



A Study on Employees Anxiety and its Impact on their Performance

(A Study will be undertaken among 30 Middle Level Employees of ABB India Ltd.)

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ABSTRACT

This research paper focuses on the study of employees' anxiety and its impact on their performance. The study aimed to investigate the prevalence of anxiety among employees and the effect it has on their work. The research methods used in the study included surveys and interviews to gather data from participants. The results of the study showed that a significant number of employees reported experiencing anxiety and that it had a negative impact on their performance. The study also found that there were certain factors that contributed to the employees' anxiety, such as job stress and lack of support from managers. The paper concludes by suggesting that organizations should take steps to address employee anxiety and provide support to help improve their performance.

KEYWORDS:

STUDY: an activity of examining a subject in detail in order to discover new information.

EMPLOYEES: means someone you hire and pay for their work and have behavior, financial, and relational control over.

ANXIETY: is a feeling of fear, dread, and uneasiness. It might cause you to sweat, feel restless and tense, and have a rapid heartbeat. It can be a normal reaction to stress.

IMPACT: is basically the force or action of one object hitting another.

PERFORMANCE: is an act of staging or presenting a play, concert, or other form of entertainment. It is also defined as the action or process of carrying out or accomplishing an action, task, or function.

INTRODUCTION:

Work anxiety is the term used to describe the effects of an anxiety condition at job as well as work-related stress that causes anxiety. An anxiety disorder can significantly harm your performance at work. People could find an excuse to skip company events like staff lunches and celebrations, they might avoid meetings with coworkers, or they might fail to fulfil deadlines if a promotion or another opportunity calls for travel or public speaking.

The American Psychological Association (APA) defines anxiety as "an emotion characterized by feelings of tension, worried thoughts and physical changes like increased blood pressure." Austrian neurologist Sigmund Freud viewed anxiety as the symptomatic expression of the inner emotional conflict caused when a person suppresses (from conscious awareness) experiences, feelings, or impulses that are too threatening or disturbing to live with. Anxiety is also viewed as arising from threats to an individual's ego or self-esteem, as in the case of inadequate or job performance.

When it comes to one's employment or circumstances relating to the workplace, job anxiety is defined as feelings of concern, uneasiness, or unease. Many things, including job instability, stress, a heavy workload, performance pressure, relationships with coworkers or superiors, and more, might contribute to it. These emotions may make it difficult for someone to do their work well and may result in physical and emotional symptoms including sleep problems, exhaustion, irritation, and lower productivity.

REVIEW OF LITERATURE:

Khalid Khan (2019) investigated the relationship between workplace pressures and employee performance. To perform this analysis, the service industry was separated into four primary categories: health, banking, telecommunications, and education. The stratified random sample strategy was employed to acquire data in this article. The analysis had two goals, which were as follows: To determine the relationship between role ambiguity and employee performance in the service industry, as well as to investigate the influence of role ambiguity on employee performance in the service sector. To evaluate

the questionnaire, factor analysis and the reliability test were used. A self-administered questionnaire was used to obtain primary data from 350 respondents. Various tests, such as correlation, regression, and analysis of variance (ANOVA), were used with the statistical package for the social sciences (SPSS) tool. The authors discovered a strong and favourable link between position ambiguity, task overload, and employee performance. It has also been established that employment conflict has no significant impact on work performance. The findings also revealed that, among the three specified determinants, only job uncertainty had a significant impact on employee performance.

METHODOLOGY:

Objectives:

- ◆ To find out job anxiety & their impact on job performance.
- ◆ To analyze the level of anxiety on employees.
- ◆ To Study the causes of anxiety among employees.
- ◆ To study the effects of anxiety on Individual as well as Group Performances with productivity in an organization.
- ◆ To study the effects of over load on the anxiety level of employees.
- ◆ To analyze the importance of intervention strategies of organizational to manage stress among employees.
- ◆ To study the role of stress in interpersonal relationship.

Research Design:

- ◆ In this study, the researcher has adopted Exploratory cum descriptive research design. It is also because it is based on studying Employees Anxiety, its whole concept, Sources, and various Impacts on performance of Employees. Hence, it is Descriptive in Nature.

Sampling Framework:

- ◆ The sample unit in appropriate and justified size will be conveniently drawn from different employees working in different sections of the organization.

Universe:

- ◆ Here the universe considered for this study is the middle level employees of ABB India Ltd, Vadodara.

Sampling Size :

- ◆ Here the Sampling Size for this study is 30 Middle Level Employees of ABB India Ltd, Vadodara.

Sampling Method :

- ◆ Here the sampling method adopted is simple random sampling method in order to collect the data for the above-mentioned universe for my research work. The criteria for selecting the respondents is that they should belong from middle level employees. The data will be collected via primary sources (Questionnaire) & Secondary Sources (website and reports available online on internet).

Tool for Data Collection :

1. **Primary Data:** Primary data is collected through a structured and self-constructed questionnaire having a series of close ended questions.
2. **Medium:** Google forms
3. **Secondary data:** It has been collected from books, reports, and online resources. The authentication of information has been assured while referring to the official and the reputed websites. Literature review and other information is reviewed from journal papers; newspaper reports committee reports, annual reports and a collection of journal-based articles on Work Anxiety and its impact on Performance.

FINDINGS:

- Question asked was regarding Mood Swings but surprisingly there were more people who could evidently say NO to this. A person may recognize something that has triggered a shift in their mood, such as a stressful event at work. But it's also not uncommon for mood swings to occur without an obvious cause. Example is a person may quickly switch from feeling happy and upbeat to feeling sad, irritable, or angry.
- Fears like presenting, public speaking, failing, not being perfect, change, the unknown, or making a mistake could and do hold people back at work—but they don't have to be a life sentence preventing you from excelling. Three fears dominated the study: a lack of compensation, job security, and overwork. A lack of compensation was the most prevalent fear by a large margin; it was the top fear in 64% of states. Hence Majority were in between YES and NO at 61%.
- One of the best ways to manage employees and boost team morale at work is to provide a recreational area. It makes work enjoyable and helps them get along with one another, eventually resulting in a strong workforce that will always be at the top of their game in sales, customer service, or both. Hence, when asked regarding the same, all the Respondents replied with Affirmation to the Question.

CONCLUSIONS:

- ✓ Employee absenteeism, poor morale and motivation, staff turnover, and stressed-out employees are all likely to be significantly less productive and efficient than usual, which will negatively affect the productivity and efficiency of the company as a whole.
- ✓ The majority of workers agreed with the assertion that internal communication appears to be excellent. Between workers and between employers, as well as between employees and other employees, there are no communication barriers.
- ✓ Employees experience gratitude for their efforts. Additionally, it accomplishes both personal and eventually corporate objectives. Employees are fully aware of the organization's goals, understand them, and work hard to make them a reality.

BIBLIOGRAPHY:

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TABLE SHOWING IF THE RESPONDANTS WORRY ABOUT THEIR SECURITY OF THE JOB

N = 31

FEELING	PERCENTAGE	FREQUENCY
Yes	55.6%	17
Maybe	33.3%	11
No	11.1%	3
TOTAL	100%	31

