



Employee stress and its impact on their job performance

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ABSTRACT :

Every human being is expiating the work without stress. They try to work without stress in the workplace. In this present age all are avoiding stress. Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. People experience stress in different ways and for different reasons. The reaction is based on your perception of an event or situation. If you view a situation negatively, you will likely feel distressed, overwhelmed, oppressed, or out of control. Distress is the more familiar form of stress. Stress is a fact of life, wherever you are and whatever you are doing. You cannot avoid stress, but you can learn to manage it so it doesn't manage you. Changes in our lives such as going to college, getting married, changing jobs, or illness are frequent sources of stress. Keep in mind that changes that cause stress can also benefit you. Moving away from home to attend college,

for example, creates personal-development opportunities, new challenges, friends, and living arrangements. That is why it's important to know yourself and carefully consider the causes of stress. Learning to do this takes time, and although you cannot avoid stress, the good news is that you can minimize the harmful effects of stress, such as depression or hypertension. The key is to develop an awareness of how you interpret, and react to, circumstances.

Introduction :

Employee stress can be described as the damaging physical and emotion of a person that arise when the wishes of the job do not compete with the abilities, means, or wants of the employee. Job stress can lead to bad strength and even damage. The word stress is primarily from physical science where it means the strength engaged upon a purpose to resist destruction, winding, or breaking. In the case of human being's stress is repeatedly used to define the body's

reactions to demands engaged upon it, whether these demands are favourable or unfavourable. Whatever that bases stress is called a stressor. When the employees are in the work stress in the organization or any business can not have production. Then automatically there will be a loss and will lead to the failure of any business or an organization. The employee looks for other job or other organization. There will be high rate of retention in the organization so, it will affect both the organization and the employee. The employee should not bother about the stress. When the employee tack in positive way ever think will be ok. But these days, the employee are getting any stress, the employers are taking care of employees by reducing time for the employees, get to gather, contacting some gems in the organization. When they are started to do this thing, the employees are happy to work in the organization. It is very necessary for all the employees.

International Reviews :

Muleta Dereje, Chaka Yeshe, Tafa Moti (2023) conducted a study on "Job-related Stress and Its Effects on Job Performance" in Ethiopia. This study was conducted to evaluate the effects of job-related stressors on the job-related performance of employees at St. Paul's Hospital Millennium Medical College. The study has used both descriptive and explanatory research designs. Data for the analyses were collected from primary sources using questionnaires and interviews. The study used a stratified random sampling technique to select 284 employees from 1000 employees of St. Paul's Hospital Millennium Medical College. The study used correlation and regression to determine the relationship among the variables. The multiple regression analysis also found that 54.3% of the employee performance gap is due to job stressors. As a result, it can be concluded that reducing these job-related stress factors can improve an employee's job performance. The study recommends that St. Paul's Hospital Millennium Medical College is required to conduct a job analysis and ensure a balanced allocation of tasks to its employees, based on their capability. Ogunola Abiodun Adegunle (2022) conducted a study on "Impact of Job Stress on Family Integration". This study was carried out to examine the impact of job stress on family integration. The study adopted a descriptive research design. The information was collected through the use of questionnaire. One hundred and twenty participants whose ages ranged from 20 to 65 were used for the study. The participants were drawn from the educational, health, and banking sectors using purposive sampling procedure. The data collected were subjected to appropriate statistics of paired sample test, ANOVA, and Chi-square. All the four hypotheses postulated for the study were tested at 0.05 level of significance. The results revealed that job stress differed from one job to another. It also showed that job stress has a significant impact on the integration of one's family and that families differ in their expectations concerning stress

present at work. It showed that there is a significant difference in the perception of job stress by male and female employees. The study recommended that provision for employee training in the area of stress management periodically so that employees can personally be conscious of what they need to do to stay healthy and to stay productive. 12 Solati Niloofar, (2019) Did a study on the "Impact of job stress on job performance". The purpose of this research is to study the relationship and impact of job stress and its dimensions (workload, role conflict, and role ambiguity) and job performance. The basic research has collected data from 102 employees from the Iranian National Drilling Company (INDC). The population was chosen by simple random sampling method. For data analysis, the Pearson correlation test and multiple regression analysis by SPSS 21 software package was implemented. Through the research, it was found out a negative relationship between job stress and job performance. Moreover, it was found that the workload has a positive effect on job performance. Whereas role conflict has a negative effect on job performance. Finally, role ambiguity does not affect Job performance significantly.

SIGNIFICANCE OF THE STUDY :

In many organizations on it. Then they could even be doing damage to their organization. Many researchers found employee stress is very danger by Mandalay and psychically. Hence, it is need and fundamental to know about the status of employee's feelings and emotions which impact on their work in the organization. It is necessary for every organization to take care of their employees and should tack actions according to that. It is not only applicable for particular workplace. It is essential and applicable to all the organization, companies, any business or any other workplace where the employees are working. If all the workplace concentrates on employee stress, then all the workplace will grow. This will lead to development of our country. Thus, the researcher would like to carry out research in this topic.

SCOPE OF THE STUDY

The researcher not yet choose the organization and the geographical area. The researches collect the data from the women employees because women can supposed to tack care of the family as well as the job. Nowadays, it does not matter whether people are working at any place, but it is a matter whether the employees should work without any stress. This research will benefit for the organization to identify the factors that contribute to stress in the workplace and the employers can develop targeted interventions and policies to reduce stress levels and improve employee well-being.

Aim of the study :

To study the stress and its impact on their job performance among the employees.

Objective

- To study the demographic details of the employees.
- To identify the factors that causes stress among employees.
- To bring out the measures which employee used to reduce their stress.

Research Design

The researcher will be using Descriptive Research design. It will highlight the characteristics and significance of various parameters used in the study. This design aims to systematically obtain information to describe a phenomenon and better understand the denoted population adopted in the study.

Tool of Data Collection

The researcher will use the questionnaire to collect data from employees the organization or any industry in Hosur or Bangalore. Researcher will use the Likert scale to study the level of employee stress and its impact on job performance.

Sampling Technique

Stratified disproportionate simple random sampling technique.

Table 1**Working long hours of the Respondents understanding of Age of the Respondents.**

Sl.No	Age of Respondents	Working Long Hours.	Disagree	Neutral	Agree	Stronglyagree	Total
1	Age	Less than 30 years	3(7.7) -50	9(23.1) (81.8)	23(59.0) -67.6	4(10.3) -21.1	39(100.0) -55.7
2		More than 30 years	3(9.7) -50	2(6.5) -18.2	11(35.5) -32.4	15(48.4) -78.9	31(100.0) -44.3
Total			6(8.6) -100	11(15.7) -100	34(48.6) -100	19(27.1) -100	70(100.0) -100

The presented table states that majority (69.3) of less than 30 years age of employees said that they were working long hours in the company, a significant majority(83.9) of more than 30 years employees said that they were working long hours in the company. So, it can be evident from the above table that the working long hours agree the more than 30 years age of employees in the company.

Table 2**Superiors Who Doesn't Support You**

Sl. No	Superiors who does not support you	Frequency	Percentage
1	Disagree	10	14.3
2	Neutral	14	20.0
3	Agree	23	32.9
4	Strongly Agree	23	32.9
5	Total	70	100.0

From the above table it is evident that majority (69.8%) of the respondents said that they were superiors who does not support you, two tenth (20.0%) neither and nor superiors who does not support you, more than one tenth (14.3%) of the respondents said that superiors who does not support you, So, it can be inferred that most of the respondents said that superiors who does not support for them it may be one of the reasons to digress the productions.

Table 3

Trying to achieve Personal Goals or Aspirations that you feel are Hindered by Work-Related Stress

Sl. No	Trying to achieve personal goals	Frequency	Percentage
1	Strongly Disagree	2	2.9

2	Disagree	7	10.0
3	Neutral	14	20.0
4	Agree	22	31.4
5	Strongly Agree	25	35.7
6	Total	70	100.0

From the above table that majority (66.8%) of the respondents said that they were achieve personal goals by work related stress, more than one tenth (12.9%) of the respondents said that were achieve personal goals by work related stress, tow tenth 20.0%) neither and nor achieve personal goals by work related stress, So, it can be inferred that most of the respondents said that the they achieve personal goals in workrelated stress in their life it helped to move on their career goals.

Table 4

‘t’ Test between Family and various dimensions of Employees stress and it’s Impact ontheir Job Performants

Sl. No	Variable	Mean	Std. Deviation	Statistical Inference
1	Strategic methods used by the organization to keep their employees stress free. Nuclear Family (46) Joint Family (24)	31.65 32.42	3.707 4.383	t=-.769P=.252p> 0.05 Not Significant
2	Handling Stress. Nuclear Family (46) Joint Family (24)	30.76 32.04	4.316 4.832	t=-1.131p=.470 p> 0.05 Not Significant

The above table illustrates that, there is no significant difference between family of the respondents and various dimensions of employee stress and its impact on their job performance. supportive work culture, professional development opportunities, work environment, compensation and impact of job satisfaction. It can also be inferred that there is no significant difference between family of the respondents and their overall, job satisfaction.

SUGGESTIONS :

1. Encourage employees to maintain a healthy work-life balance by setting reasonable expectations for working hours. Offer flexible working hours and remote work options when feasible.

Open communication, where employees feel comfortable discussing their concerns with managers and colleagues. Conduct regular one-on-one meetings to check in on their well-being and address any issues.

1. Offer opportunities for skill development and career growth to help employees feel more confident and competent in their roles.
2. Implement a system of recognition and rewards to acknowledge employees' hard work and achievements. Celebrate milestones and personal accomplishments.
3. Offer wellness programs that include physical fitness activities, mental health support, and stress management workshop.

CONCLUSION :

High levels of stress among employees consistently lead to decreased job performance. Stress can impair concentration, decision-making, and creativity, affecting the overall quality of work. Prolonged stress can lead to various health issues, both physical and mental,

further impacting an employee's ability to perform effectively at work. Stressed employees are more likely to have conflicts with their colleagues. This disrupts teamwork and can create a negative work environment, reducing overall team productivity. Employees under significant stress are generally less satisfied with their jobs. Low job satisfaction can lead to decreased motivation and enthusiasm, affecting job performance. Stressed employees are more prone to taking sick leaves and are at a higher risk of leaving the organization. This leads to increased absenteeism and turnover rates, impacting overall productivity and stability. Implementing stress management interventions, such as counselling, mindfulness programs, or flexible work arrangements, can significantly improve job performance by reducing stress levels and enhancing overall well-being.

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