



An Insight into the Causes and Impact of Stress on Employee Performance

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ABSTRACT

In this research paper researcher tried to study and analysis the causes and impact of work stress among various employee in different organization. Stress has become more common word in day-to-day language and many people suffer this situation. In this paper we cover overall aspect of stress and causes behind the stress and its impact on performance of employee in every organization. Stress has directly affected the employee performance, mental ability of person, physical discomfort, family life of individual. There are number of reasons behind the stress such as role conflict, work overload, pressure of employer, time bonding limit, impact of role ambiguity. The finding of study revealed that there is significant relationship between work stress and employee performance employees also have some personal issues which he cannot express easily to anyone so in such situation also employee face stress problem and he cannot give their best to organization. Work overload is also one problem for causing stress. Work overload means giving the work above the capacity of particular person or employee.

KEYWORDS: Work stress, role conflict, work overload, role ambiguity.

1. INTRODUCTION

Many multinational companies are evolved the stress-free environment for employees but that's not enough to overcome the problem[1]. Many companies don't understand the actual problem of employee. many time the employee are unaware about the work which he gets and he or she not get enough knowledge about the techniques for that work ultimately employee get frustrated he has not got proper direction about the work and stress attack on him. the ultimately result is he cannot fulfill the requirement of employer on time get overburden and his mental ability is also affected he cannot concentrate on his work. And main thing is he or she don't know the techniques of overcome such stress, how to tackle the problem from whom he gets correct opinion about the problem. because everyone

was busy on their duties .it is the organization who will initiate on such important topics of stress, every company or organization must give proper training about any difficult task some employees not having any knowledge about any work so it is the responsibility of company to provide proper guidance about[2] "effects Peaceful surroundings and to avail of facilities which improve their health and bring high morale".

Employee welfare is for the betterment of the workers. It involves adjustment of an employee's work life and family life to the community and social life. Welfare measures may be both voluntary and statutory (prescribed under labour laws)[3].

The need and importance of employee welfare is being increasingly appreciated throughout the civilized world. The concept of welfare is a dynamic

one and has different connotations in different countries and at different times in the same country, according to the prevailing value system, social institution, degree of industrialization, and the general level of social and economic development[4].

OBJECTIVES

- To identify the various causes of employee work stress.
- To identify the various impact of stress on employee health
- To identify the various impact on organization regarding employee stress
- Evaluate the dangerous mental health issues.

2. RELATED WORK

[5] focused to review the literature about the impact of stress on job performance. It is therefore imperative to briefly review the impact of stress on human body that in turn affects their job performance followed by review of literature on impact of stress on employees' job performance. The relevant review is presented hereunder.

[6] The United States' National Institute for Occupational Safety and Health defines job stress as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can, in turn, lead to poor health and even injury.

[7] emphasised 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. The current paper is an attempt to brief the work done in the field of WS and employee performance by discussing various studies conducted around the world. The current paper has compiled the works done on the connection between work stress and workplace performance and based on synthesis of the past studies has created a model that depicts the relationship between the various variables

that contribute to work stress and its impact on employee performance.

3. CAUSES OF EMPLOYEES STRESS

The basic causes of employee's stresses or are as follows:

- i. Work overload means give the work to employee beyond the level of employee, increasing work rather than their regular work creates work stress.
- ii. Employers' deadlines of task it's the employer who target the employee for due date work completion without asking their permission.
- iii. Role conflict is also one of the main reasons behind the work stress employee who are not interested in their work because they not interested and forcefully accepted the given work.
- iv. Personal reason also includes in the stress situation because employee is not express their views on employer and in stressful situation also, they do the work.
- v. The most common type of stress, acute stress, can be helpful in short doses. It is the body's response to a recent or anticipated challenge or unexpected event. [8].

4. COMMON SYMPTOMS OF ACUTE STRESS

- Emotional Distress
- Muscle Tension
- Headache, Back Pain, or Jaw Ache
- Stomach Upset
- Rapid Heartbeat
- Raised Blood Pressure.

Episodic acute stress

- Episodic acute stress is when a person experiences acute stress frequently.
- If you have episodic acute stress, you may feel like you are always under pressure or that things are always going wrong. This can be exhausting, both physically and mentally [9].

5. METHODOLOGY

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. [10]

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. The current paper is an attempt to brief the work done in the field of WS and employee performance by discussing various studies conducted around the world. The current paper has compiled the works done on the connection between work stress and workplace performance and based on synthesis of the past studies has created a model that depicts the relationship between the various variables that contribute to work stress and its impact on employee performance. [11].

A. Research Type

The present research is a Descriptive Research. This includes surveys and fact-finding enquiries with help of different kinds of data collection tools. The major purpose of this descriptive research is description of the state of affairs as it exists at present. The research done through various organizations randomly and collect the information randomly and collect the relevant information regarding the research topic.

B. Data Collection Methods

The researcher used two methods of data collection viz., primary and secondary. The primary data are those which are collected afresh and for the first time, and thus happen to be original in character. The secondary data, on the other hand, are those which have already been collected by someone else and which have already been passed through the statistical process. The researcher collected the primary data with the help of interview. The secondary data has been collected from Books, e-journals, worldwide web, etc.

C. Sample Design:

A sample design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt in selecting items for the sample. There are many sample designs from which a researcher can choose. For the present research, not particular organization selected this study choose random sampling different

organization for accurate result and collect the information related the work stress because work stress is very common in every organization not any particular sector faces this problem .and this study reveals the impact of work stress impact on employee performance.

6. DATA ANALYSIS

In this Research, we found that work stress creates very dangerous impact on overall performance of employee as well as organization

- i. Increase absenteeism of employee in workplace due to effects directly fall upon the organizational performance
- ii. Mentally disturb the employee face physical as well as mental problem during stress full session
- iii. Stressful employee not gives their best to organization Low turnover of employees regarding organization[12].
- iv. Complicated disease occurs due to stress which result suicide also.
- v. Increased cost of production in an organization which suffer by organization.
- vi. Higher absenteeism in workplace also occurs in organization.
- vii. Family problem directly affect the employee performance in workplace
- ii. Stress free employee gives thiere best to the organization they are more energetic as compare to streefull employee.
- iii. Performance is very low of employee during stress.

7. FUTURE SCOPE AND CONCLUSION

Many organizations face this problem of work stress. Some industries also organize various techniques for their employee to overcome the stress on work[13]. This study also finds some personal issues of employee that create the work stress. This study also given some major reason which contributes to stress among employee. There are various impacts this study reveals on employee physical as well as mental health. Employee performance directly affects due to work stress

The foundation of any business organization is its motivated, satisfied, well developed employees. These motivated employees lead to the higher productivity.

As the productivity increases, it leads to increase the profit and profit maximization with minimum resources is the major objective of any business. There are some techniques also available for employee work stress situation and handle it carefully. Various organizations agree that work stress has directly impact on overall organization progress.

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