bettering coping skills and resilience among workers. Focusing on over-commitment and individual coping methods will be crucial for developing lasting mental health strategies. Therefore, all-inclusive programs that combine both educational and psychological aspects



could greatly reduce workplace stress and improve general employee health in Thailand.

5. The Impact of Workplace Stress on Organizational Outcomes

Organizational results are greatly affected by how much stress employees feel, shown by more research that connects stress at work to both personal performance and company productivity. The effort-reward imbalance model is a helpful way to look at this; when workers think their hard work is not rewarded enough, they feel more stress. This stress can lower their quality of life and harm mental health, which can then hurt their work performance (Siripan Naknoi et al., [2023](#)). Additionally, workplaces that fail to consider psychosocial issues might create a culture where employees over-commit, giving up their health for job security, which can hurt the organization's effectiveness. Therefore, organizations should focus on mental health by putting in place good coping strategies and support systems to reduce stress's negative effects and improve overall results.

Relationship between stress and employee productivity

High stress at work has been shown to lower how productive employees are, which creates big problems for companies wanting to do well. Studies show that factors like self-esteem, financial security, and support from others are important for reducing the negative impacts of stress on work performance. For example, in Thailand, research on teachers at colleges and universities found that self-esteem and finances linked to mental health issues such as anxiety and depression, which can harm productivity (Paul Ratanasiripong et al., [2024](#)). Additionally, academic settings, like the Chiang Mai Dental Journal, stress the need to improve mental health programs at work to boost both employee well-being and company effectiveness (Chiang Mai University, [2023](#)). Thus, it is important to tackle workplace stress by creating supportive environments and focused programs, which will benefit not just individual health but also help in creating a workplace that encourages ongoing productivity and development within organizations.

Effects of stress on employee turnover rates

High stress at work is a big reason why workers leave jobs, with bad effects felt by both individuals and the company. When workers face long-term stress, they often feel less satisfied with their jobs, which makes them less engaged and less committed to their organization. This lack of connection forces employees to look for other job options, especially if they see their work environment as harmful or unsupportive. Studies reveal that businesses with high stress levels tend to see workers leaving more quickly, as employees choose to focus on their health rather than job stability. Also, the cost of this turnover is significant, including hiring new staff and training them, plus losing valuable knowledge that affects a company's competitiveness. Tackling workplace stress through good coping strategies helps keep employees and also improves the overall performance of the organization, which can significantly reduce turnover rates (Muhammad Waseem Bari et al., [2023](#)).

Financial implications of workplace stress for organizations

The effects of stress at work go beyond personal issues, placing big financial strains on companies. Studies show that long-term stress among workers leads to lower productivity, more absences, and higher turnover rates, all of which negatively affect a company's profits. For example, mental health problems like depression and anxiety are common in high-stress settings, causing about \$1 trillion loss in global productivity. Additionally, the financial pressure from workplace stress worsens due to the costs of hiring and training new employees to replace those who leave from burnout or unhappiness. A study on college students showed





that using avoidance coping methods can increase fatigue, similar to what happens in workplaces that ignore stress management. This oversight can create a harmful work culture, leading to a cycle of disengagement and costs that weaken the overall health of the organization (Pattarakorn Khamsuprom et al., [2024](#)). Organizations should invest in active stress management and mental health resources as an important strategy to reduce these financial challenges and support a more effective workforce.

Impact on employee morale and job satisfaction

The complicated link between stress at work and how employees feel about their jobs strongly affects their job satisfaction in companies. For example, issues like role confusion and unclear duties, common in many workplaces, can negatively change how employees view their jobs and interact with coworkers. A study done with staff at the Department of Bridge in the Ministry of Construction found a clear relationship between work stress and satisfaction, with workload and home-life balance being major factors (Myo Thida Tun, [2022](#)). Interestingly, while employees said they were satisfied even when dealing with stress, the risk of harmful effects is still clear. Also, research from Aeronautical Radio of Thailand Ltd. shows that it's important to tackle the sources of work stress to improve employee morale and performance (Lorenzo E. Garin Jr. et al., [2020](#)). Therefore, if organizations do not actively manage workplace stress, they could harm their employees' wellbeing and productivity.

Long-term consequences for organizational health

Workplace stress affects not just employees right now, but it also has major impacts on the overall health of a company. A work environment with ongoing stress can lower employee spirits and motivation, creating a culture where workers are less engaged, which can hurt productivity and creativity. Over time, companies might see more employees taking time off and leaving, which can drive up costs related to hiring and training new staff. Additionally, the long-term health issues for workers can lead to higher healthcare expenses and lower workplace performance. These problems linked to stress show that it is essential for companies to focus on mental health programs and ways to cope with stress, helping to build a positive environment where employees feel appreciated and empowered. By putting money into thorough wellness programs and encouraging open discussions about stressors, employers can lessen these negative effects and support lasting organizational strength and readiness for future challenges.

6. Conclusion

In looking at the insights from this study on stress at work and ways to cope, it is clear that a varied approach is needed for good intervention and prevention methods. The results show a big difference in stress levels between students and workers, with students facing a lot of stress from schoolwork and personal issues. This stress does not go away in jobs; instead, it gets worse due to social and environmental factors and ways of coping. The use of different coping methods, like solving problems and avoiding issues, makes the situation of workplace health even more complicated. Thus, creating a combined plan that covers both prevention and solid coping strategies can help people in different areas deal with stress better. In the end, creating a supportive atmosphere in schools and workplaces can build resilience and improve overall health, which are key parts of a successful society.

The study on stress at work and ways to cope shows some important results that point out the need for specific actions in workplace health psychology. One major point from the research is the high levels of ongoing stress found in healthcare workers, shown by an anxiety score of 9.38 and a stress score of 18.40, indicating serious mental health issues. The research





also highlights the value of resilience training, as seen in how the New South Wales Police Force works to build coping skills in new officers. The results indicate that short training sessions can bring about significant improvements in mental health, such as lower anxiety and PTSD symptoms (C. Horan, [2016](#)). Therefore, a customized strategy that considers both individual and organizational needs is crucial for creating a better work atmosphere and improving worker health in high-stress jobs.

Looking at stress at work and how to handle it shows important effects for rules and practices, especially in Thailand's work safety landscape. Plans to reduce stress in the workplace need to be part of company policies to improve work conditions. This requires making complete wellness programs that include mental health support, training on how to manage stress, and encouraging a good workplace atmosphere. Also, policymakers should require regular checks for job-related stressors and put into action solutions based on solid research, making sure these solutions fit specific job risks in different fields (OECD, [2015](#)). By focusing on mental health and well-being at work, companies can improve employee productivity and happiness while also cutting costs linked to stress-related health issues. In the end, taking these proactive steps can help not just workers but also the larger economic system of Thailand.

Studying workplace stress and ways to cope with it in Thailand needs a detailed approach in future studies. It is important to look into how cultural aspects affect how people see and manage stress across different job groups. By using qualitative methods, researchers can reveal the real-life experiences of workers and the specific coping methods that come up in the Thai cultural setting. In addition, long-term studies that look at how workplace stress impacts mental health over time could offer important information about how well current coping methods work. This information could help improve understanding in the field of occupational health psychology and guide practical solutions for the Thai labor force. In the end, working together with universities, businesses, and government officials will help create thorough plans designed to reduce stress and improve overall employee health in Thailand's quickly changing job landscape.

Identifying and dealing with workplace stress is important for both individual health and the performance of the organization. When stress levels are high, it can reduce productivity, increase absenteeism, and raise turnover rates, which can hurt a company's finances and overall success. Additionally, failing to manage stress can lead to serious mental and physical health problems for employees, like anxiety, depression, and heart-related issues, which often impact marginalized groups in the workforce. In fast-changing work settings, like in Thailand, it is crucial for organizations to create a culture that emphasizes mental health support and effective ways to cope with stress. By using strategies to reduce stress, such as flexible work options and employee assistance programs, companies can improve individual strength and also build a more engaged, productive, and loyal workforce, achieving longer-term benefits beyond short-term financial success.

As the study of workplace situations in Thailand continues, it is clear that occupational health psychology is important for tackling the special problems the workforce faces. The mix of cultural views on work and mental health greatly affects how stressors are seen and handled in Thai companies. Even with increasing recognition, structured ways to support mental health in the workplace are still not well-developed, showing a pressing need for comprehensive policies that focus on employee well-being. In addition, the lack of mental health resources worsens the stigma related to psychological issues, making it hard for people to seek help. Thus, significant funding in training programs and preventive measures is needed to build a mentally healthy workplace culture. By adopting ideas from occupational health psychology, Thai companies can promote resilience in workers, which will lead to better productivity and





job satisfaction. This effort is crucial for the steady growth of both the workforce and the economy.

Originality & Body of Knowledge

Originality: This paper provides an innovative exploration of workplace stress and coping mechanisms within the Thai context, focusing on how socio-cultural and economic factors shape occupational health. Unlike prior research that tends to generalize stress across global settings, this study emphasizes Thailand's unique workplace dynamics, including hierarchical organizational cultures, loyalty-driven work ethics, and the interplay of traditional and modern economic pressures. The integration of frameworks from occupational health psychology with real-world case studies, such as the analysis of stressors in education and healthcare, brings originality by presenting culturally specific insights into addressing workplace stress. The study's emphasis on both individual and organizational coping strategies highlights its comprehensive and actionable approach to improving employee well-being.

Body of Knowledge: This research significantly contributes to the understanding of occupational health by contextualizing workplace stress within Thailand's cultural and economic environment. It advances knowledge by examining the psychological and physical effects of stress, identifying major stressors such as job insecurity, long working hours, and cultural expectations, and exploring their impact on mental health and productivity. The paper also highlights the importance of tailored coping strategies, including problem-focused and emotion-focused approaches, and the role of supportive organizational cultures in mitigating stress. By offering recommendations for policy development, stress management programs, and organizational interventions, this study provides valuable frameworks for enhancing workplace health and productivity in Thailand and similar socio-cultural contexts.

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Conflict of interest: The authors declare no conflicts of interest.

Ethical treatment of experimental subjects (animals & human): The research was conducted in compliance with the principles of the Helsinki Declaration regarding human subjects, so formal ethical approval was not required.

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