



A study on effects of job stress on employee's performance at bullagro

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ABSTRACT :

Transforming human resource practices in agricultural manufacturing is paramount to realizing operational efficiencies and acquiring employee well-being. This research centers on Bull Agro, Coimbatore to investigate the link between job stress and employee performance within the rapidly developing agro-industrial context. We adopted a structured quantitative methodology, gathering information from 120 employees in various experiences and departments. We used percentage analyses, chi-square tests, and Likert scales to measure employee stress levels and its effect on productivity, decision making, absenteeism, and mental well-being. We discovered job stress, mostly caused due to workload, role ambiguity, and time pressure, determines a decrease in employee outputs and cohesion in the organization. Of the population sampled 63% reported occasion stress, 39% have decreased productivity due stress, and 63% have taken leave due to stress. Further to this basic analysis we found employing stress management training positively influenced performance. This research demonstrated the need to implement purposeful organized support systems and stress reduction strategies thus improving both employee and organizational performance outcomes in the agricultural manufacturing industry.

Keywords: Job stress, Employee performance, Work-life balance, Agro-manufacturing, Stress management, Bull Agro, Coimbatore.

Introduction

Stress is probably a universal factor and people at every level face it. The employee that works in multiple organizations will deal with stress. These - stressors - culminate in the decline of organizational performance overall due to declines in the employee's performance overall, declines in labor quality, high turnover rates, and absenteeism. Stress also produces health issues such as anxiety, depression, headaches and back pain. The research into organizational work stress (WS) in the corporate sector, assumes that a greater ability to manage work stress is positively related to better performance of an employee, which would highlight the importance of WS as a variable with strong implications for both employee's work performance and the performance of the employee as a whole entity. Performance is important in determining organizational survival and ultimately, how well an organization may do in the current business climate. Stress is probably a universal factor and people at every level face it. The employee that works in multiple organizations will deal with stress. These - stressors - culminate in the decline of organizational performance overall due to declines in the employee's performance overall, declines in labor quality, high turnover rates, and absenteeism. Stress also produces health issues such as anxiety, depression, headaches and back pain. The research into organizational work stress (WS) in the corporate sector, assumes that a greater ability to manage work stress is positively related to better performance of an employee, which would highlight the importance of WS as a variable with strong implications for both employee's work performance and the performance of the employee as a whole entity. Performance is important in determining organizational survival and ultimately, how well an organization may do in the current business climate.

Statement of the Problem

Workplace stress has become a commonplace issue for organizations around the world, as great stresses can detrimentally affect employee health and performance. For many organizations it has been a fact of life for employees to have to cope with many demands of their work that can be unreasonable in terms of magnitude and consequences, and they are expected to be able to manage those demands. Under pressure when employees are faced with excessive and unrealistic demands, frequently they experience chronic stress. Chronic stress can mean employees are experiencing burnt out, using absenteeism as coping strategies, or in many cases are becoming increasingly ineffective or satisfied with their jobs, or having diminished moral. Motivation may be uncertain and unstable, and all of these factors could conspire to further affect the employee's performance and utilization of his or her potential. Organizations may be aware of all of these factors but feel overwhelmed in trying to measure workplace stress or productivity on employee performance. Therefore, the purpose of this research project will inquire into workplace stress and the implications of it on employee productivity in [Company Name]. This project will explore areas such as workplace stress, perceived stress, workplace environment and various performance outcomes.

Objectives

- To analyze workload affects employee stress levels.
- To assess how work-life balance of impacts stress and productivity
- To study the relationship between workplace environment and stress

- To assess the effectiveness of current stress management

Scope

Understand and define what constitutes workplace stress of bull agro. Common sources include high workloads, long hours, poor management practices, lack of support, and interpersonal conflicts. Acute stress (short-term, typically related to specific tasks or deadlines) and chronic stress (long-term, often due to ongoing poor working conditions). Workplace stress and productivity are dynamic; therefore, it's important to continuously monitor stress levels and productivity over time to understand long-term effects and make ongoing adjustments. By conducting a detailed study incorporating these steps, you'll be able to provide actionable insights into how stress impacts employee productivity in bull agro targeted strategies for improvement.

Research Methodology

The research methodology is the overall plan for finishing a research project. It involves all the procedures on data collection and analysis together with the theoretical framework guiding the study. The defined research methodology is thus essential to the completion of the research process, making it rigorous, reliable, and valid.

5.1 Research Design

- **Sampling Size:** 120 respondents
- **Sampling Technique:** Random Sampling Technique
- **Statistical Tools used:** Percentage Analysis, Chi Square Test.
- **Primary Data:** Collected 120 respondents through the questionnaire
- **Secondary Data:** Journals, books and websites

6. Limitations

- The study is limited to Coimbatore district, and therefore the study cannot be extended to other areas.
- The sample size is limited to 120 respondents.
- The study is purely based on the opinion of the students

Review of Literature

Muhammad Ehsan .et.al(2003) aimed to examine the effect of work stress on employee productivity in the banking sector of Faisalabad, Pakistan. The study surveyed 50 banking employees using a questionnaire to gather data. The study found a significant negative correlation between work stress and employee productivity. The study also examined specific factors contributing to work stress including work overload, role conflict, and role ambiguity. The paper concluded that the banking sector needs to address work stress issues by implementing effective stress management programs and promoting a healthy work environment.

Subha intiaz et.al. (2 003) examines the impact of stress on employee productivity, performance, and turnover. Stress is a universal element that affects individuals from all walks of life, and employers today are increasingly aware of the importance of managing stress to ensure optimal organizational performance. The main objective of the study is to investigate how stress affects employee performance, the role of management in addressing stress, and the consequences of high stress levels in organizations.

Garimar mathur.et.al.(2007) stated investigates the relationship between stress and job performance in manufacturing organizations. The researchers reviewed existing literature on stress and job performance, highlighting factors such as organizational culture, role ambiguity, and role conflict as contributing to stress. They utilized a survey questionnaire with 110 participants from four manufacturing organizations in Gwalior, India. The data was analyzed using factor analysis and regression analysis. The study concluded that stress has a positive impact on job performance, with employees demonstrating improved performance as their levels increased. The findings indicate that the presence of stress, while generally perceived as negative, can motivate employees to achieve better results.

Ashfaq ahamed et .al.(2013) 5examines the impact of social media on mental health among adolescents. The major objective is to understand the correlation between social media usage and psychological well-being. A mixed-methods research methodology was employed, involving a sample size of 500 adolescents, utilizing surveys and interviews as data collection tools. Findings indicate a significant relationship between excessive social media use and increased levels of anxiety and depression. Kamalakumati et.al.(2013) aimed to understand the relationship between stress and performance of Commercial Bank PLC employees in the Eastern Province of Sri Lanka. The researchers focused on identifying the impact of job-related stress, organizational-related stress, and individual-related stress on performance. The study involved 88 employees and employed a questionnaire to collect data on stress levels and performance. Descriptive analysis, correlation techniques, and regression analysis were used to analyse the data.

Kotteswari et.al.(2014) focuses on the effects of stress on employee productivity in the service industry. The authors explored the various factors that contribute to stress, including excessive workload, family issues, and work-life imbalance. The study highlighted the importance of adequate training, counseling, and reward systems in mitigating employee stress. The authors emphasize the need for proper administrative support and effective employee stress management strategies to improve overall performance and profit.

Prakash et.al.(2015) explores the nature of work stress among employees in various industries. The study examines different perspectives on work stress, including its causes, effects, and potential solutions. The main goal of this review is to synthesize existing research on work stress, focusing on its origins,

manifestations, and strategies for mitigation. The review draws on a diverse range of studies conducted in various settings, employing various methodologies like questionnaires, interviews, and statistical analysis.

KDV Prasad.et.al.(2015)examined the effect of stress on employees' performance in an international agricultural research institute in Hyderabad, India. The study was conducted on a sample of 200 employees through a questionnaire. It focused on job-related, organizational related, individual-related and physiological stress factors and their impact on performance.The study found that job related stress was the most significant factor influencing performance. The researchers concluded that occupational stress has a moderate impact on employees' performance, with job security being a key factor. The study recommends that the institute implement strategies to manage stress such as implementing flexible work hours and incorporating employee participation in decision-making.

Sharmilee Bala murali et.al.(2017) explores the causes of employee absenteeism in the garment industry. It investigates the impact of various factors on absenteeism, including working environment, organizational culture, compensation, and employee satisfaction. The study involved a sample of 164 employees, analysing their responses through a questionnaire. The study found that the primary drivers of absenteeism were low wages, inadequate profit sharing, and poor relationships with supervisors. Other factors included working conditions, organizational support, and job satisfaction.

Naser haboubi et.al.(2017) investigates the causes and effects of stress among employees in an international agricultural research institute. Occupational stress is a concern in many organizations, impacting employee performance, productivity, and overall wellbeing.The main objective of this study was to identify the causes of stress among employees and evaluate its impact on performance at the workplace. A structured questionnaire was distributed to 232 employees, with data from 200 respondents used for analysis. The questionnaire measured stress levels across five dimensions: job related, organizational related, individual related, physiological, and performance

Wilford mamwanza (2017)6 aimed to assess the effects of work-related stress on employee productivity in Zimbabwe. The study's main objective was to evaluate stress and its effect on employee productivity and managerial responsibility in companies in Zimbabwe. The research design was a descriptive survey that involved a sample of 200 employees from various companies in Bulawayo, Zimbabwe. The study used a questionnaire to collect data from respondents on various stress factors and their impact on productivity. The results revealed that work-related stress is a significant issue in Zimbabwe, and factors such as perennial economic crisis, lack of support, and poor planning are the most prevalent sources of stress.

Analysis and Interpretation

8.1 Simple Percentage Analysis

Simple percentage analysis is a statistical tool used to analyze and interpret data in terms of percentages. It aids in comprehending the allocation and ratio of various categories within a dataset.

Table 1: Simple Percentage Analysis

FACTORS	CATEGORIES	FREQUENCY	PERCENTAGE
Age	1 year	38	32
	2-3 years	45	37
	4-5 years	20	17
	Move 5 years	17	14
	Total	120	100
Department of the Respondent	HR	60	50
	Finance	25	21
	Marketing	35	29
	Total	120	100
How Work Place Effect the Mental Health	Never	45	37
	Others	75	63
	Total	120	100
Level of Stress	Very low	2	1
	Low	15	13
	Moderate	20	17
	High	55	46
	Very high	28	23
	Total	120	100
Feel that your Work Place Provides	Never	14	12
	Often	25	21
	Always	81	67
	Total	120	100

Work Place Stress Impact	Increase productivity	25	21
	Has no impact	37	9
	Slightly decreases productivity	47	39
	Significantly decreases productivity	11	31
	Total	120	100
Stress Related Issue	Yes	75	63
	No	45	37
	Total	120	100
Gender	Male	80	67
	Female	40	33
	Total	120	100
Improving workplace stress management	Yes	80	66
	No	15	13
	Not sure	25	21
	Total	120	100
Areas of High Level Stress	Focus and concentration	25	21
	Decision -making	35	29
	Meeting deadlines	15	13
	Quality of work	23	19
	Creativity and problem -solving	12	10
	Client -facing responsibility	10	8
	Total	120	100

(Source: Primary data)

Majority of the 46% of the respondents are said 26-35. ' Majority of the 37% of the respondents are said 2-3 years. ' Majority of the 50% of the respondents are said HR. ' Majority of the 63% of the respondents are said often stress at work. ' Majority of the 46% of the respondents are said high. ' Majority of the 67% of the respondents are said always. ' Majority of the 39% of the respondents are said Slightly decreases productivity. ' Majority of the 63% of the respondents are said yes have taken leave or missed work due to stress related issue. ' Majority of the 80% of the respondents are said male. ' Majority of the 66% of the respondents are said yes feel that improving workplace stress management would enhance your productivity.

Chi square Analysis

Hypothesis

Null hypothesis (H0): There is no significant difference between experience stress at work and long working in this company. Alternative hypothesis (H1): There is a significant difference between experience stress at work and long working in this company.

Expirence at stress	Long working in this company				
	1 year	2-3 years	4-5 years	More than 5 year	Total
Never	28	15	6	7	56
Often	25	10	27	2	64
Total	53	25	33	9	120

Significant = $P \leq 0.05$, Not Significant = $P > 0.05$ Interpretation According to the Chi-square table the $X^2 = 2.440$, a degree of freedom is 3 and 'p' value is 0.486. Here, the 'p' value is greater than 0.05 ($0.486 > 0.05$). So the H0 is rejected and the H1 is accepted. Hence there is a significant difference between experience stress at work and long working in this company.

Findings

- Majority of the 46% of the respondents are said 26-35.
- Majority of the 37% of the respondents are said 2-3 years.
- Majority of the 50% of the respondents are said HR.
- Majority of the 63% of the respondents are said often stress at work.

- Majority of the 46% of the respondents are said high.
- Majority of the 67% of the respondents are said always.
- Majority of the 39% of the respondents are said Slightly decreases productivity.
- Majority of the 63% of the respondents are said yes have taken leave or missed work due to stress related issue.
- Majority of the 80% of the respondents are said male.
- Majority of the 66% of the respondents are said yes feel that improving workplace stress management would enhance your productivity.

Suggestions

- Job and working condition change at such quick speed, consequently goes along the contemporary difficulties looked by the greater part of us. The examination has gotten the accompanying ends from the discoveries. That time pressing factor and job uncertainty impacts representative execution.
- It is consequently, appeared to be that representatives go through occupation stress when they are pushed-right-to the divider and constrained to finish their errand inside an absurd time gave by their managers' or bosses.
- In actuality, representatives' find for inconvenience when they continue to postpone their remaining burden and have it done on the last possible moment, subsequently the pressure is self-delivered.

Conclusion

The different variables of time pressure impacting position pressure and representative execution are; it is demonstrated that because of time pressure it influences workers' efficiency adversely concurred. Henceforth the overview was shaped dependent on the reactions obviously showed that workers had positive critical impact on time pressing factor and job vagueness. In spite of representatives' work for extended periods of time and with nonappearance of inspirational components didn't appeared to impact representatives' much the manner in which it has been for the other two factors. It is likewise suggested that future analysts could additionally investigate this exploration on a more extensive information and find different factors that impacts representative execution that would empower to give a superior logical outcome. Future investigations could investigate other free factors that influence worker execution and profitability representatives.

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