



EFFECTS OF STRESS ON THE PERFORMANCE OF EMPLOYEES

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Abstract

This abstract investigates the effects of stress on employees' work performance. The term "stress" refers to a term used to describe the effects of a chemical on a person. The purpose of this study is to demonstrate how stress impacts performance by reviewing existing literature and research. High levels of stress, according to the findings, might have a negative impact on employee performance, such as decreased output, poorer decision-making, more absenteeism, and higher turnover rates. Furthermore, stress can have long-term effects on employees' cognitive and reasoning abilities, as well as their emotional and physical health. The abstract proposes that employers prioritise stress management techniques such as implementing employee assistance programmes, encouraging work-life balance, and providing a supportive work environment in order to decrease the harmful impact of stress on employee performance. This article discusses the effects of stress on a person's health and well-being.

Introduction

Stress is a main issue that affects employees in many different businesses in today's fast-paced and competitive work environment. As organisations seek for increased productivity and efficiency, the health and performance of employees are critical factors that contribute to overall success. The term "stress" refers to the effects of stress on a person's capacity to do particular tasks. Stress is a mental and physical reaction to situations or events that people perceive as being too difficult or beyond their ability to cope. Workplace factors like as a high workload, tight schedules, disagreements with coworkers, and a lack of control or support can all contribute to it. Personal factors as well as external forces can all contribute to a person's stress level. The impact of stress on a company's bottom line is well-known. Excessive stress has been shown to have negative effects on a person's health. These effects include increased absenteeism as well as lower productivity and work quality. Employees may leave their jobs



more frequently and be less engaged and pleased at work if they experience chronic stress. The term "stress" refers to a scenario that has a detrimental impact on a person's health. Prolonged stress exposure can result in unfavourable physical and mental health outcomes such as anxiety, depression, burnout, and other stress-related diseases. These health issues not only affect the employees, but they also raise the price of health care for organisations. Given the importance of employee performance to an organization's success, employers must recognise and address the consequences of stress. By implementing effective stress management practises and creating a supportive work environment, organisations may assist employees in dealing with stress and improving their performance. This can be accomplished through employee assistance programmes, flexible work hours, stress management training, and developing a culture that promotes a healthy work-life balance.

Overtime Affect Employee Performance

Several factors can significantly influence employee performance within an organization.

Factors Affecting Employee Performance

Employees are more likely to be motivated and focused on achieving goals and performance requirements when they are explicit. Regular feedback and performance evaluations are also essential for directing employees and assisting them in determining what they do well and where they may improve. The work environment has a considerable impact on employee performance. Having joy while working is the best way to complete the task. An excellent performance environment is distinguished by aspects such as effective teamwork, communication, and achievement recognition. Materials and tools must be readily available. Employees must have access to the tools, technology, and expertise required to do their tasks effectively. The lack of a functional environment makes it impossible for the government to implement the law. Leadership and management practises have a substantial impact on employee performance. Starting a business with a solid foundation is the best option. External factors like as organisational policy, compensation and perks, and work-life balance programmes can all have an impact on employee performance. The right amount of awards and recognition, fair and competitive salary, and a decent work-life balance all have an impact on overall job performance and happiness. (Goswami, T. G,2015).



Need of the study

The study on the effects of stress on the performance of employees is essential for several reasons. Firstly, stress has become increasingly prevalent in today's workplaces, and its impact on employee performance can have significant consequences for both individuals and organizations. Understanding the specific effects of stress on performance is crucial for employers to develop effective strategies to mitigate its negative outcomes. High levels of stress can lead to decreased productivity, impaired decision-making abilities, increased absenteeism, and higher turnover rates. These consequences can result in financial losses, decreased employee morale, and a decline in overall organizational performance. By studying the effects of stress on employee performance, organizations can identify areas of improvement and implement targeted interventions to enhance employee well-being and productivity. Recognizing the detrimental impact of stress on employee health and well-being is essential. Prolonged exposure to stress can lead to physical and mental health issues, resulting in increased healthcare costs and decreased quality of life for employees. By conducting this study, organizations can gain insights into the relationship between stress and employee well-being, allowing them to develop holistic approaches that prioritize both performance and employee welfare. (Hunter, L.W et al,2007).

LITERATURE REVIEW

Daniel, C. O. (2019). This research investigates the effects of job stress on employee performance. Employee stress is a frequent concern in today's workplace, affecting both organisations and their employees. The purpose of this research is to look at the relationship between job stress and employee performance using both theoretical and real-world investigations. The findings reveal that job stress has a considerable impact on numerous aspects of employee performance. High levels of job stress have been associated to reduced productivity, difficulty making decisions, more time off work, and an increase in the number of employees leaving their positions. Furthermore, job stress has been associated to emotional tiredness, reduced job happiness, and lower employee engagement levels. These negative effects harm not only the employees, but also the organization's overall performance and



productivity. The abstract concludes that organisations should prioritise strategies to reduce job stress, such as establishing a balance between work and personal life, providing social support, and providing programmes to assist individuals deal with stress. Organisations can increase employee performance, well-being, and create a better work environment that supports success and productivity by addressing job stress.

Iskamto, D. (2021). Workplace stress has a substantial impact on employee performance. High levels of stress can make it difficult for employees to perform their duties effectively and efficiently. Employee performance can be impacted by stress in a variety of ways. One of the most serious consequences of stress is a drop in productivity. Stress can make it difficult to focus, stay on goal, and pay attention to details. This might lead to decreased productivity and lower work quality. Stress can impair cognitive abilities such as problem solving and decision making, both of which are required for excellent job performance. Another effect of stress is an increase in errors and blunders. As a result, they are more likely to have a good time in the future. This can have major consequences in industries where accuracy and precision are critical. People who are stressed are more likely to miss work and leave their jobs. The likelihood that a person may experience a loss of sleep due to a lack of sleep is increased by the presence of a stress-free environment. Organisations suffer greater expenditures as a result of decreased employee participation and the requirement to hire and train new employees.

Joy, A. J., & Kumar, G. G. S. (2018). This study, conducted in Kerala, India, investigates how job stress affects employee performance among software professionals. Job stress is a prevalent concern in the software industry due to factors such as high workload demands, short deadlines, and severe competition. The purpose of this research is to determine the relationship between job stress and employee performance and what factors may help to mitigate it. The optimal course of action was determined using the findings of a survey of software professionals in Kerala. The questionnaire measured job stress and employee performance using established scales. Statistical analysis approaches such as correlation and regression analysis were employed in order to analyse the data. The study's findings indicate a positive association between the study's findings and the survey's conclusions. The number of



times a person has held a position of responsibility and the amount of time they have spent in the field correlate.

Kotteeswari, M., & Sharief, S. T. (2014). This study investigates what happens when a corporation decides to outsource its operations to a third party. The term "soap" refers to a product or service. The objectives of this study are to identify potential mitigating factors and to investigate the effects of job stress on employee performance. A mixed-methods approach was adopted, which included both quantitative and qualitative data. BPO employees were given a survey to measure their job stress levels and employee performance. In-depth interviews were also conducted with several of the subjects in order to learn more about their opinions and lifestyles. According to preliminary findings, there is a negative relationship between job stress and employee performance in BPO firms. High levels of job stress were found to have a negative impact on employee performance, resulting in decreased productivity and job satisfaction.

Avey, J. B., Luthans, F., et al, (2012). The findings of this study had a significant impact on the lives of those who participated in it. According to the findings, employees with greater wisdom-related strengths are less stressed, implying that these strengths buffer people from the negative consequences of stress. This demonstrates that those who are skilled at critical thinking, problem solving, and viewing things from many perspectives are better equipped to deal with stress and difficult situations at work. The study discovered a correlation between wisdom-related strengths and the ability to be creative. Any company that wishes to flourish must be able to think creatively and attentively. The ability to think outside the box and solve problems is a skill that is used to solve problems. These findings highlight the importance of recognising and utilising employees' wisdom character strengths at work. Training and skill-development programmes, as well as supportive work environments, can assist firms in developing a culture that recognises and capitalises on these strengths. To make everyone's lives easier, it's critical to understand how the process works.

Goswami, T. G. (2015). According to the report, increased employee stress in the banking sector reduces productivity, increases errors, and decreases job satisfaction. The banking sector is extremely demanding, with tight deadlines, hefty workloads, and client pressure.

This adds to the stress that employees experience at work. These findings highlight the importance of dealing with job stress in the banking sector in order to improve employee performance and the company as a whole. Stress management courses, assistance with balancing work and life, a supportive work environment, and improved communication can all help lessen the negative impacts of job stress on employee performance.

Conceptual framework on job stress

The conceptual framework on job stress revolves around the understanding of the complex interplay between individual factors, work-related variables, and the broader organizational context that contribute to the experience of stress in the workplace. At its core, the framework acknowledges that job stress arises when there is an imbalance between the demands placed on employees and their perceived ability to cope with those demands. (Rao, S. et al, 2012).

Individual factors encompass personality traits, coping mechanisms, and personal circumstances that influence how employees perceive and respond to stressors. Work-related variables include job demands, workload, role ambiguity, and the level of control employees have over their tasks. Additionally, factors such as social support, job satisfaction, and work-life balance play a crucial role in determining the level of stress experienced.

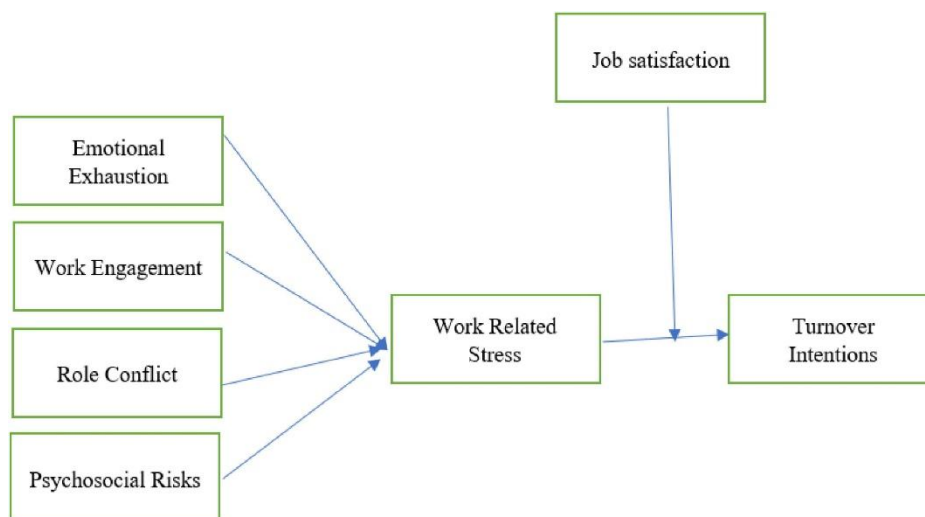


Fig 1 Conceptual framework

Organizational factors, such as leadership style, organizational culture, and support systems, also significantly impact job stress. A supportive and healthy work environment can buffer



against stressors, whereas a lack of support and resources can exacerbate stress levels.

The conceptual framework on job stress is essential for guiding research and interventions aimed at mitigating stress in the workplace. By understanding the multi-dimensional nature of job stress, organizations can implement strategies to promote employee well-being, productivity, and overall organizational success.

Parameters for Job Stress:

Workload: The volume and complexity of tasks assigned to employees, including tight deadlines and unrealistic expectations, can contribute significantly to job stress.

Role Ambiguity: Unclear job expectations, ill-defined roles, and lack of clarity in responsibilities can create confusion and increase stress levels.

Job Control: The level of autonomy and decision-making authority an employee has over their work can influence their perceived control and, consequently, their stress levels.

Job Security: Fear of job loss or uncertainty about future employment can be a major source of stress for employees.

Interpersonal Relationships: Workplace conflicts, poor communication, and unsupportive colleagues or supervisors can contribute to heightened stress.

Organizational Culture: The overall values, norms, and policies of the organization can impact stress levels, especially if they do not support employee well-being.

Work-Life Balance: Imbalance between work demands and personal life responsibilities can lead to stress and reduced productivity.

Problem Statement

The problem statement focuses on investigating the effects of stress on the performance of employees within a given organization. Stress is a prevalent issue in modern workplaces, and its impact on employees' productivity, efficiency, and overall well-being is a matter of concern for employers and management alike. This study aims to explore the relationship between workplace stress and employee performance to identify potential areas of improvement. By examining the factors contributing to stress, such as workload, time pressure, lack of support, and organizational culture, the research seeks to understand how



these stressors affect employees' ability to meet job expectations and objectives. Understanding the effects of stress on employee performance is crucial for creating a healthier work environment and implementing appropriate support mechanisms. The findings of this study can aid organizations in developing targeted interventions, such as stress management programs, flexible work arrangements, and employee wellness initiatives, to enhance overall productivity, reduce absenteeism, and boost employee satisfaction and engagement. Ultimately, the research intends to provide valuable insights that can contribute to a more resilient and successful workforce.

Finding

Numerous studies have investigated the effects of stress on the performance of employees, and their findings consistently highlight the detrimental impact of stress on various aspects of job performance. High levels of stress have been shown to impair cognitive functions, leading to decreased concentration, memory problems, and reduced decision-making abilities. This can result in decreased productivity and a decline in the quality of work. stress can negatively affect employees' physical and mental health, leading to absenteeism, increased sick leave, and higher turnover rates. Prolonged exposure to stress can also contribute to burnout, demotivation, and decreased job satisfaction, further undermining overall performance and engagement.

Additionally, stress can impair interpersonal relationships within the workplace, leading to conflicts, decreased teamwork, and poor communication, which can hinder collaboration and the achievement of collective goals. the effects of stress on employee performance can extend beyond the individual level to impact the overall organizational effectiveness. A stressed workforce may lead to reduced organizational efficiency, increased errors, and missed opportunities for innovation and growth. The findings from various studies underscore the significance of addressing stress in the workplace to safeguard employee well-being and optimize overall performance. Implementing stress management initiatives, fostering a supportive work environment, and promoting a healthy work-life balance can play crucial roles in mitigating the negative effects of stress on employee performance.

Conclusion



In conclusion, the effects of stress on the performance of employees are significant and multifaceted. High levels of stress can have detrimental consequences for both individual employees and organizations as a whole. This study has shed light on the various ways in which stress impacts employee performance, including decreased productivity, impaired decision-making abilities, increased absenteeism, and higher turnover rates. The negative effects of stress extend beyond performance outcomes and can also impact employees' cognitive functioning, emotional well-being, and physical health. Chronic stress can lead to serious health issues, such as anxiety, depression, and burnout, which not only affect employees' personal lives but also have implications for their work engagement and job satisfaction. Recognizing the need to address stress in the workplace, organizations should prioritize the implementation of stress management strategies. By offering employee assistance programs, promoting work-life balance, and creating a supportive work environment, organizations can help employees cope with stress more effectively, thereby enhancing their performance and well-being. Additionally, providing training programs on stress management and resilience can equip employees with the necessary skills to navigate and overcome stress-related challenges.

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