

Review of stressors and their effect on the employee outcome.

By

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DESCRIPTION

Today's society has made stress a global phenomenon that manifests differently in every workplace. In the modern workplace, employees typically work longer hours due to increased responsibilities that require them to work harder to achieve higher job performance standards. People deal with stress in almost every area of their lives because stress is a common part of all kinds of work. Stress has become a significant concern for employers, especially in developing countries where employers are less aware of the impact of stress on job performance. This leads to serious administrative problems. Every year, nearly 100,000 students in Pakistan graduate as doctors and pursue careers in one of the country's largest economic pillars, the health sector. Recently, however, there has been a notable shift in career orientation, employee satisfaction, and other similar factors, especially among physicians. For this reason, physicians are considered a target group that reflects employers' attitudes.

Therefore, stress can be defined as the adverse psychological and physical effects experienced by individuals due to their inability to meet the demands placed on them (Moorhead et al. 1998). That is, stress is caused by unreasonable demands on a person. It has been established that stress is not always harmful. Rather, if it offers profit opportunities, it can be lucrative.

Whatever its nature, it usually starts with putting people into jobs that don't fit their temperament or way of working. Things get worse when people realize they have little to no control over it.

An employee spends almost a third of his life at work, and work stress can be very high. Over the past decade, the nature of work has changed significantly, and these changes are still occurring rapidly. Today, almost every occupation, from management to direct manufacturing, is affected by workplace stress.

The effects of work-related stress ultimately affect both mental and physical health. Stress has been described in many different ways over the years. People who encounter opportunities and demands related to their desires, the consequences of which are unclear and important, are assigned to this position. Numerous research projects, including surveys, have been carried out by scientists around the world to recommend better ideas to manage various stress tools. Like management, the organizational structure of the company, leadership style, and organizational work culture. Interpersonal relationships at work can lead to interpersonal causes when an individual encounters a hostile work environment or hears personal remarks from colleagues.

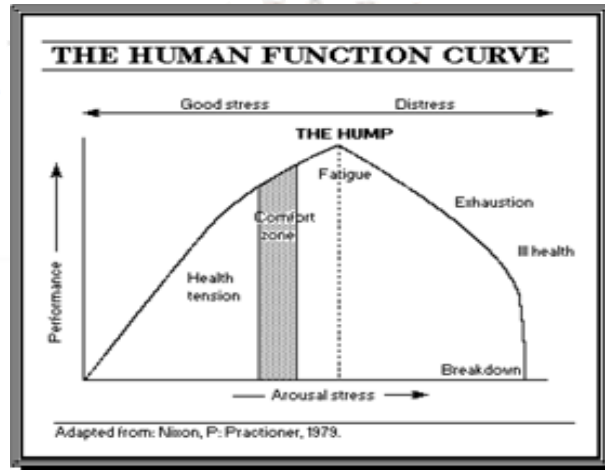
Organizations are essential to the development of a nation. A company's primary goal is to generate a high level of goodwill and profit, and to achieve this, an organization monitors whether its employees are satisfied with their position. For an organization to function, it needs happy employees. An organization's success is highly dependent on employee satisfaction. Some employees work solely for financial gain. If an organization's employees are dissatisfied with their work and feel stressed at work, they will not be able to perform their jobs in a quality manner, which will have a negative impact on the organization's reputation. They are exhausted from their regular jobs, which can lead to mental, emotional, behavioral, or physical problems. One of the biggest threats and many other reasons B. Excessive work, role conflicts, physical disturbances, inadequate payments, etc. lead to problems in the workplace. And these problems frighten the organization's employees. The degree of satisfaction a person feels with his or her job is called job satisfaction.

Stress is a universal factor, so almost everyone experiences it. Employers are now looking closely at stress management problems causing a lack of Asian job performance because employees are unsatisfied with their jobs.

People often criticize themselves for being unable to "handle it" or for being vulnerable in difficult times or situations. Often misunderstood, employees assume that full production will resume immediately after a traumatic event. It won't happen.

Stress at work has many causes. There are strict employers, obnoxious co-workers, disobedient students, angry customers, dangerous situations, long commutes, and never-ending work. The task of performing work has also affected the person such as family strains, money worries, and insomnia due to worries and fears about the next. How easy it is to avoid the tension and how easy it is to remove your mindset towards it determines how you deal with the further consequences.

Demand and roles, and further change are six categories that can classify sources of office stress. For example, we feel tense when we have no choices in how to complete our work when we do not have access to the right resources to do our job, when we are bullied at work, or when we are not functioning well. Understand your role and responsibilities. As stress increases, productivity increases, as shown on the left, and decreases as soon as it is exceeded. We should be aware of the early warning symptoms and indicators that our stress overload is pushing us too far. It's common to see someone else have a problem before you do.



All of these factors and more affect our ability to manage stress and change in the workplace and stay productive. According to a ComPsych survey, 37% of respondents said stress cost them an hour or more of lost productivity each day. More than half said he misses at least one day of work each year because of stress.

Literature Review

Hans Selye (1907-1982), the founder of stress theory, gave the definition of stress. Hans Selye was the first to use the term "stress" to define "the body's non-specific response to any demand" in the medical context. The word "stress" is used in physics to describe the interaction between a force and the resistance that opposes that force.

Selye's theory generated a great deal of interest, and stress soon gained attention, although the original definition of Selye was completely ignored. Some people used the term "stress" to describe a controlling or unfavorable boss or other unpleasant situation they had to deal with. Many people have responded to this stress with chest pain, heartburn, headaches, or heart palpitations. Some people have adopted the term "stress" to describe what they believe to be the result of repeated reactions such as: B. Ulcer or heart attack. In response to the uncertainty expressed by many scientists, one doctor wrote in the 1951 issue of the British Medical Journal, "Stress is causal not only by itself" .

Effects of stress on the human body:

Sengupta (2007) noted that stress can have physiological, behavioral, and even psychological effects.

Physiological - Hormonal release triggers the fight or flight response in humans. These hormones help them fight harder or run faster. Increases heart rate, blood pressure and, sweating. Stress is associated with heart disease. Long-term stress increases the strain on your arteries by increasing your heart rate and blood pressure. It also affects the immune system, which is why colds and flu usually show up during exams.

Behavior - can make people nervous, agitated, or irritable. The effects of stress can cause some people to drink and smoke a lot, neglect exercise and proper nutrition, and use TV and computers too much.

Mental - Reacting to stress can impair your ability to work and interact effectively with others and reduce your ability to make good decisions. Stress is also known to contribute to anxiety and depression (Sengupta07). The structure of the Occupational Stress Indicator (OSI) shows that stressful trading is seen as a product of her two intervening systems.

Humans influence and respond to their environment (Cooper, Sloan, & Williams, 1988). In other words, the stress process depends on the individual's assessment of the situation. Stress occurs when the magnitude of the stressor exceeds the individual's ability to cope. As advocated by Lazarus (1991), studying work stress requires a transactional, process, and evaluation approach.

"A condition emerging from the interplay of people and work and defined by changes in the person that vary from normal functioning," is how BEHRAN defines occupational stress. Newman (1977). (1977). Cobb (1975) claimed that carrying a lot of responsibility causes "a tremendous amount of stress among employees and managers."

If managers are unable to handle their expanded responsibilities, they may suffer a range of physical and mental illnesses. Employee adjustment disorders are a result of the workplace's qualitative changes, according to Brook (1973). The dynamics of interactions between departments and within departments have a significant impact on an organization's qualitative difficulties.

The use of the role idea means that personal, societal, and structural elements are associated to workplace stress (Katz and Kahn, 1978; Whetten, 1978). Role conflict is adversely correlated with having supportive relationships with superiors and a supportive peer network (Caplan et al.,

1964).

Conflicts at work and in interpersonal relationships are frequent sources of stress, and both have been linked to depressive symptoms and other health issues (Dewe, 1993; Lang, 1984).

In Study 1, a matrix of similarity evaluations of her 56 work-related emotional statements of 51 employees, backed by her two-dimensional concept of emotional well-being, was used in a multidimensional scaling process. It was finished. According to study 2, 100 employees' judgments of their emotional expressions confirmed the idea that the dimensions were arousal and pleasure levels. In Study 3, 114 full-time university employees participated in a survey on their emotional well-being at work, which revealed relationships with scales measuring job satisfaction, physical symptoms, and stressors at work. (APA database record from PsycInfo, Employers have difficulty due to the acknowledged growth in workplace stress. Due to the fact that excessive stress causes a drop in production, a rise in absenteeism, and a buildup of other staff issues including alcoholism, drug misuse, high blood pressure, and a number of other issues. cardiovascular conditions (Menezes 2005).

The relationship between personality traits and stress, anxiety, and other work-related health effects has been demonstrated across a variety of medical specialties. These elements could have a role in emotions of stress and job discontent (Michie and Williams 2003).

Sullen (2000) identified four dimensions that makeup performance. There are four categories of performance: general performance, human performance, technological performance, and administrative performance.

The three interrelated factors were evaluated by Rubin et al. (2008) as having an impact on job performance, competence, effort, and working conditions; skills comprise the knowledge, abilities, and capabilities of an employee. The level of motivation that employee uses to do their work is known as effort.

The type of working environment determines how much those variables are taken into account when trying to improve employee performance. The effects of stress on organizational and employee health and performance both impact each other (Mimura and Griffiths, 2003 in Shah et al., 2012).

Role ambiguity, workload pressure, telecommuting interface, performance pressure, interpersonal interactions, and role conflicts were all connected by Mounir and Islam (2011) to poor job performance. were examined to see if they acted as mediators of motivation. Contrary to popular assumption, role conflict and "role ambiguity" were found to have a good relationship with some stressors and a negative relationship with others as well as with job

performance. Stress, according to Imra et al. (2013), is a factor in bankers' subpar performance.

Stress and job performance were found to be negatively correlated by Ahmed & Ramzan (2013). In other words, higher levels of stress are associated with worse work performance, and vice versa. Workload, role conflicts, and inadequate monitor pay were determined by Usman Ali et al. (2014) to be the primary causes of employee stress, which results in decreased productivity. Designer03) discovered that a number of employee job performance factors, including productivity, job satisfaction/morale, absenteeism, decision-making ability, accuracy, creativity, and physical appearance, are likely to be impacted by stress. It implies that initiative, organization, consideration for others, and attention to detail are all incorporated. dependability, watchfulness, patience, and slowness.

His two intervening systems are seen as the cause of stressful trading, as seen by the form of the Occupational Stress Indicator (OSI).

People interact with and affect their surroundings (Cooper, Sloan, & Williams, 1988). In other words, how the person perceives the circumstance affects how they react under stress. When a person's capacity to cope with the stressor's size is exceeded, stress results. Studying workplace stress necessitates a transactional, process-based, and evaluation-based approach, as suggested by Lazarus (1991).

Research Objectives:

- The study's goal is to analyze prior research on the many workplace stressors that employees may encounter.
- To study how these stressors affect the worker's performance.

How stressors effects employee productivity:

Based on this, investigation of the effects or causes of stress in various organizations becomes essential. Here lies the main significance of this study. In order to deal with the problem, it is very important to recognize the condition that caused it. Stress is part of everyone's daily life. This means that the person is unable to handle the demands of his work, contrary to his expectations of reward and success. It affects both the individuals affected and the relationships they form in society, such as those with family and friends.

Although the importance of individual differences cannot be ignored, scientific evidence suggests that certain working conditions are stressful for most people. Excessive workloads and conflicting expectations make

working conditions a major source of workplace stress, making workplace transformation a key prevention strategy.

In jobs where work overload is a source of stress, workers find that they have to take time off to deal with the stress, and simply return to work, resulting in an already unmanageable workload in their absence. Notice a significant increase. It contributes to a vicious circle that causes stress and ultimately leads to a complete breakdown in health. When work stress is extreme, workers become mentally withdrawn (such as apathy or lack of participation in work) or physically withdrawn due to absenteeism, frequent tardiness, or even attitudes at work. Sometimes we try to avoid and avoid stress by doing.

Lethargy continues. In this current fierce time, the idea of perfection becomes very necessary to strive and succeed. Workers must be perfect in their work. Otherwise, he will be replaced or at least left behind at work causing stress.

Factors that Contribute to Work Stress

Lehman et al. (2010) High-level stressors such as hard work and uncertainty about supervisor expectations are associated with physical symptoms. Stress can also occur when employees do not meet their job or manager's requirements (Schnall, 2011). Excessive workload and conflicting expectations are good examples of working conditions. 40% of her employees say their job is very stressful. In the US, 80% of American workers are stressed at work.

Bacharach et al. (1991), previous research has shown a variety of factors related to work-related stress. work overload.

According to Manzoor (2011), there are several factors that stress an employee at work, including working hours, wages, bonuses, workload, and attitudes towards colleagues.

Badar (2011) found that workload, technical issues, higher goals, rewards and salaries, decision-making outcomes, manager and peers his supportive behavior, and longer timeframes were the main causes of employee stress. said to be a factor. Dal et al. (2011) found that increased designation increased.

stress and stress-inducing factors among employees, feeling undervalued, the work-home interface, fear of unemployment, and trauma at work. events, and economic instability. Effects of stress on employee productivity.

Hataku etc. (2011) found that Pakistani workers were stressed at home due to workload, technical problems at work, long working hours, inadequate pay,

lack of time spent with family, and professional concerns. It turns out that there is Stress is a cause of employee dissatisfaction, such as role conflicts, job intensification, and relationships with colleagues (Ismail & Hong, 2011), and unfavorable working conditions expose women to stressful situations. It is the main factor causing stress in the health sector. Irregularities, long working hours, role pressures, and work overload can make you tense and anxious.

Effects of stress on employee productivity

(Tsaur and Tang, 2012). Inflexible working hours, overwork, high-risk jobs and poor interpersonal relationships are major causes of job stress leading to employee dissatisfaction (Shahid, 2012). Effects of stress on employee productivity.

Role conflict

Rosen et al. (2010) found that role conflict refers to the conflicting demands and expectations employees receive from their managers and peers. Nwadiani, with whom a person must interact, has conflicting expectations about his behavior.

Luthans (2002) classifies role conflicts mainly into three types. One type is conflicts between people and roles. For example, production workers and union members are appointed to lead a new production team. This new team Her leader may not have much faith in closely managing her workers, and it's against her character to be nagging, but that's what a production manager would expect. The second type of interpersonal role conflict creates conflicting expectations about how a particular role should be performed. Finally, conflicts between roles arise from differing requirements for two or more roles that must be played at the same time. For example, work and non-work roles often find themselves in such conflicts.

Roles state as more demands are placed on individuals by the superiors and their subordinates. This type of stress more happens in jobs where explanations were missing or unclear and unrequired conceptual thinking and decision-making Effects of stress on employee productivity.

Role Ambiguity

As per Karasek Jr., Beehr, and Bhagat in the year 1979, it is another component that highly contributes to work stress; it happens when the worker's expectations, objectives, and responsibilities have not been clearly defined to them and these things have been drastically created for

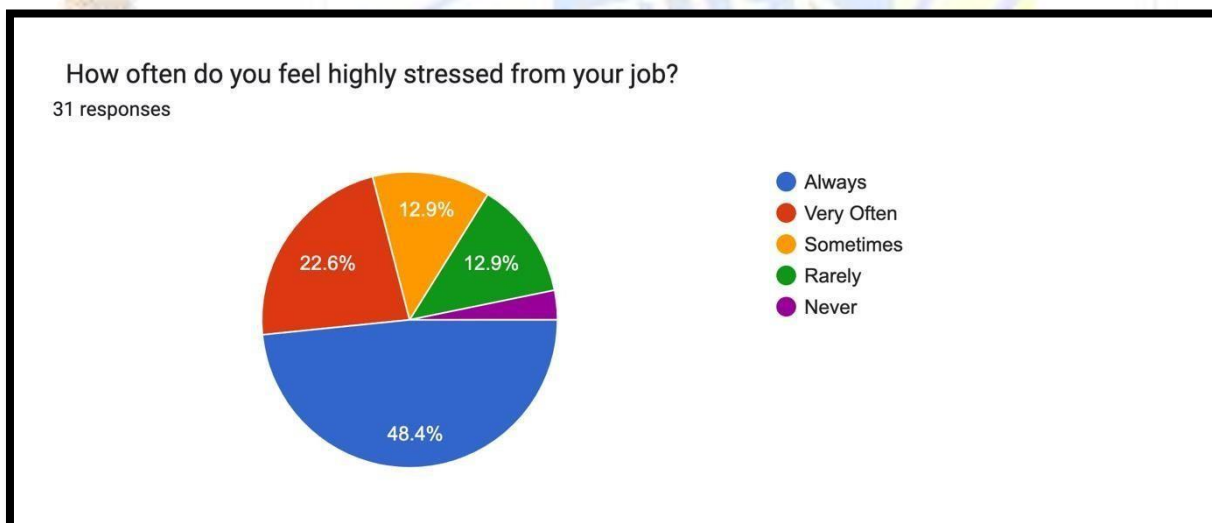
workers. Employees shall start to have mixed feelings about whether their superiors will view their work as a "success" or "failure." Finally, the major factors that contribute to occupational stress include high work hours, work overload, time laps, challenging or complex tasks, and a lack of breaks.

Performance

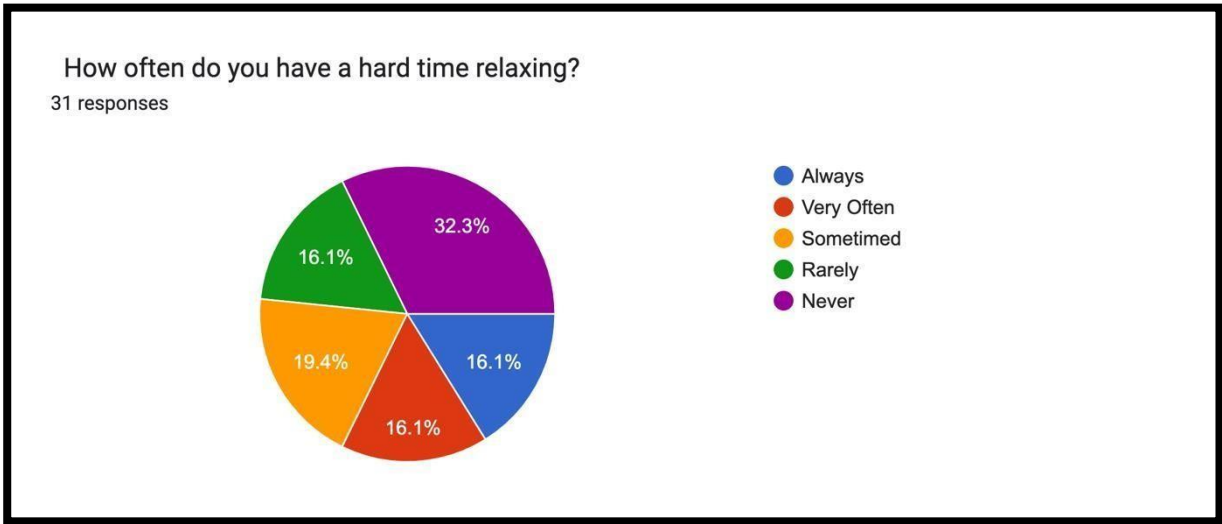
Performance management concept was described by Meneze in year 2006 as an employee's capacity to create work, ethics, and the services up to or above the level of standards required by the supervisors.

Performance was initiated by Mathis and Jackson in year 2000 as a qualitative measure of the amount and the calibre of work completed while taking into consideration that the cost of the raw materials used to complete the work. managers should take consideration about a number of counter-productive behaviour of workmen that are known to be brought on by chronic related stress. When talking about stress at workplace, Thompson and M.C. Hugh (1995) are told that its especially important, because definitions of the modern stress "processes" said that stress is caused by the defferentiation between the person and their work environment.

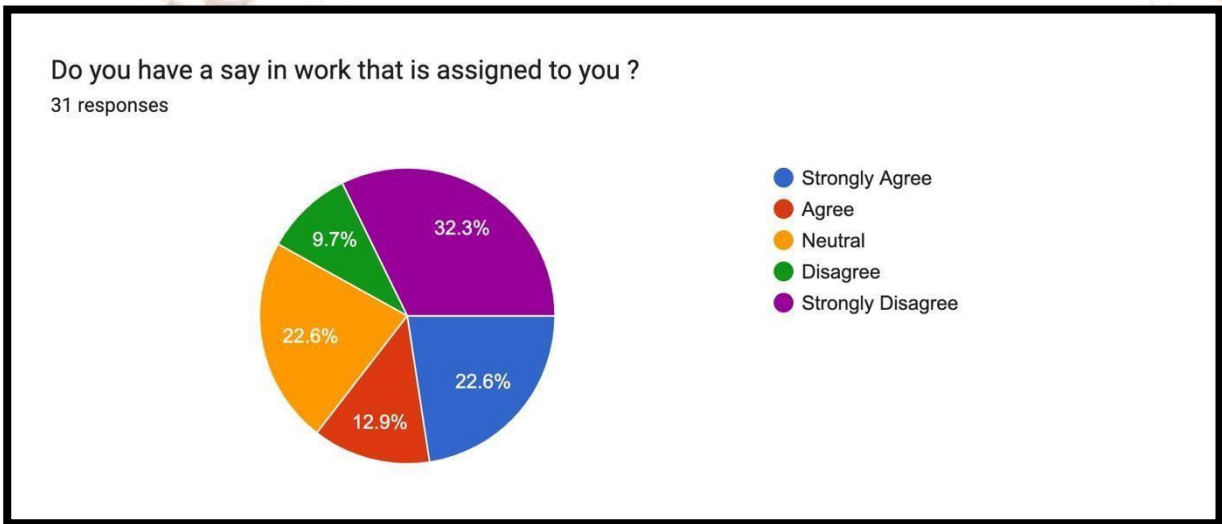
Data Analysis and Interpretation



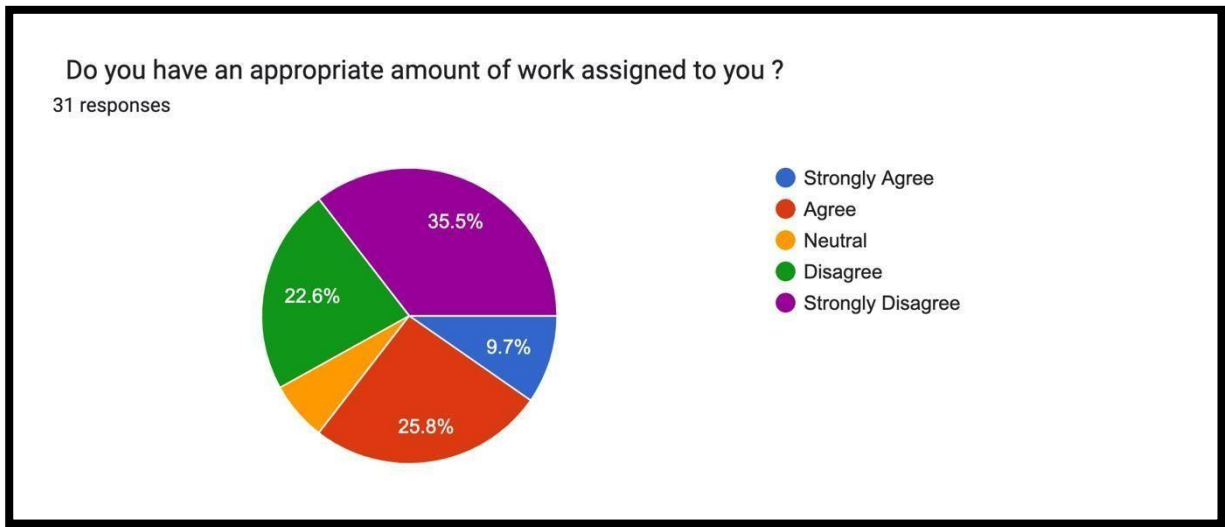
According to the survey conducted from 31 responses when we asked that how often they feel stressed during their job from them 48.4% of people responded that they always feel stressed during the job whereas only 22.6% of people were in the category of video often and we could see that the number of people who are never stressed during their job is very low.



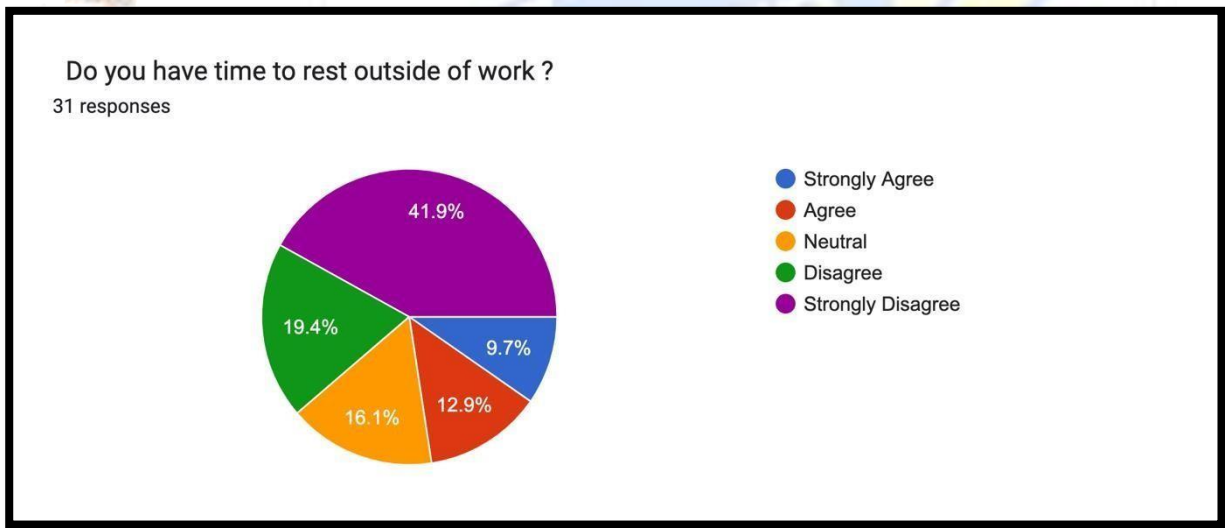
According to our research when we asked people about how often do they have hard time for relaxing after their job from their 32.3% of people said they get hard time for relaxing after the job whereas only 16.1 and 9.54% of people in different criteria.



While working in the corporate it is very important that you should get a chance to speak up with the work which you have assigned with so in our research we included the question “do you have say in work that is assigned to you” and the responses were shocking around 32.3% of people say that they don’t get to say in the work that is assigned to them whereas only 12% of people get to say in the work that is assigned to them

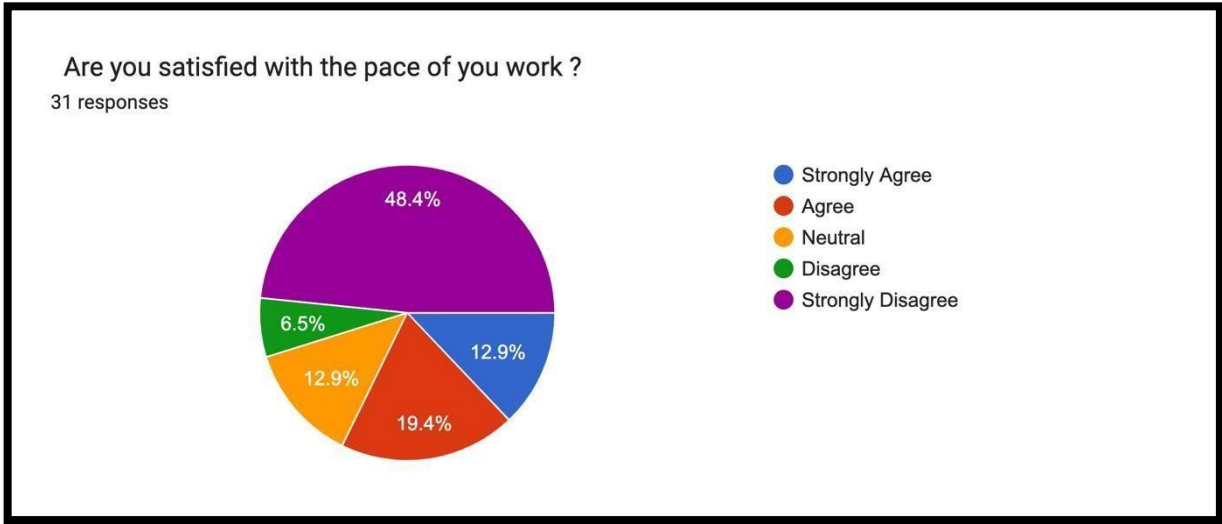


Well working in the corporate it is very important to complete your work in the time but the other thing which is to get specific amount of work in the specific amount of time is also necessary so we included the question that do you have appropriate amount of work assigned to you the results were shocking 35.5% of people strongly disagree that they are getting appropriate amount of work assigned to them. when people get assigned with lot amount of work it affects either on their mental health or they start getting stress.

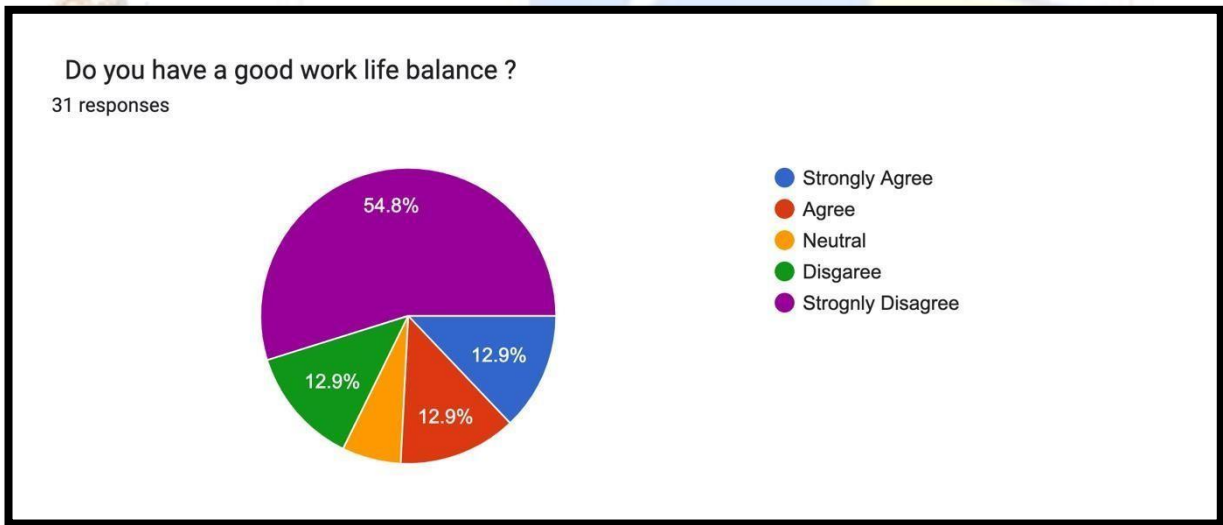


It is very necessary that after work we should get proper time for rest it is always said that a proper rest can definitely help in the productivity of your work so next question which we included on our questionnaire was do you have time to rest

outside of work so from 31 responses we get 41.9% of people who strongly disagree about getting proper time to rest outside of work and these are the shocking figures only 9.7% of people are agreeing with they are getting proper time to rest outside of work.



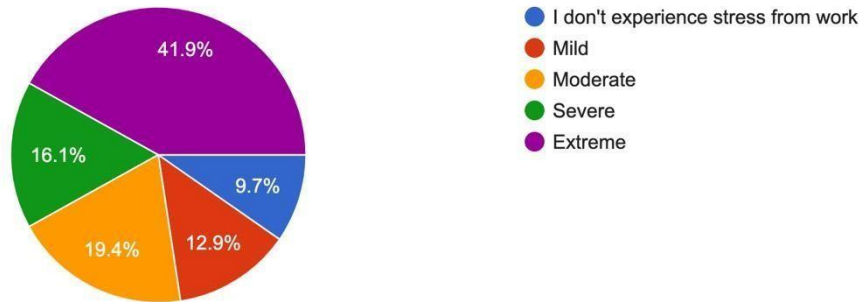
While working not only in corporate but any other work it is very important we should find or we should get satisfied with the pace of our work so the next question which we included in our questionnaire was are you satisfied with the pace of your work from 31 responses there are 48.4% of people who strongly disagree that they are not getting pace at their work. 12.9% of people agree that they are satisfied with the place of work which they have to deal with in their day-to-day life.



Do you have a good work life balance was our next question of research from 31 responses there were 54.8% of people who disagreed with having a good work life balance with the corporate and personal life only 12.9% of people were strongly agreeing and on disagree phase. for once mental and physical wellbeing it is far more important to have good work life balance and it is the base of happy life.

How would you rate the level of your job stress?

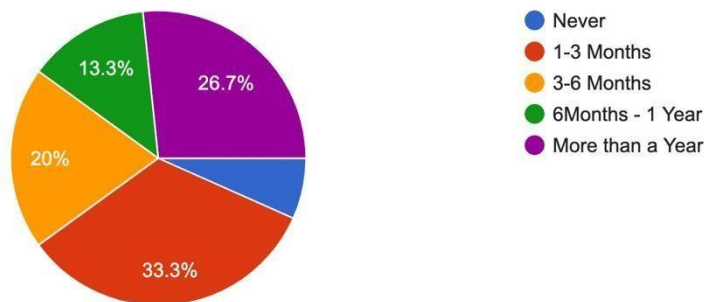
31 responses



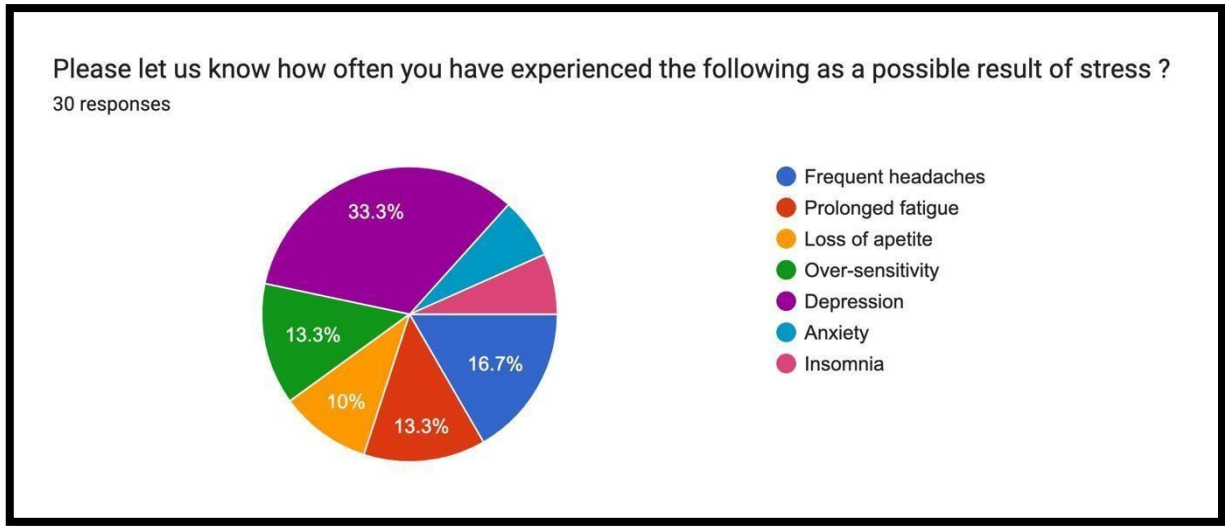
Our next question was how you would rate the level of your job stress around 41.9% of people from the total respondents mention that they have extremely level of job Stress. only 9.7% of people have said that they don't experience any kind of stress during their work.

How long have you been experiencing stress from work?

30 responses



And next question was related to the duration of people experience stress during the water around 33.3 people are saying that they have been facing the stress from one to 3 months of their work life where are 26.7% of people who say that they are experiencing stress in their corporate life for more than a yearnow.



We are frequently observed that when person goes through strace in their working culture they definitely end up having few of the mental issues we have listed few of them in the above questions like frequent headaches prolonged fatigue loss of appetite oversensitivity depression anxiety and insomnia out of which when we took responses of around 30 people. 33.3 people are facing the issue of depression which is a huge number. whereas 16.7% of people are having frequent headaches due to the stress culture whereas 13.3% people are having prolonged fatigue and over sensitivity whereas 10% of people are facing loss of appetite and the others are facing insomnia and anxiety.

❖ From the last question we can easily interpreted that yes due to the stress at workplace the people definitely go through the mental issues and depression among the biggest of all of them. companies should always keep into consideration that when we keep an happy working environment definitely it directly reflects to the productivity of employees. whereas when the working culture is so stressful and having lots of work pressure it is going to affect adversely to the productivity of the employees.

Conclusion and Recommendations

Findings

❖ There is much more evidence that most employees are working under some pressure and feel that the organization does not really care. Therefore, stress is a factor that most employees faced. There should a clear gap between the workers and their work environment because there are some workers who indicate that not all the employees are happy with their work culture.

- ❖ Most employees said that they are not going to participate in the company's decision-making process and this could be one of the factors causing stress among workers.
- ❖ Most employees are having little or less to no control over their work timings. It can be stressful when employees feel that they have no control over their work.
- ❖ Most workers have university degrees, and they are highly competitive, so their expertise is thwarted by a lack of control over their work, and the frustration they endure can lead to suffering. can conclude.
- ❖ Most of the workers are young, competitive workers who were at risk of being laid off due to work-related frustrations.
- ❖ Most employees were thinking of leaving the financial institution, which can affect their motivation.

Conclusion

Based on the evidence from the research, it is concluded that work and mental stress is a real things for employees who are working in corporate companies. Continuous monitoring of the work culture for stress-related factors is somehow very important. afterward, it is more important not only to monitor other factors but also to create a much healthy environment in which employees can easily work efficiently. In the end, research is conducted to find the cause-effects of work stress on the performance and skills of employees in the corporate sector. Variables are brought by corporate workers to cause work stress and affect employee performance. Variables that are contributing to the workplace are stress like work pressure, role misjudgment, and last role conflict. The results showed that stress cause related factors negatively impacted the work environment of the company and reduced employee performance. However, the administrators should take reasonable steps to minimize this issue.

Recommendations

Based on the findings of our research, we are recommending that you take the following actions to support your employees:

Supervisors and top-level management should investigate the causes and effects of employee demotivation in the work environment. It helps to access the level of knowledge and skill set of their subordinates of meeting the

targets. A performance agreement must be agreed upon so that workers can be provided with job maturity with job control in the workplace.

Managers should appraise the workers who feel they are given conflicting tasks and their job roles. It should allow rating of employee skills to help deploy employees who feel demotivated in work.

Management can use these stress management techniques in banks also. Employee assistance programs should be put in the place to get identification of problems early and take action to improve efficiently all levels.

Scope for further research

The scope of this research can vary from district level to state level and national level and sometimes international level also. We can increase the sample size. Explored the other factors that affect.

your professional stress and find out how much effectively they are resolving instructor stress. Future studies can add more demographic details and using various kinds of other statistical tools to provide comprehensive analysis and its insights.

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