

Employee Stress And Its Impact Of Work Performance In Government And Private Sector

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Abstract-

In present scenario stress is considered one of the most faced problems in almost all walks of life experience .It is an important task for everyone to balance responsibilities both at workplace and at home. Due to technological speed, globalization, competition people are experiencing stress to a very great extent. People, who are stressed, are also more likely to be less productive, unhealthy, poorly motivated. The nature of work has changed over the last century and it is still changing at whirlwind speed. Work culture, high performance of demand, jobs insecurities, personal and family problems are among various reasons for causing stress, The purpose of this research paper is to investigate some factors affecting the job stress not only in private sector but also in government sector.

Key Words-: Work stress, work conflict.

Introduction- Nowadays stress is very common among employees. It is an unavoidable characteristic of life and work. Long hours, heavy workload, job insecurity and conflict with co-workers or bosses are some of causes of work related stress. Work stress is a chronic disease caused by conditions in the workplace that indirectly affect and individual's performance and overall his or her body .In fact employee stress is negatively correlated to work performance. Further the most level of stress, the lower the employee's performance in an organisation. Because due to stress employee is not able to perform his or her duty properly .Every employee plays a pivotal role in an organisation. Work stress is thought to affect individual's psychological and Physical health as well as organisations' effectiveness.

Causes of stress-: Stress results from a mismatch between the demands and pressures on the person, on the one hand, and their knowledge and abilities, on the other. It challenges their ability to cope with work. This includes not only situations where the pressures of work exceed the worker's ability to cope but also where the worker's knowledge and abilities are not sufficiently utilized and that is a problem for them. Employees are expected to work long hours and in lean economic times to do so for less pay. the result of this environment include fear and uncertainty and of course stress. Stress is the result of emotional, physical, social, economic or other factors that require a response to change .Workplace stress can affect both employees and employers. Some of the causes of stress work are following:

1. Low morale- when morale is low worker often feels tired, powerless
2. Long hours of job and shifts
3. Heavy workload
4. Peer pressure
5. Stick rule and regulations
6. over supervision
7. Lack of communication
8. Discrimination in salary
9. Tight deadlines
10. Safe and healthy working environment
11. Boring work or monotonous nature of job
12. Job in security
13. Harassment
14. Poor Relationship with colleagues or bosses
15. Employees personality traits such as being impatient, aggressive and rigid.
16. Financial problems
17. Family issues

Impact of stress on work performance-: Workplace stressors are classified as physical and psychosocial. Physical stressors include noise, poor lighting, poor office or work layout, and ergonomic factors, such as bad working postures. Psychosocial stressors are, arguably, the most predominant stress factors. These include high job demands, inflexible working hours, poor job control, poor work design and structure, bullying, harassments, and job insecurity. stress puts drastic effects on employees. Job stress is negatively related to performance higher the stress, lower the performance. Most of the employees in organization feel that their job is stressful, that in return decreases their performance. Employees in stress cannot meet the expectations of their organization. Productivity depends on employee's time management skills and ability to focus on the task at hand. Unfortunately when job stress comes into play employees find it difficult to concentrate, fails to meet deadlines and can't utilise their creativity. Stress can trigger other mental health concerns that impact job productivity including anxiety, conflict, depression, burnout etc. Due to stress employees become less engaged with their work. They can't maintain normal productivity level. When employees experience anxiety and depression they find it more difficult to function normally and require extra effort to be productive at work. One employee stress can impact the collaboration of whole team .Conflict among employee's increases because of stress and it is not only time consuming but also hinders job performance of employees. If an employee is always in stress he will less likely to find ways to address and resolve conflicts with team members and it will difficult to build team at work .Stress affects your ability to remember things you already know, to process new information you are learning and to apply both to analytical situations and physical tasks that require concentration. When you are mentally exhausted from all of the worries, anxieties and tension brought on by a stressful environment or lifestyle, you are more easily distracted and prone to make costly, harmful or even fatal mistakes on the job.

Conclusion- It is clear now that stress caused not only less productivity of an employee but also affects their mental and Physical health. So it is very important to pay attention towards this There should not be overload of works on employees. We can overcome stress but we cannot avoid stress .So both the employer and the employee can follow some strategies to overcome the stress.

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