

A Study of Effects of Stress Level on Job Performance

Rajni Sharma¹ Dr. Basanti Mathew²

¹Research Scholar, Department of Commerce, Rabindranath Tagore University, Bhopal (M.P.)

²Associate Professor, Head of Department, Department of Commerce, Rabindranath Tagore University, Bhopal (M.P.)

Abstract

To study the Effects of stress level on job performance. Stress levels can significantly impact job performance, often in both positive and negative ways. Moderate stress can enhance focus, motivation, and productivity, pushing employees to meet deadlines and solve problems more efficiently. However, excessive stress tends to have detrimental effects, leading to burnout, decreased job satisfaction, and lower performance quality. High stress levels can impair cognitive functions, reduce decision-making abilities, and increase absenteeism. Organizations that manage stress through supportive policies and resources can help mitigate these adverse effects, fostering a healthier, more productive work environment. This study looks at how stress affects work performance using a mixed-methods approach. It employs both quantitative and qualitative techniques, combining structured and open-ended surveys with descriptive research to collect extensive data from corporate staff members. The methodology applies statistical techniques like ANOVA and percentage analysis to assure accuracy, integrating SPSS software for data analysis. Purposive sampling is employed, along with questionnaires for primary data collection, with the goal of reducing bias and increasing validity. The regression Test in the study demonstrated that stress explained around 50.3% of the variability in job performance, highlighting its significance in workplace dynamics.

Keywords: Stress, Job Performance, Eustress, Burnout, Productivity.

Introduction

Stress is an inevitable part of modern work life, affecting employees across various industries and roles. The relationship between stress levels and job performance is complex and multifaceted. Stress, in moderation, may have a positive effect by encouraging people to work harder and finish projects on time. This kind of stress, which is also known as "eustress," has the potential to increase concentration and output. Excessive or chronic stress, on the other hand, may have negative impacts on one's physical and mental health, which in turn might reduce one's productivity at work. When people are under a lot of stress, they are less likely to be creative, make good decisions, and are more likely to skip work. Moreover, stress can negatively impact interpersonal relationships at work, further diminishing overall productivity and job satisfaction. Understanding and managing stress is crucial for maintaining a healthy and productive work environment. (Wool, 2022)

Stress has become an integral part of modern life, affecting people at all levels of the workforce. Stress

is both a driving factor and a major contributor to mental health issues like depression. Actually, there is no life after stress as there is no drive to achieve one's objectives. Many different types of stress are directly influencing workers' productivity while they are on the job.

On the other hand, people sometimes find that stress actually motivates them to work more and better in their jobs. A person's life is constantly disrupted, either directly or indirectly, by stress, which is a universal issue. Stress manifests itself in many ways and affects every member of society. An individual's health, mood, and performance may be positively or negatively impacted by stress, which in turn creates an imbalance in their lives. An individual's performance on the job may be positively or negatively impacted by stress, which is defined as an external input that begins strain inside the person. (Ali, Fouzia, 2019)

Any event that an organism views as possibly harmful to its health causes it to enter a state of stress, which is a physiological response. Stress nowadays is a global phenomenon that impacts individuals from all walks of life. In every workplace, it shows up in different ways. Because of the growing amount of responsibility in today's workplaces, workers are expected to work harder to meet ever-increasing performance expectations, which in turn cause them to put in longer hours. Because it is inherent to all jobs, stress is something that everyone has to cope with at some point or another. A variety of definitions have been proposed for stress throughout the years. According to the study's author, workers experience stress on the job when their workload exceeds their capacity and the resources at their disposal. This happens when the burdens of fulfilling these duties are disproportionate to their advantages. Although there are negative aspects to stress, it isn't always dangerous. Mistakes and low-quality work are only two of the many issues that stress may bring about. It can also produce health problems including anxiety, melancholy, work-life imbalance, frequent headaches, obesity, and cardiac arrests, all of which can contribute to absenteeism. People may feel overwhelmed by the demands and expectations placed on them at work, which may lead to job stress if they are unable to effectively handle them. (Shah, 2023)

Connection between Stress Levels and Employee Productivity

The connection between stress levels and employee productivity is significant and multifaceted. Moderate stress can enhance focus, stimulate creativity, and promote adaptability, leading to improved efficiency and innovative problem-solving. However, chronic stress has detrimental effects, including burnout, strained work relationships, decreased job satisfaction, and increased absenteeism. These negative impacts can lead to reduced productivity and higher turnover rates. To manage stress and boost productivity, organizations can promote work-life balance, provide support resources like counseling and wellness programs, and foster a positive work environment. By addressing stress effectively, companies can create a healthier, more productive workplace (Hoboubi, Naser, 2017)

Problem Statement

The increasing prevalence of workplace stress poses significant challenges to both employees and organizations. While moderate stress can potentially enhance focus and productivity, chronic stress has been shown to detrimentally affect job performance, leading to issues such as burnout, decreased creativity, impaired decision-making, and increased absenteeism. Despite extensive research on the effects of stress, there remains a need for a comprehensive examination of how varying levels of stress impact job performance across different industries. The primary objective of this study is to identify the most significant causes of stress on the job, explain how stress affects performance in various ways, and

provide solutions to the problem. By addressing this issue, organizations can develop more effective strategies to enhance employee well-being and optimize performance.

Research Objective

1. To study the Effects of stress level on job performance
2. To study the relationship between stress level on job performance

Hypothesis

1. There is a significant Effects of stress level on job performance
2. There is a significant relationship between stress level on job performance

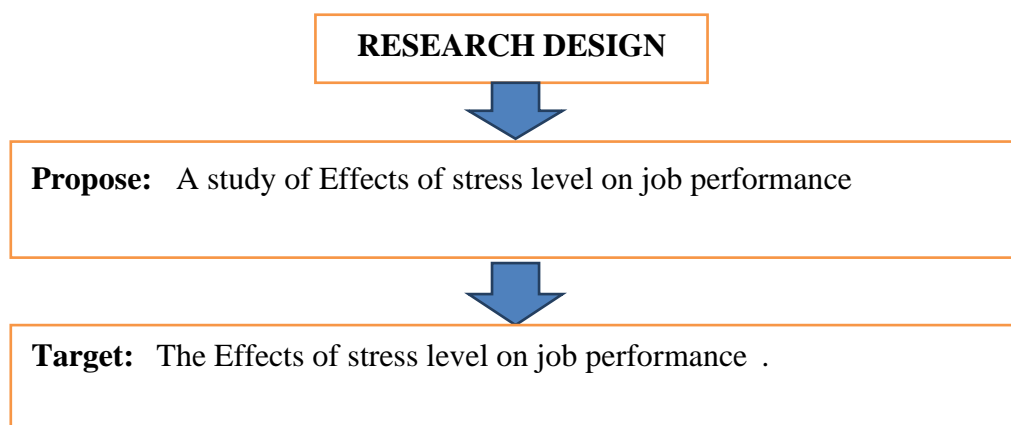
Research Methodology

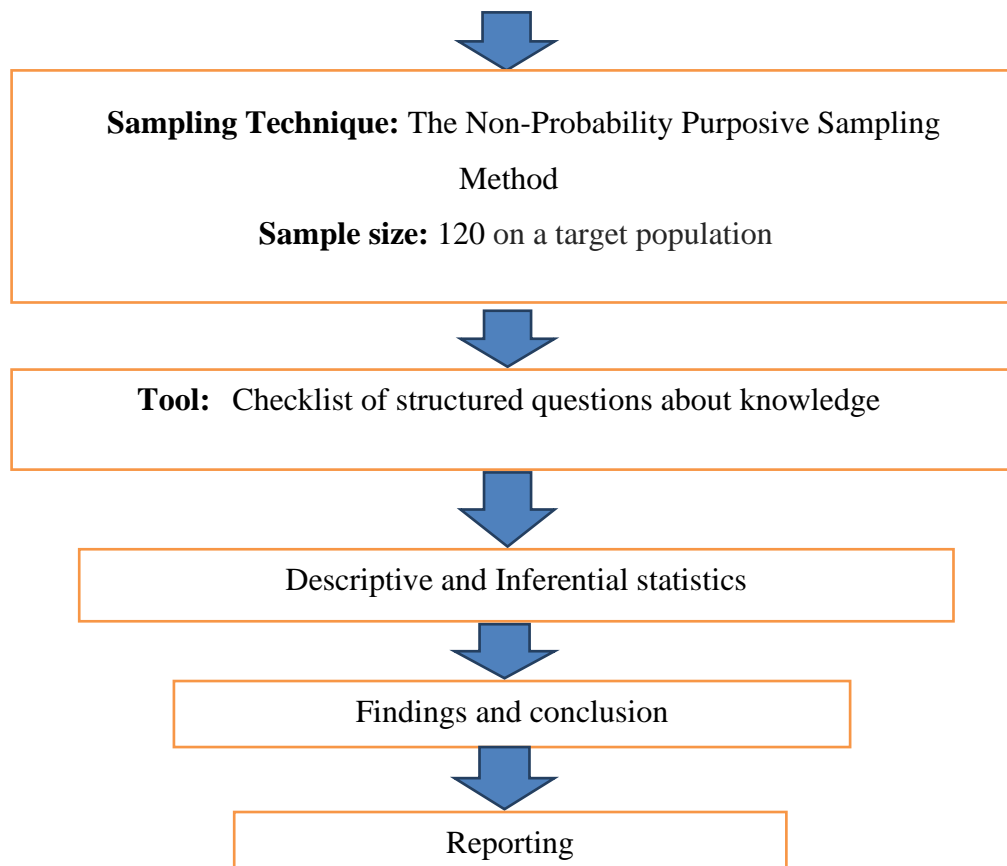
This study delves into the study's measurements and techniques, including topics such as ethical issues, data collection, and analysis. Research is a way for academics to learn and grow. According to researchers, questions are defined and expanded upon, hypotheses are developed about possible answers, data is collected, conclusions are drawn, and then the results are checked to see whether they match up with the original ideas.

Research design

Finding the best approach for a particular study's questions and setting is possible with the help of a study design. Starting with the research questions given at the start of the project might help build a systematic strategy to gathering and analyzing data. This descriptive research aims to determine the impact of stress on productivity in the workplace. It is possible to do descriptive research using either qualitative or quantitative approaches. The study used both quantitative and qualitative methodologies. The process makes use of a variety of methods. Outlining the study's aims and collecting and analyzing participant data are critical components of every research project. This study aims to find out how stress impacts efficiency at work. As a visual aid, this image depicts the study strategy.

Figure 3.1: Design of a Study in Schematic Form





Research variables

The characteristics, or variables, of each research subject are distinct from one another. An suggestion would be to place a number on it. In this context, a "variable" is anything that may be defined as changing or fluctuating from one research on the impact of stress on the productivity of university and college instructors to another.

Independent Variable

The level of stress is the independent variable in this research.

Dependent Variable

Job Performance serves as the dependent variable in this context.

Sources of the sample

This paper's study relies on a major data collection. The following list provides a concise overview:

Primary data

An online form application is required since the only people who can provide primary data are those working for the firm. The main data for this study came from questionnaires.

Secondary data

Secondary data sets are those that are constructed from primary data sets. There are several records in this category. One may find secondary data in a variety of sources, including books, journals, the intern-

et, and official government records.

Methods and Tools used

Data was collected by way of an online survey. In corporate settings, surveys are a typical way to get information from employees. A comprehensive evaluation was carried out using a checklist to ascertain the influence of stress levels on job performance. We have selected 120 employees from various offices.

Statistical analysis

Data Analysis

Data analysis allows one to derive conclusions from unstructured data. Data entry, editing, and coding are all part of an initial data analysis that must be finished before data preparation can begin. Accurate and efficient data analysis tools are essential for their usefulness. A spreadsheet was used for the examination of the study data. A numerical score was given to each participant's response before it was recorded into a spreadsheet. We used SPSS for effective data analysis and modeling. In order to examine the data in this research, the statistical program SPSS 22.0 was used. Using methods like analysis of variance and percentage-based processes, we examined the crucial data. The major topics of the research could be better comprehended with the use of percentage analysis. One easy way to compare and evaluate statistics is using percentages. This is a foolproof method of getting your message out to a certain population. Gathering data allows for a more accurate depiction of the current state of affairs. One way to make percentage studies more visually appealing is to use graphs.

Significance level: There was a predetermined statistical significance threshold. To begin with, the value of 0.05 is used .

If "Sig." or p 0.05 rejects the null hypothesis

Result

Table: 1 Reliability Statistics

Reliability Statistics		
Variable	Cronbach's Alpha	N of Items
Stress level	0.864	7
Job performance	0.823	7

The provided reliability statistics display the Cronbach's Alpha values for two variables: stress level and job performance. Each variable is assessed using 7 items. Cronbach's Alpha is a statistical metric that assesses the degree of internal consistency inside a scale, reflecting the extent to which the items in the scale are closely related to each other as a collective. The Cronbach's Alpha value for stress level is 0.864, indicating a high level of dependability. This suggests that the 7 items used to measure stress level are very consistent with each other. Similarly, the Cronbach's Alpha for job performance is 0.823, indicating strong reliability. This suggests that the items used to evaluate job performance are dependable and internally consistent.

Table: 2 Frequency and percentage of Age.

What is your age? (In Years)		
	Frequency	Percent

18-24	23	19.2
25-34	22	18.3
35-44	22	18.3
45-54	26	21.7
Over 55	27	22.5
Total	120	100.0

The age distribution data indicates that a grand total of 120 respondents took part in the study. The largest demographic, accounting for 22.5% of the participants (27 individuals), consists of individuals aged 55 and above. The 45-54 age group closely follows, representing 21.7% (26 persons). Both the age ranges of 25-34 and 35-44 had an equal representation of 18.3%, with a total of 22 respondents in each category. The smallest cohort comprises those aged 18-24, constituting 19.2% (23 respondents) of the entire sample.

Graph: 1 Graphical representation of Age.

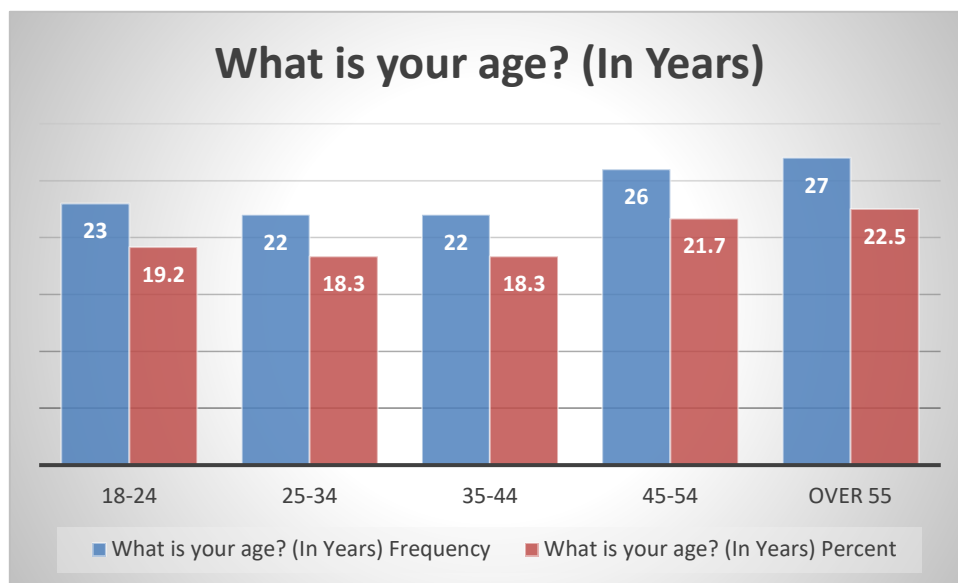


Table: 3 Frequency and percentage of Gender.

What is your gender?		
	Frequency	Percent
Male	68	56.7
Female	52	43.3
Total	120	100.0

The above table discusses the frequency and percentage of gender. In male group, Frequency is 68 and percentage is 56.7%. In female group, frequency is 52 and percentage is 43.3%.

Graph: 2 Graphical representation of Gender.

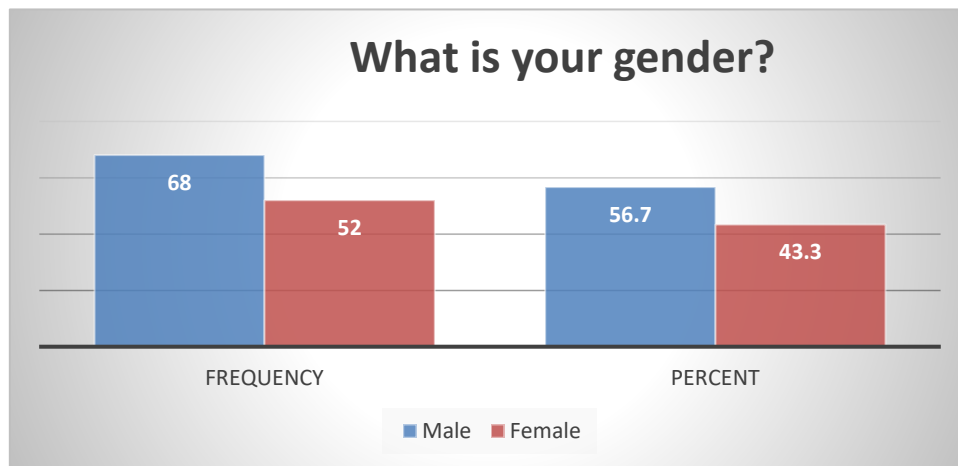


Table: 4 Frequency and percentage of highest level of education.

What is your highest level of education?		
	Frequency	Percent
Higher Secondary	30	25.0
Graduation	27	22.5
Post-Graduation	28	23.3
Other	35	29.2
Total	120	100.0

The survey included a total of 120 participants, and the data collected shows the greatest level of education attained by each respondent. Out of the total number of persons, 35 people, which accounts for 29.2% of the group, reported having "Other" as their greatest degree of schooling. The proportion of individuals having a higher secondary education is 25.0%, as reported by 30 respondents. Out of the total responders, 23.3% (28 individuals) have completed post-graduation, while 22.5% (27 persons) have completed graduation.

Graph: 3 Graphical representation of highest level of education.

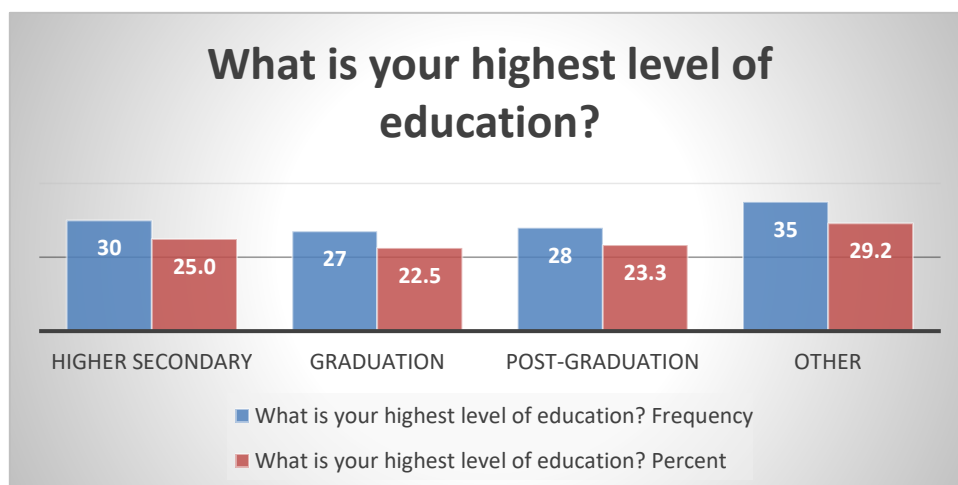


Table: 5 Frequency and percentage of marital status.

What is your marital status?		
	Frequency	Percent
Single	63	52.5
Married	57	47.5
Total	120	100.0

The above table discusses the Frequency and percentage of marital status. In Single Group, Frequency is 63 and percentage is 52.5%. In Married group, Frequency is 57 and percentage is 47.5%.

Graph: 4 Graphical representation of marital status.

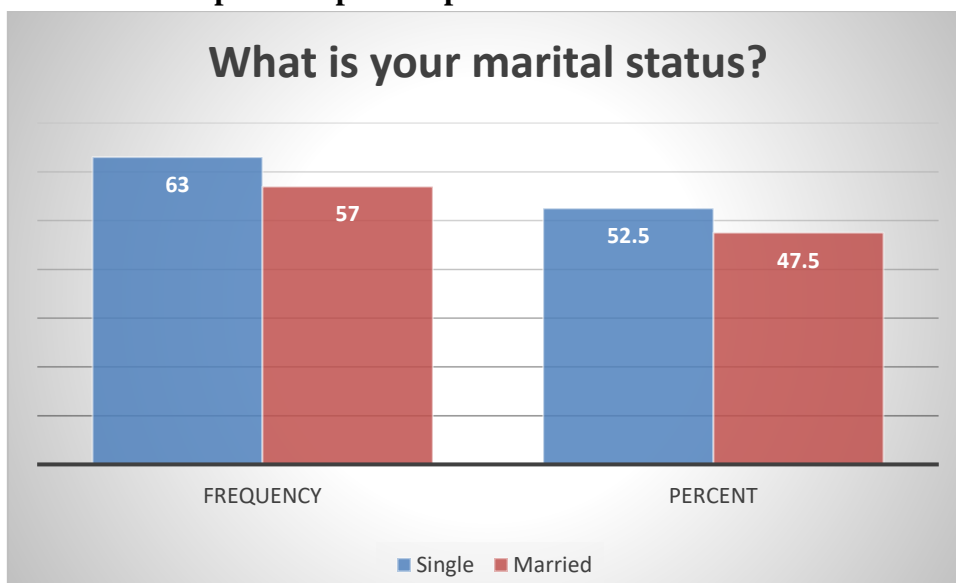


Table: 6 Frequency and percentage of monthly income.

What is your monthly income? (In RS)		
	Frequency	Percent
20000-25000	18	15.0
26000-30000	27	22.5
31000-35000	21	17.5
36000-40000	25	20.8
Over 40000	29	24.2
Total	120	100.0

According to the data analysis on monthly income distribution, out of the 120 respondents, the largest group consists of 29 individuals, which is equivalent to 24.2% of the total. This group earns more than Rs. 40,000 per month. The second-largest group, comprising 22.5% of the total population, consists of 27 persons whose income ranges between Rs. 26,000 and Rs. 30,000. Out of the respondents, 20.8% (25 persons) have a monthly income ranging from Rs. 36,000 to Rs. 40,000, while 17.5% (21 individuals) earn between Rs. 31,000 and Rs. 35,000 per month. The smallest cohort, with 15.0% (18 persons), falls within the income range of Rs. 20,000-25,000. In general, the income distribution encompasses a wide spectrum of earnings, with the majority of participants earning more than Rs. 26,000 per month.

Graph: 5 Graphical representation of monthly income.

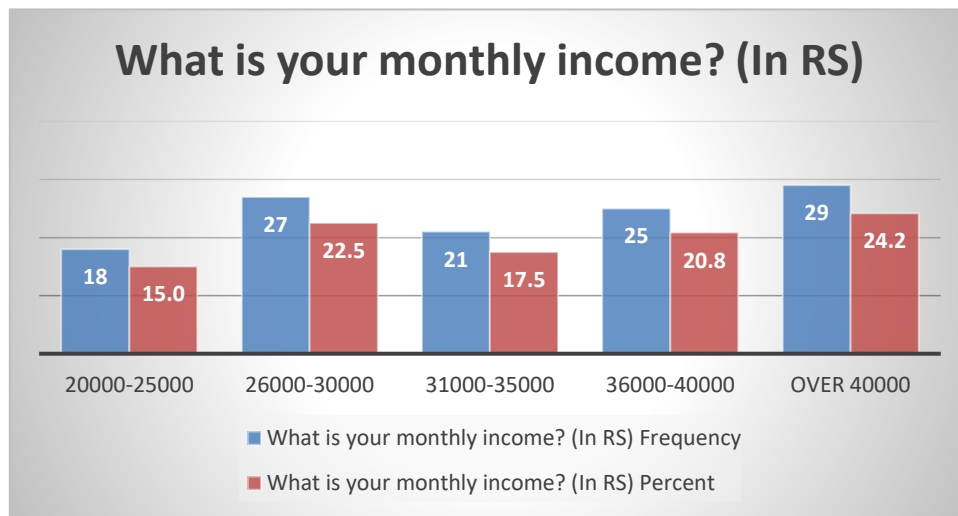


Table: 7 Regression test.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.709 ^a	.503	.498	4.92679

a. Predictors: (Constant), Stress Level

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2895.056	1	2895.056	119.269	.000 ^b
	Residual	2864.244	118	24.273		
	Total	5759.300	119			

a. Dependent Variable: Job Performance
b. Predictors: (Constant), Stress Level

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.124	1.640		1.905	.059
	Scoring	.747	.068	.709	10.921	.000

a. Dependent Variable: Job Performance

The regression analysis investigates the correlation between stress level and job performance. The model summary indicates a robust positive correlation between the predictors and the dependent variable, as evidenced by a R value of 0.709. The R Square score of 0.503 indicates that around 50.3% of the variation in job performance can be accounted for by stress levels. The modified R Square of 0.498 takes into consideration the number of predictors in the model, which strengthens the model's ability to explain the data. The ANOVA table indicates that the regression model is statistically significant, as evidenced by the F-value of 119.269 and the p-value of 0.000. This suggests that there is a substantial relationship between stress level and work performance. The coefficients table indicates that the stress level variable has a substantial positive influence on job performance, as seen by a standardized beta coefficient of 0.709 and a highly significant p-value of 0.000. The constant term has a p-value of 0.059, slightly over the customary threshold of 0.05 but remaining in close proximity to statistical significance. In summary, the findings indicate that increased levels of stress are linked to alterations in job performance, highlighting a significant correlation between these two factors.

Table: 8 Correlation test.

Correlations			
		Scoring	Scoring
Scoring	Pearson Correlation	1	.709**
	Sig. (2-tailed)		.000
	N	120	120
Scoring	Pearson Correlation	.709**	1
	Sig. (2-tailed)	.000	
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

The correlation analysis indicates a robust positive link between the stress level (Scoring) and job performance. The Pearson correlation coefficient of 0.709 signifies a substantial and resilient relationship between these two variables. The correlation is statistically significant at the 0.01 level (two-tailed), indicated by the p-value of 0.000. As stress levels escalate, job performance is expected to fluctuate accordingly.

Discussion

The regression and correlation analyses yield strong evidence of a significant association between stress levels and job performance. The robust positive association, indicated by a Pearson value of 0.709, underscores the close connection between elevated stress levels and fluctuations in job performance. The correlation has statistical significance at the 0.01 level, which strengthens the reliability of the association. The regression model provides additional evidence, indicating that stress levels account for approximately 50.3% of the variability in job performance. The F-value of 119.269 and p-value of 0.000 provide strong evidence that the model is statistically significant, supporting the conclusion that stress levels significantly influence work performance. The standardized beta value of 0.709 suggests a significant influence of stress on job performance. Despite the constant term's p-value of 0.059 being slightly higher than the conventional significance criterion of 0.05, it nonetheless remains in close proximity to significance. These results highlight the significance of stress management in relation to job

performance. They indicate that interventions targeting stress reduction have the potential to enhance job performance outcomes.

Conclusion

The study establishes a noteworthy correlation between stress levels and job performance. Moderate amounts of stress can have a beneficial impact on productivity by improving concentration and innovation, whereas excessive levels of stress have a detrimental effect on job performance, resulting in exhaustion, reduced drive, and compromised decision-making abilities. The regression study demonstrated that stress explained around 50.3% of the variability in job performance, highlighting its significance in workplace dynamics. Implementing effective stress management strategies, such as encouraging a healthy work-life balance and offering comprehensive wellness programs, is essential for improving employee well-being and maximizing job performance. Organizations should give priority to these tactics in order to establish a work climate that is both healthier and more productive.

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