

## Work Stress and Employee Performance: Analysis of Work Stress and its Implication on Employee Performance

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### ABSTRACT

Stress may be a universal element and individuals in every walk of life should face it. The employee working in several organizations should cater to stress. These stresses result in decreased organizational performance, decreased employees' overall performance, and decreased quality of labor, high staff turnover, and absenteeism. It also causes health problems like anxiety, depression, headache and backache. The emphasis on management of work stress (WS) in the corporate world assumes that the ability to manage work stress is associated with enhanced employee performance which suggests that WS is a vital tool having sturdy and significant impact on both employee's employee performance and overall employee performance. Performance is important as it determines the survival of the organization and it also reflects how the organization can cope in today's challenging business environment. Work stress has been measured in relation to three main dimensions of job performance: task performance, contextual performance, and counterproductive work behaviour during this study. The target of the study is to explore and examine the factors that play a crucial role in creating stress among employees. And eventually, to know the impact of stress on employee performance **Design/Approach-** A total of 123 responses were collected for both the variables: work stress, and employee performance, from Ahmedabad district. Employees from the age group 25-50 were taken. Employees were informed about the purpose of the study and prior consent was taken. The results show that work stress in employees significantly decreases their performance. **Rational-** The research on work stress and employee performance is based on the recognition that work-related stress is a prevalent problem in many industries and can have a negative impact on employee well-being and organizational outcomes. Studies have shown that high levels of work stress can lead to decreased job satisfaction, increased absenteeism, decreased productivity, and increased turnover rates. Additionally, work stress can also lead to adverse health effects, such as anxiety, depression, and cardiovascular disease. Therefore, understanding the relationship between work stress and employee performance is crucial for organizations to develop strategies to manage stress and improve employee well-being and organizational outcomes. Through research, we can identify the causes and effects of work stress and develop effective interventions to mitigate the negative impact of stress on employee performance.

**Keywords:** *Work Stress, Employee Performance*

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**S**tress is an adaptive reaction to a circumstance that is viewed as difficult or dangerous to one's health. Today's society has made stress a global phenomenon that manifests itself in different ways at every place of employment. In the modern workplace, employees typically put in longer hours because of the increased responsibility levels that force them to work harder to achieve rising standards of work performance. People must deal with stress in practically every part of their lives because it is a common component of all types of work. Stress has been defined in different ways over the years. McGrath, (1976) defined job stress as “a condition within which employees are needed to satisfy the duties that exceed the person’s ability, and also the resources which are required to perform these duties, under true where there's a huge difference between rewards and demand for fulfilling the duties.” Although stress includes both good and bad aspects it's not necessarily bad. Stress ends up in decreasing employee overall performance, high error rate and poor quality of labor, high staff turnover, and absenteeism because of health problems like anxiety, work-life imbalance, depression, and other styles of ailments like frequent headache; obesity and cardiac arrests. Work stress is the response people may have when presented with work demands and pressures that don't seem to be matched to their knowledge, talents and which challenge their ability to cope.

The organization typically has requirements or criteria that have been defined and that all employees must meet in terms of performance. Management in the company uses a number of criteria as a guide when establishing work standards. These criteria include work results, work knowledge, mental agility initiatives, attitude and discipline of time and attendance rate. Employee performance is the outcome of the work done by employees in completing tasks allocated to them based on experience, talents, and seriousness of time. Employee performance is very important in the company to achieve its goals, so various efforts are made to improve it (Ahmad et al. 2018). An employee is said to have achievements in work, if the workload set is achieved or if the realization of results is higher than that set by the company. This condition is called the best category employee achievement. Demands that are not able to be controlled by each employee will cause tension within the employee and if it cannot be overcome then the employee will experience stress.

Michac (1997) specified causes of stress as follows: poor time management, unclear job descriptions, feelings of inadequacy and insecurity, inability to get things done, lack of communication, bad personal relationships, quality and complexity of tasks. In the same breadth, Dean (2002) viewed stress-related illnesses as the leading cause for low performance levels in the workplace. Immense pressure at work has led to stress, which made it the number one factor causing illness. Michac (1997) outlined reasons for low performance as follows; poor training in the company, machine break downs, non-established performance standards, lack of planning and motivation, change, poor atmosphere and environment, inadequate communication at many levels, non-identification with company goals.

Stress is an inevitable part of our lives, and work-related stress is becoming increasingly prevalent in today's fast-paced and competitive work environment. With the rise of technology and globalization, employees are often required to work longer hours, meet tighter deadlines, and handle more complex tasks, which can lead to high levels of stress. Work stress not only affects the health and well-being of employees but can also have a significant impact on their performance and productivity at work. This research paper aims to explore the relationship between work stress and employee performance, examining the

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various factors that contribute to work stress and their impact on employee performance. The findings of this study may provide valuable insights for employers and policymakers to develop effective strategies for managing work stress and improving employee performance, ultimately leading to a healthier and more productive workforce.

**Background of the study-**The impact of work stress on employee performance is a topic of significant concern for organizations today. Work stress is a common phenomenon in the workplace, and it can result from various factors such as workload, job demands, interpersonal conflicts, and organizational changes. Work stress can have both positive and negative effects on employee performance. Work stress has been measured in relation to three main dimensions of job performance: task performance, contextual performance, and counterproductive work behaviour during this study. The purpose of this research paper is to investigate the impact of work stress on employee performance.

**Problem statement-** Work stress not only affects the health and well-being of employees but can also have a significant impact on their performance and productivity at work. This research determines the nature and scope of work stress and its impact on employee performance. To identify whether work stress impacts employee performance. If so, to what extent does it contribute to this, and if it does so positively or negatively.

**Objective-**The main objective of this research will be to study the effects of job stress on employee's performance.

However, the research has the following specific objective which is to:

To investigate the relationship between work stress and employee performance

To identify the effect work stress has on the performance of employees.

**Hypothesis-**The hypotheses in this study are:

H0: There is no effect of work stress on the work performance of employees.

H1: work stress has a negative impact on work performance of employees.

### **RESEARCH METHODOLOGY**

The research has analyzed past literature and studies on connection between work stress and employee performance to create a model that explains the factors of employee performance that are impacted due to work stress. The correlation research design has also been used to find an association between work stress and employee performance. Structured and standardized questionnaires were distributed to the employees of various organizations in Ahmedabad through online and offline format. A total of 123 responses was collected.

**Sample Design** -The present study was conducted on employees who are a part of any Organization/ company in Ahmedabad. The sample was classified based on snow ball and convenience sampling. The total sample consists of 123 individuals with 50.4% gender representation in Female, and 49.6% gender representation in male. Categorization of the sample will be done based on age and gender but it can be further classified into other demographic categories.

For the purpose of this study, The Individual Work Performance Questionnaire (Koopmans, 2015) and the The Workplace Stress Scale™ was administered on the employees. The objective of the test was well explained to the subjects before administration.

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### ***METHODOLOGY***

#### ***Description of the Tool***

Two different questionnaires were used to measure Work stress, and employee performance. The Workplace Stress Scale™ is an 8 item scale developed in using a 5-point rating scale. It is a paper- pencil questionnaire which can also be performed online using a google form. The first page of the questionnaire provides, the consent form, purposes of the study, procedure and the risk and benefits of the study. The second page records personal details of the subject (age, name, gender). The third page of the questionnaire accounts the instructions which the subject needs to follow and the items.

The Individual Work Performance Questionnaire (Koopmans, 2015) is an 18-item scale developed in The Netherlands to measure the three main dimensions of job performance: task performance, contextual performance, and counterproductive work behavior. All items have a recall period of three months and a 5-point rating scale

#### ***Appropriate Population***

The employees were selected from ages 25-50 categorised as working force`. Subjects unwilling or unable to adequately complete this instrument should not be administered through this test. The respondent should possess adequate reading comprehension of the English language. In special cases where the subject is not able to read and/or write adequately, the sentences completion forms may be administered orally.

#### ***Administration-***

***Directions-***This test consists of filling out a questionnaire with 26 questions and every question needs to be answered honestly after reading attentively. The test administrator needs to ensure that no question was left by the subject on the paper pencil test and that the instructions are clear to the subject (which is made sure on the online version of the test as well). Only one individual at a time can fill this form. The environment during answering the test should be stress- free, without distractions, calm and peaceful.

The materials required for taking the tests are the questionnaire, a pen or pencil and a flat surface on which the subject can write. If performed on a smart device with internet and valid email id.

#### ***Instructions***

Provide each participant with the work stress and employee performance questionnaire and instruct the subjects the following: "The purpose of this study is to examine the impact of work stress on employee performance and to scales the correlation between specific influences. Please fill in all the details asked on the first page and then read the given instructions carefully. If you are willingly taking these tests fill in the consent form or else, you are free to withdraw as a part of the study. If you have any questions as to what you are supposed to do, please feel free to ask." Provide further clarification of instructions when personally asked.

## **LITERATURE REVIEW**

The study "*Work Stress and Employee Performance: An Assessment of Impact of Work Stress*" explores the connection between work stress and employee performance, making it a pertinent and significant topic in organisational psychology. The study investigates how workplace stress affects employee performance and what steps can be taken to lessen the

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damaging effects of workplace stress on workers. For instance, work stress can result in burnout, lower job satisfaction, and lower employee engagement, all of which can have a detrimental impact on performance, according to a 2013 study by McShane and Glinow. The study also identifies a number of elements that can increase work stress, such as workload, demands of the job, job insecurity, and a lack of control. Each of these elements has the potential to significantly affect employee well-being and cause stress at work. The study makes numerous recommendations for treatments to lessen the detrimental effects of job stress on employee performance, including fostering social support, increasing employee involvement in decision-making, and enhancing work-life balance. These strategies have been proven to be successful in lowering workplace stress and raising employee productivity. The study "Work Stress and Employee Performance: An Assessment of Impact of Work Stress" concludes by offering a thorough analysis of the research on work stress and its effects on employee performance. The study emphasises the significance of treating workplace stress and offers a number of measures that can lessen the detrimental effects it has on workers. The work makes a significant addition to organisational psychology as a whole and has applications for managers and organisations.

Given that it analyses the connection between stress and employee performance, the study "*Stress and Its Impact on Employee Performance*" addresses a contemporary and important issue in organisational psychology. The study investigates the numerous sources of stress that workers experience at work and how stress can impair worker performance. The study expands on earlier research that has demonstrated that stress can significantly affect worker performance. For instance, a study by Salleh (2008) discovered that stress can result in physical and psychological symptoms like exhaustion, irritation, and anxiety, all of which can have a detrimental effect on work performance. The workload, job uncertainty, loss of control, and interpersonal problems are just a few of the factors that the report emphasises as contributors of stress at work. These stressors can result in employee disengagement, burnout, and lower job satisfaction, all of which have a detrimental impact on productivity. The study proposes a number of treatments, such as offering social support, encouraging employee involvement in decision-making, and promoting work-life balance, to lessen the adverse effects of stress on employee performance. These strategies have been proven to be successful in lowering stress and enhancing worker performance. In conclusion, the essay "*Stress and Its Impact on Employee Performance*" offers a thorough analysis of the research on stress and how it affects worker productivity.

The study "*Effects of Job Stress on Employee's Performance*" investigates the effects of job stress on employee performance, which is a significant and current topic in organisational psychology. According to research, occupational stress can have a negative effect on an employee's performance, resulting in lower job satisfaction, less productivity, and higher absenteeism and turnover. Workload, job insecurity, a lack of control, and interpersonal difficulties are some factors that contribute to workplace stress. Interventions include offering social support, fostering employee involvement in decision-making, and promoting work-life balance have been demonstrated to be beneficial in reducing the harmful effects of job stress. Organisations must comprehend how job stress affects employee performance if they want to sustain employee wellbeing and foster a positive work environment.

"*Impact of Job Related Stress on Employee Performance: A Review and Research Agenda.*" The report offers a thorough analysis of the research on the effects of work-related stress on worker performance. Given the enormous negative effects that job stress can have on both

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employee well-being and organisational outcomes, the authors emphasise the significance of studying this subject. The study expands on prior research that has demonstrated how workplace stress can result in detrimental effects like burnout, poor job satisfaction, and decreased productivity. Workload, job uncertainty, a lack of control over one's situation, and strained interpersonal ties with coworkers and superiors are only a few of the sources of work-related stress mentioned by the writers. According to the authors, companies can reduce the detrimental effects of work-related stress on employee performance by implementing a variety of interventions, such as supplying social support, encouraging work-life balance, and providing training courses to assist employees in learning coping mechanisms. The report also identifies many areas for additional investigation as well as research gaps. The authors advise future research to look into how personality factors, for instance, may play a part in the relationship between job-related stress and worker performance. They also recommend that future research examine the effects of various treatments on worker performance.

An extensive assessment of the research on the effects of job stress on employee performance is given in the article "*Impact of Job Stress on Employee Performance*" that was published in the International Journal of Accounting and Business Management. The study draws attention to the detrimental effects of workplace stress on workers' health and organisational outcomes, such as burnout, lower job satisfaction, and decreased productivity. Workload, job uncertainty, a lack of control, and strained interpersonal ties with coworkers and managers are some of the factors that contribute to workplace stress. Giving social support, encouraging work-life balance, and giving training programmes to assist employees in developing coping mechanisms are just a few of the measures the authors recommend that organisations might use to lessen the detrimental effects of workplace stress on employee performance. By combining the relevant literature, the study makes a significant contribution to the subject of organisational psychology.

A thorough assessment of the literature on the effect of work stress on employee productivity in the banking sector of Faisalabad, Pakistan is given in the study "*The Impact of Work Stress on Employee Productivity: Based in the Banking Sector of Faisalabad, Pakistan*". According to the study, workplace stress can have a negative impact on employee productivity by leading to burnout, absenteeism, and a decrease in job satisfaction. Workload, job uncertainty, a lack of control, and strained interpersonal ties with coworkers and managers are some of the causes of workplace stress. According to the authors, businesses may assist employees build coping mechanisms by delivering training programmes and other interventions like social support, work-life balance initiatives, and promotion of these initiatives. The report offers useful advice on how to foster a positive work environment, preserve employees' well-being, and increase productivity for businesses in Pakistan's banking industry in Faisalabad.

"*The workplace is potentially a very important source of stress for bankers,*" claimed Khan (2011). Thanks to how much time they spend at their individual banks. Those stresses frequently cause a decline in performance. Therefore, given the current situation, a person's occupation may very well be a big source of stress. Burnout occurs when people experience stress as a result of numerous work-related conditions yet fail to manage it. In the banking industry, stress is mostly brought on by a lack of administrative support from the boss (manager), work overload and time constraints, the riskiness of the job, poor relationships with customers and coworkers, and an imbalance between work and family (Bamba, 2016).

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According to *Kaur & Gautam (2016)*, among the top 10 most stressful workplaces in India are banks. This book is an attempt to assess the need for stress management programmes due to the growing risks of stress, during which it is challenging for an employee to think clearly. It also implies that in order to maximise profit and foster employee satisfaction, an organisation should be aware of the proportion of funds it should devote to stress management initiatives. In a similar vein, *Levner et al. (1994)* discovered a bad correlation between employee performance and exposure to high demand and little control at work. They also mentioned how social support at work has a favourable impact on employees' performance by lowering stress. *Silva et al. (2012)* discovered that personnel in the financial services industry who were under a lot of stress performed poorly.

*Rusli and Edimansyah (2008)* investigated occupational stress and performance using structural equation modelling. Stress has a direct impact on both the quality of one's job and personal life, and poor health has a negative impact on an employee's performance. According to *Tobiasz - Adamczyk & Brzyski's (2005)* research, how employees perceive their working conditions affects how stressed out they are as they get older. While earlier studies and research have focused on workers in a variety of industries, this study is specifically concerned with the Kathmandu valley economy. After reviewing literature on work stress and employee performance, it was discovered that the Kathmandu Valley's banking industry has been the subject of relatively few studies. This study intends to analyse factors affecting work stress among banking employees and the relationship between such stress and job performance in order to close the knowledge gap. The moderating role that gender plays in this study is also examined.

<b>Work Stress</b>	According to <i>Mangkunegara (2011)</i> work stress is a feeling of pressure experienced by employees in dealing with work. This work stress can be seen from the symptoms, including unstable emotions, feelings of restlessness, like being alone, having trouble sleeping, smoking excessively, not being able to relax, being anxious, tense, nervous, increasing blood pressure, and experiencing indigestion. According to <i>Davis &amp; Newstrom (2008)</i> stress is a condition of tension that affects a person's emotions, thought processes, and physical condition. Stress that is too heavy can threaten a person's ability to deal with the environment. Stress is a general term applied to the feelings of stress in human life. As a result, employees develop various stress symptoms that can interfere with their work performance. People who experience stress can become nervous and feel chronic worries. They often become irritable and unable to relax, or show an uncooperative attitude, or flee to alcohol, or even overuse of narcotics.
<b>Factors That Cause Work Stress</b>	According to <i>Davis &amp; Newstrom</i> , conditions that tend to cause stress are called stressors, usually employees experience stress due to a combination of stressors. The main sources of employee stress are divided between organizational and non-work environmental factors. According to <i>Mangkunegara (2011)</i> the causes of work stress: The workload is too heavy, Urgent working time, Low quality of work supervision, Unhealthy work climate, Inadequate work authority related to responsibilities, Work conflict and The difference in value between employees and leaders who are frustrated at work. According to <i>Anoraga (2011:109)</i> there are two factors main directly related to stress, namely changes in environment and the man himself. When changes in the environment have become so fast and vicious, so that a person feels overwhelmed to face or adapt himself to these changes.

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<b>Work performance</b>	According to Mangkunegara (2009) work performance can be defined as the result of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him (Mangkunegara 2009:67). Meanwhile, according to Sutrisno (2009:151) work performance is the result of work that has been achieved by someone from his work behavior in carrying out work activities. From the definition of work performance according to the experts above, it can be concluded that work performance is the result of the work of a person or employee in carrying out the tasks assigned to him in accordance with his responsibilities and roles based on skills, experience and sincerity as well as time accompanied by quality and quantity according to the rules laid down. apply
<b>The Effect of Job Stress on Employee Performance</b>	According to Davis & Newstrom (2008) stress can help or damage work performance, depending on how big the stress level is. If there is no stress, there is also no work challenge and work performance tends to decrease. In line with increasing stress, work performance tends to increase, because stress helps employees to direct all resources in meeting work needs. If a healthy stimulus prompts employees to respond to job challenges, stress eventually reaches a steady point that roughly matches the employee's performance abilities. At this point the additional stress will be less likely to result in improved job performance. Furthermore, according to Davis & Newstrom (2008) explains that if the stress becomes too great, work performance will begin to decline, because stress interferes with the implementation of work. Employees lose the ability to control them, become incapable of making decisions, and their behavior becomes erratic. The most extreme consequences are zero work performance, employees experience disturbances, become sick and can no longer work, despair, leave or refuse to work to avoid stress (Davis & Newstrom 2008).

### ***DATA ANALYSIS- DESCRIPTIVE STATISTICS OF WORK STRESS-***

<b><i>DESCRIPTIVE STATISTICS</i></b>
<b>Total-</b> 2842
<b>Mean-</b> 23.10569106
<b>Median-</b> 24
<b>Mode-</b> 27
<b>Standard Deviation-</b> 3.889483526

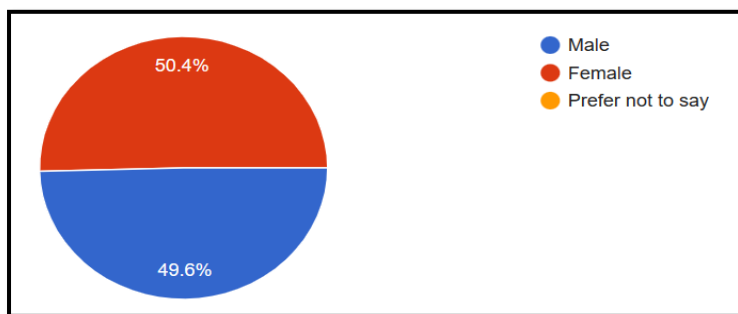
### ***DESCRIPTIVE STATISTICS OF EMPLOYEE PERFORMANCE***

<b><i>DESCRIPTIVE STATISTICS</i></b>
<b>Total-</b> 6776
<b>Mean-</b> 55.08943089
<b>Median-</b> 55
<b>Mode-</b> 61
<b>Standard Deviation-</b> 9.020021564

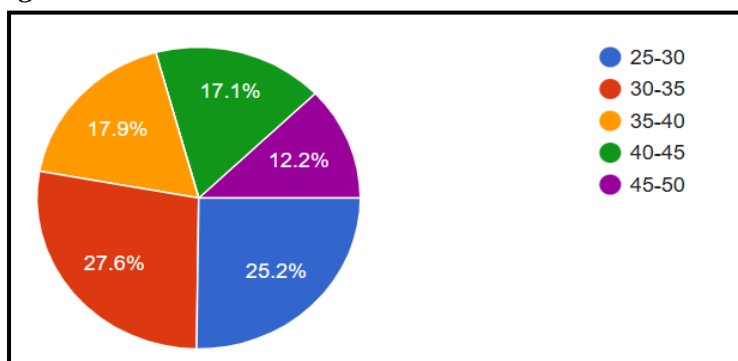


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**Gender – Pie chart**

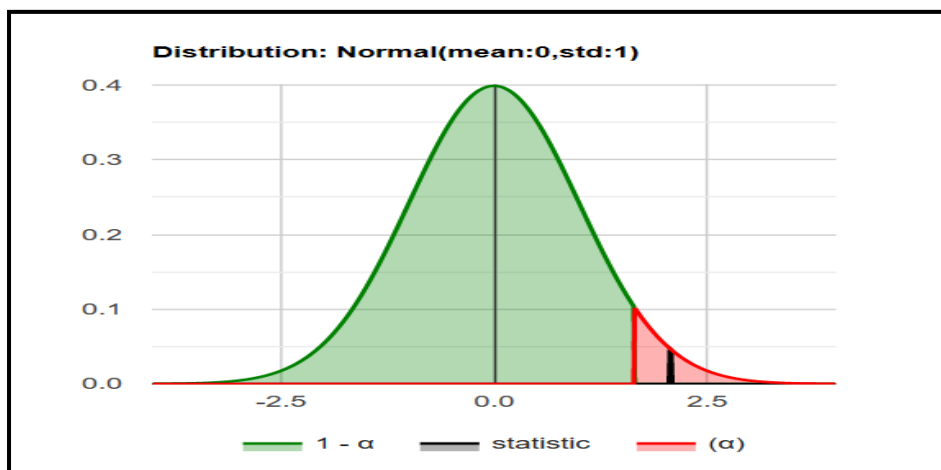


**Age- Pie Chart**



### **SHAPIRO WILK TEST- Measuring Work Stress**

<b>PARAMETERS</b>	<b>VALUE</b>
P- value	0.0189
W	0.9743
Sample Size (n)	123
Average (x)	23.1057
Median	24
Sample standard deviations	3.8895
Sums of squares	1845.626
B	42.4054
Skewness	-0.3597



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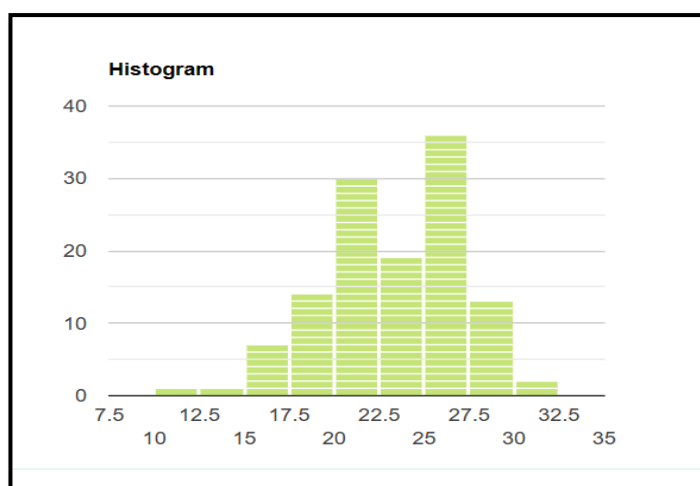
### *H<sub>0</sub> hypothesis:*

Since  $p\text{-value} < \alpha$ , we reject the  $H_0$ . It is assumed that the data is not normally distributed. In other words, the difference between the data sample and the normal distribution is big enough to be statistically significant.

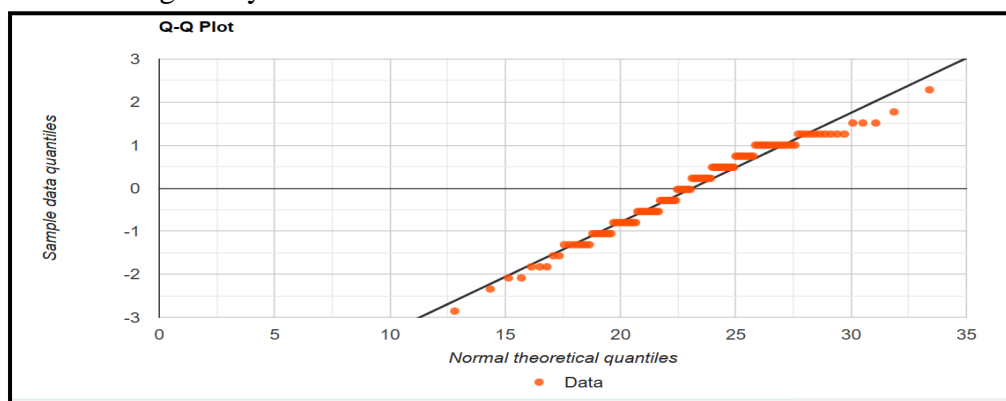
*P-value:* The p-value equals **0.0189**, ( $P(x \leq 2.077) = 0.9811$ ). It means that the chance of type I error (rejecting a correct  $H_0$ ) is small: 0.0189 (1.89%). The smaller the p-value the more it supports  $H_1$ .

Test statistic: The test statistic **W** equals **0.9743**, which is not in the 95% region of acceptance: [0.9788: 1].

Effect size: The observed effect size **KS - D** is **small, 0.1015**. This indicates that the magnitude of the difference between the sample distribution and the normal distribution is small.



**Skewness** is a measure of the asymmetry of the probability distribution of a real-valued random variable about its mean. As seen, the left tail is longer; the mass of the distribution is concentrated on the right of the figure. The distribution is said to be *left-skewed*, *left-tailed*, or *skewed to the left*, despite the fact that the curve itself appears to be skewed or leaning to the right; *left* instead refers to the left tail being drawn out and, often, the mean being skewed to the left of a typical center of the data. A left-skewed distribution usually appears as a *right-leaning* curve. The mean is 23.10569106, while the median is 24, this shows the data is negatively skewed.



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### *Measuring Employee Performance -*

<i>PARAMETERS</i>	<i>VALUES</i>
P- value	0.1568
W	0.9841
Sample Size (n)	123
Average (x)	55.0894
Median	55
Sample standard deviations	9.02
Sums of squares	9926.0163
B	98.8318
Skewness	0.189

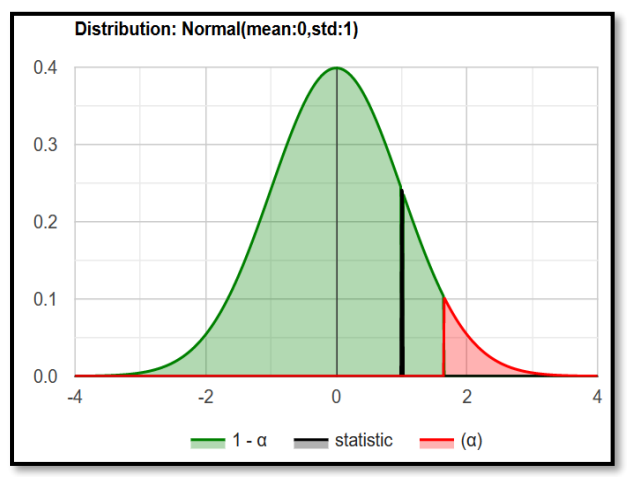
$H_0$  hypothesis: Since  $p\text{-value} > \alpha$ , we accept the  $H_0$ . It is assumed that the data is normally distributed. In other words, the difference between the data sample and the normal distribution is not big enough to be statistically significant. A non-significance result can not prove that  $H_0$  is correct, only that the null assumption can not be rejected.

P-value: The p-value equals **0.1568**, ( $P(x \leq 1.0075) = 0.8432$ ). It means that the chance of type I error, rejecting a correct  $H_0$ , is too high: 0.1568 (15.68%). The larger the p-value the more it supports  $H_0$ .

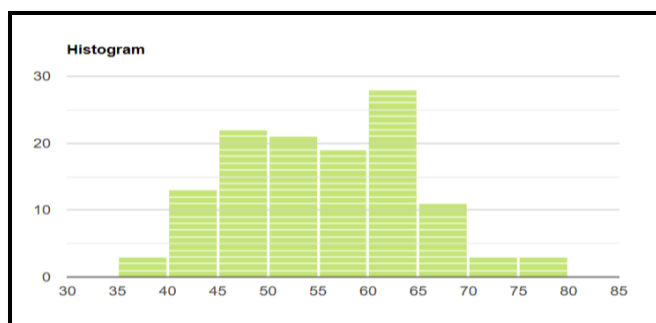
Test statistic: The test statistic **W** equals **0.9841**, which is in the 95% region of acceptance: [0.9788: 1]

Effect size: The observed effect size **KS - D** is **small, 0.07277**. This indicates that the magnitude of the difference between the sample distribution and the normal distribution is small.

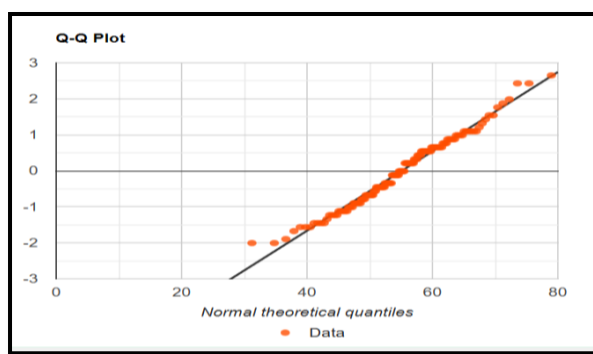
Since the null assumption cannot be rejected, you may ignore the effect size.



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As the mean 55.08943089, and the median is 55 meaning the data is nearly symmetrical. This means the tails on either side of the distribution are about equal. **The value of skewness is not exactly zero; it is nearly zero.**



### 4. Spearman's test

#### Result Details

X Ranks

Mean: 62

Standard Dev: 35.53

Y Ranks

Mean: 62

Standard Dev: 35.62

Combined

Covariance =  $-109385 / 122 = -896.6$

$R = -896.6 / (35.53 * 35.62) = -0.708$

$r_s = -0.70845$ ,  $p$  (2-tailed) = 0.

By normal standards, the association between the two variables would be considered statistically significant.

## **RESULTS AND DISCUSSIONS**

This study was conducted to explore the relationship between work stress and employee performance, examining the various factors that contribute to work stress and their impact on employee performance.

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In this research study, a sample of 126 participants were taken from 25-50 years old. The unwanted responses were removed and the data was calculated of 123 participants. The demographic is Urban Areas and is filled by both male and female participants. The major nationality on which the study was conducted is Indian, since the study focussed on the Indian Context. The questionnaire was filled by employees who a part of an organization. Non-Probability sampling (Convenient sampling and Snowball) technique was used to collect the data over a period of two weeks.

The main objective of conducting this study is to examine the influence of job stress on employee performance. Consequently, it has positively uncovered each working individual from lower to higher pay gainers to go through occupation stress that has incredible effect on the nature of occupation exhibitions as well as the personal satisfaction we drove too. Job and working condition change at such quick speed, consequently goes along the contemporary difficulties looked by the greater part of us.

The findings of this study may provide valuable insights for employers and policymakers to develop effective strategies for managing work stress and improving employee performance, ultimately leading to a healthier and more productive workforce.

Most of the respondents felt their stress level was severe and extremely few felt that their stress was extreme. Employees who felt an extreme level of stress might leave the positions they hold and people who responded to the moderate and severe level of stress might need higher stress tolerance capacity, or they may not have found the alternate job.

Co-relational analysis was performed on the quantitative data i.e the workplace stress questionnaire and the Individual Work Performance Questionnaire (Koopmans, 2015). Shapiro- Wilk test, and Spearmans Rho test was used. The review of literature shows that work stress decreases employee performance. The results from the research show the same results.

The co-relation between work stress and employee performance is (- 0.70845). This shows there is a moderate negative correlation.

The results show that the alternative hypotheses is accepted and null hypotheses is rejected.

- H0: There is no effect of work stress on the work performance of employees.
- H1: work stress has a negative impact on work performance of employees.

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