



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

Magnitude of Employee Stress versus Employee Performance

Deepthi M P¹

Research Student, Department of Management Sciences,
Maharaja Institute of Technology – Mysore

Dr. Manoj Kumara N V²

Associate Professor & Research Guide, Department of Management Sciences,
Maharaja Institute of Technology – Mysore

Abstract

The need and importance of the study highlighted the causes of stress and measures to overcome the stress. The research was conducted with a sample of 100, based on random sampling, the primary data were collected utilizing a structured questionnaire and using the questionnaire instruments 5. Likert's scale, the data were using various tools like percentage analysis and correlation technique. The study reveals on coping strategies mechanism in stress management and it also help the organization to mitigate the stress level and empowering the employee towards greater efficiency.

Keywords: Stress Management, Problems, Coping strategies, Percentage and Correlation, Performance and Development.

I. Introduction

Indian textile industry is the second biggest business maker after horticulture. It holds a vital status as it gives the most helpful fundamental necessities to the general population. Since it is an autonomous industry, it has a greater limit with regards to the formation of business openings in modern, rural, sorted out, rustic and urban territories particularly for ladies and distraught Individuals. The business appeared which was one of the most punctual ventures and it considers for over 30% of the absolute fares and one of the second biggest industries on the planet. The portion of Indian Textile Industries incorporates readymade pieces of clothing, cotton textile including Handlooms, Silk materials, Man-made materials, Handcraft, woolen materials, Coir and Jute.

The advancement of material enterprises occurred as far as general approach still the year 1985, and the fundamental job of a material part was perceiving out of the blue and had been reported a different arrangement proclamation concerning the progress of textile businesses. The National textile strategy was reported in the year 2000. The primary target of the industry is to give great quality fabric which is most adequate on sensible cost for the larger part of the number of inhabitants in the nation to build the commitment to the arrangement of maintainable work and even to expand the monetary development of the country. This arrangement expects to accomplish the objective of the business and clothing fares of US\$50 billion by 2017 of which share the articles of clothing will be the US\$ 25 billion. Material industry gives one of the necessities forever and places a fundamental job through its commitment through modern yield, production of work openings, and income of fare in the nation. At present, the industry contributes around 14% to mechanical generation, 4% to GDP, and 17% to the nation's fair profit. It additionally gives direct work to Over 35 million people groups. The business is diverse with hand to hand- and hand-woven segment to the wardrobe side of the range. The objective of material fare has been fixed by the government for the year 2008-09 @ 20% over the genuine execution in the year 2007-08 is set at the US\$26.55 billion.

II. Background of the study

Employees who are stress are likely to be unhealthy, poorly motivated and less productive and less safe at work due to stress, positive attitude and meditation will be helpful to cope up the stress, coping strategies will reduce the stress and help to improve the skills of the employees so has to important the organization.in this study says there is a negative relationship between work stress and employee performance.

III. Review of literature

Wei wang, Kiroko Sakata, Asuka Komiya, and Yongxin Li³⁰ (2019): Workplace tension is a major problem all over the world, according to this report.The relationships of managerial ethical management, mutual supervision, Joseph j.Mazzola, Ryan Disselhorst¹³ (2019):The mission trouble version of pressure proposes that stressors can be divided into two district businesses: venture employees and restrict personnel.Dr. Deepthi Bargav and Hemanth Trivedi⁸(2018): The research methodology was a questionnaire-based survey of young candidates, the main objective of this study is the youth, measure the stress level, and the strategies used to overcome the stress among the youth.Mathangi Vijayan¹⁸ (2017):In this report, which concentrated on the effect of stress on employee job performance, the workload has a greater impact on job performance.Ashok Panigrahi⁵ (2016):According to this report,strain is a massive aspect for employees of each organization. At the same time as stress is kept inside a positive range, it can help you accomplish your goals, but when it reaches that range.Anne Fothergill, Deborah Edwards, and Philips Burnard³(2016):The study says that the psychiatrist profession is a stressful profession psychiatrist has to face a range of stressors in their work including the stress associated with the work and personal stress.Mrs. R Shanthi¹⁹ (2016):In this study, stated that stress issue has become contemporary being an occupational hazard in fast pacing IT profession need to be addressed without delay, hence the importance of the study of stress at various levels among IT Employees is growing.

V Sumathi and R. Velmurugan²⁸ (2016):In this study says that, stress is a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he/ she desires and for which the outcome is perceived to be both uncertain and importance. Richard S. DeFrank and Cary L. cooper²⁴ (2015):,Stress management at the worksite may be a valuable component of health promotion and important in the avoidance of litigation it follows the availability of these programs will continue to increase in the future. Qaboos Zafar, Ayesha Ali, Tayyab Hameed, Toqeer Ilyas, Hafiz Imran Younus²³ (2015):Analyze the impact of job stress on employees performance in the industrial sector of Pakistan, for this purpose previous research literature has critically studied and data were collected through questionnaire survey Jaroslav nekorance, Miroslava kmosena¹² (2015): It focused on the problems of stress in the workplace, the authors will define the most common sources of work-related stress, their effects on employees performance physical, and mental health. M. Kotteshwari and Dr. S. Tameem Sharief¹⁷ (2014): In this study says that stress at work relatively new modern lifestyle. The nature of work has given through drastic changes over the last century and it is still changing at whirlwind speed. Warrich Usman Ali, Ahmed Rizwan Raheem, Ahmad Nawaz, and Khoso Imamuddin²⁹ (2014): This look intends to see how stress affects employee performance on the job. Its miles based on an empirical examination of 133 personnel from non-public region universities in Karachi that provide training in enterprise administration, engineering, Madisen, textiles, and fashion.

Muhammad Imran Qureshi, Mehwish Iftikhar, Syed Gohar Abbas, Umar Hassan, Khalid Khan, and Khalid Zaman²⁰ (2013):In this competitive era, organizations are continuously looking for new ways to develop their human capita this leads to a new challenge that is how organizations can retain their skilled human resource. Ashfaq Ahmed, Dr, Muhammad Ramzan⁴ (2013):According to this report, bankers are currently under a great deal of stress, which is caused by a variety of factors like excessive, role doubt, role dispute, concern for citizens. Noopur surti and Riddhi Ambavale²¹ (2013):The various factors affect the job stress of the employees, some of the major factors are, health, work environment, job, emotional, stability, personal relation, workload, and appreciation and feedback.Laiba Dar, Anum Akmal, and Muhammad Akram Naseem, Kashif Ud Din Khan 15 (2011):The various studies have been conducted to examine the relationship between job stress and job performance. the chi-square test and t-test were used to test the hypothesis. AliMohammad Mosadeghrad, Ewan Ferlie, and Duska Rosenberg² (2011): According to this report, job stress is a significant challenge to healthcare workers' quality of life, and it can lead to violence, absenteeism, and attrition, as well as lower productivity. Usman Bashir and Muhammad Ismail Ramya²⁷ (2010):In this study says that bankers are under a great deal of stress and due to Mary antecedents of stress

schwas overload, role ambiguity, role conflict, responsibility for people, participation, lack of feedback, being in an innovative role, career development, organizational structure, and climate. Ji Young Kim sei Jin Chang Nancy Fiedler Sang Baek Koh Benjamin F. Crabtree Dong mug Kang young kyu Kim Young-ho Choi¹⁴ (2007): The intention of this take look at is to decide which factors of occupational strain or task traits are extra strongly associated with depression among Korean employees and to examine which components of occupational stress or activity traits are extra strongly associated with melancholy. Coetzer W, J and S. Rothmann. S.⁷ (2006): The aim of this has look is to determine the asset's inner consistency, understand occupational stressors for insurance organization people, and compare the connection between occupational stress, ill health, and organizational commitment.

Sabir, I Giga, Andrew J Noblet, Brain Faragher, and Cary.L. Cooper²⁵ (2003): The authors have undertaken a review of the United Kingdom (UK) based research that has tested the impact of semis. Sixteen studies were examined and the results revealed that the vast majority of interventions targeted at the individual employee. Jac J.L. Vander Klink and Aart h. schene¹⁰ (2001): The employee's expediency the psychological problems related to the occupational stress, to reduce and overcome from this problem, stress management interventions are designed. Efficiency and cost-effectiveness are very important. Bushara Bano⁶ (2000): Stress is an inevitable part of police personnel, the purpose of this research is to identify causes of stress and also empirically investigate the socio-demographic factors affecting stress level among police personnel. Talya N. Bauer and Donald M. Truxillo²⁶ (1999): Temp-to-permanent employees, according to this file, are transient groups of workers who can grow to be permanent employees for a fixed time frame. Luo Lu¹⁶ (1999): According to the report, the researchers looked into the relationship between occupational stressors and strain, as well as the influence of possible moderating variables like job motivations and social support from co-workers, managers, buddies, and family. Jane Sims¹¹ (1997): The difficulties surrounding the evaluation of stress management programs have been highlighted, sponsors require evidence of the efficiency of schemes if they are to continue funding stress management in general practice, more research is needed to highlight whether interventions work. H van der Hek and H.N, Plomp⁹ (1996): The occupational stress management program is to overcome the stress of an individual or group, or organization. In this study different categories are applied to classify occupational stress management programmed. A.V.R. Akshaya and Dr, S. Usha¹ (1995): Stress is defined as a state of psychological and physiological imbalance resulting from the disparity between situational demand and individual ability and motivation to meet those needs, stress has often been misunderstood. P.S. Swaminathan and S. Rajkumar²² (1995): They focused on the levels of stress among the age group profession, different varieties of jobs, hours of work, and the influence of work environment on the degree of stress faced by employees.

IV. Statement of the problem

In the textile industry, several factors contribute to organizational stress among workers, including workload, working conditions, shift work, and the relationship between managers and employees. Relationships between superiors and employees, lack of experience in dealing with human resource procedures, and lack of experience in dealing with human resource procedures all contribute to the employee in textile experiencing job stress in the organization.

V. Objectives of the Study

- To determine the factors influence the stress are to create stress in the organization.
- To examine the relationship between work stress and employee performance in the organization

VI. Research Methodology

6.1 Type of Research

Descriptive research: It was defining current position of a spectacle and sometimes appeal valid conclusions based on the truths find out throughout study. It focuses more on 'what' also it deals with the present and manipulation of the variables is not possible. In a current situation what exist with respect to variables of a condition. Compare between the present situation and what we want to be and develop strategy to achieve goal. Research, the research design was used as a tool.

6.2 Sampling methods: simple random sampling and convenient sampling will be used this study. Simple random defines as randomly selected sample from large population.

6.3 Sampling techniques: Probability sampling and non-probability sampling is used a selection of few criteria and chooses peoples of a randomly and selection based on non-random criteria and not every people have a chance of being included.

6.4 Sampling unit: All type of employees of Gokaldas exports private Limited company

6.5 Sample size: There are around 1764 employees in Gokaldas private limited company among them 100 Respondents were chosen as sample size.

6.6 Sources of data:

Primary data: primary data has been gathered by researchers, meeting the respondents personally that too with the help of the questionnaire.

Secondary data: secondary information is those which has been amassed by using a person and right here secondary facts are accumulated from the business enterprise internet site, journals, and books.

6.7 Statistical tools of analysis

a) **Correlation coefficient**

A correlation test is applied to test the relationship between two or more variables. This test was carried out to find out the relationship between Gokaldas Pvt. Ltd. Co. and employees.

VII. Data Analysis and Interpretation

The Study try to prove the objectives by considering the percentage analysis and correlation test to proven or disproven the Hypothesis.

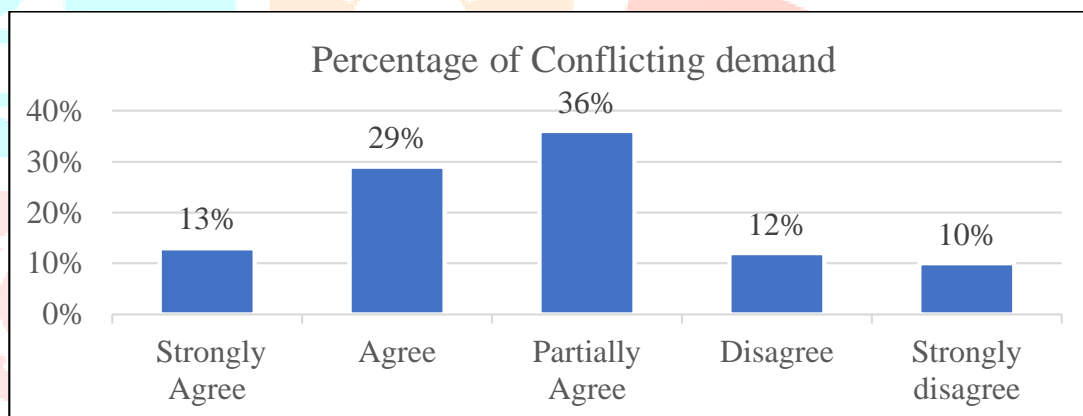


Chart: 1.1 Conflicting demand

The above table shows that 13% of participants are strongly agreed, 29% of participants agreed, 36% of participants are partially agreed, 12% of participants disagree and 10% of participants are strongly disagreed. The majority 36% of participants are partially agreeing to conflicting demands for staff.

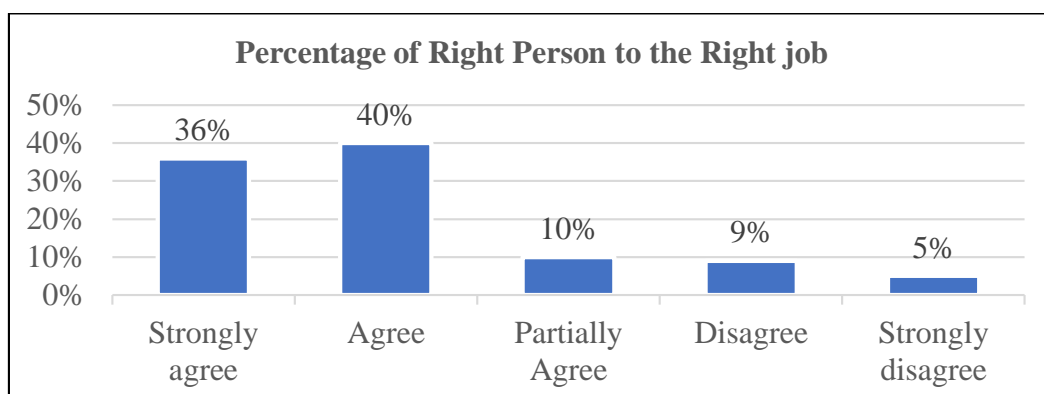


Chart:1.2 Right person

From the above table shows that 36% of members strongly agree, forty% of members are agreed, 10% of participants are in part agree, nine% of members disagree, 5% of individuals are strongly disagreed. the general public of forty% of individuals is agreed for proper man or woman to the right task.

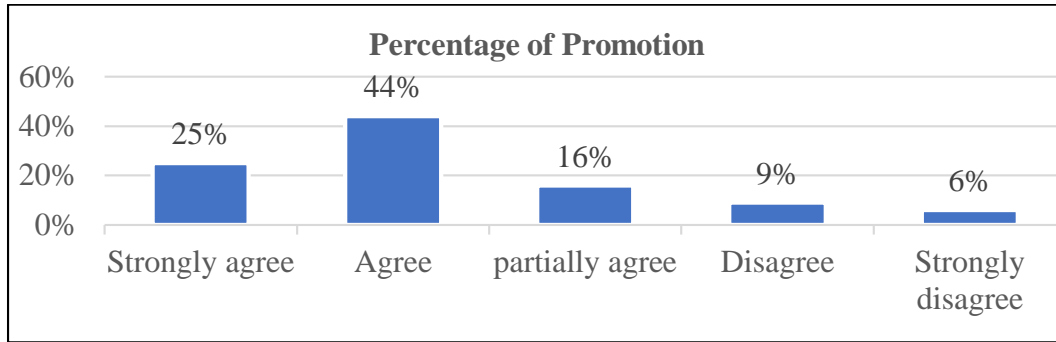


Chart: 1.3 Promotion

The above table indicates that 25% of participants are strongly agreed, 44% of participants are agreed, 16% of members partly agree, 9% of individuals disagree, 6% of participants are strongly disagreed. The general public of 44% of members are agreeing to promotion.

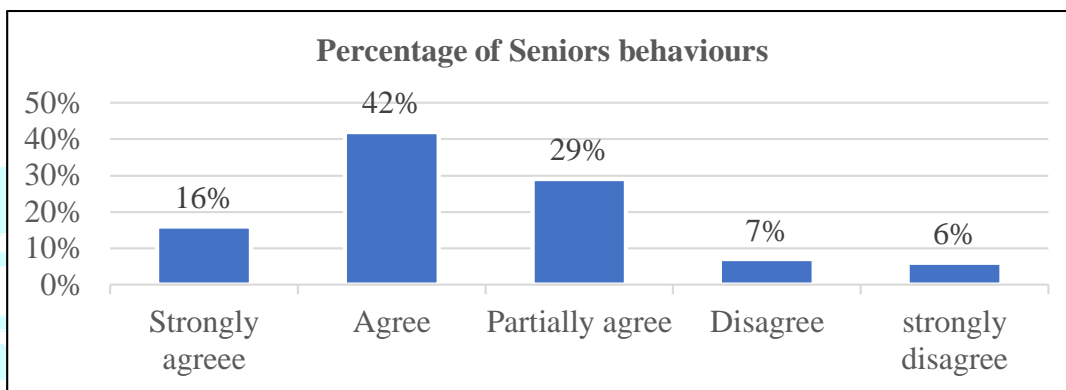


Chart: 1.4 Senior's behaviors

The above table indicates that 16% of members strongly agree, 42% of individuals are agreeing, 29% of contributors are partly agreeing, 7% of contributors are disagree, 6% of contributors are strongly disagree. Most people of 42% of participants agree for seniors' behaviors is also creates stress.

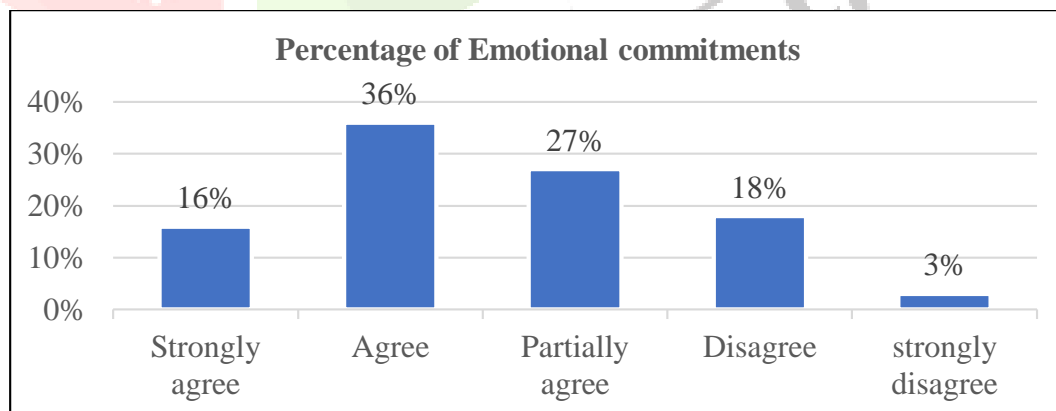


Chart: 1.5 Emotional commitments

According to the above table, 16% of respondents strongly agree, 36% of respondents agree, 27% of respondents more often than not agree, 18% of respondents disagree, and 3% of respondents severely disagree. A majority of responders (36%) agree that emotional commitments are critical.

7.2 Hypotheses of the Study

H₀ = There is a negative relationship between work stress and employee performance.

7.3 The calculation of the coefficient of correlation between work stress and employee performance

N	X	Y	DX	DY	DX ²	DY ²	DXDY
1	17	23	11	3	121	9	33
2	7	21	1	1	1	1	1
3	6	20	0	0	0	0	0
4	11	21	5	1	25	1	5
5	7	59	1	39	1	1521	39
6	65	22	59	2	3481	4	118
			$\sum dx=77$	$\sum dy=46$	$\sum dx^2=3629$	$\sum dy^2=1536$	$\sum dxdy=196$

$$r = \frac{n \sum dxdy - \sum dx \sum dy}{\sqrt{[n \sum dx^2 - (\sum dx)^2] \times [n \sum dy^2 - (\sum dy)^2]}}$$

$$r = \frac{6(196) - (77 \times 46)}{\sqrt{[6(3629) - (77)^2] \times [6(1536) - (46)^2]}}$$

$$r = \frac{1176 - 3542}{\sqrt{[21774 - 5929] \times [9216 - 2116]}}$$

$$r = \frac{-2366}{\sqrt{(15845) \times (7100)}}$$

$$r = \frac{-2366}{\sqrt{11,24,99,500}}$$

$$r = \frac{-2366}{10,606.57}$$

$$r = -0.22$$

$$r^2 = (-0.22)^2$$

$$1 - r^2 = 0.0484$$

$$r^2 = -0.9516$$

The correlation which is existed negative, so where it is reported -0.22 so therefore the study has proven that the work stress haven negative influence on the performance of the organization, so, therefore, the study proved that there is a significant relationship between work stress and employee performance.

VIII. Results and finding

- 56% of the employees are facing stress because of more workload.
- The study found that 54% of the employees are facing more working time leads to stress.
- 46% of the employees are feeling job insecurity leads to create stress.
- The study found that 59% of the employees are facing poor salary, this leads to create stress.
- 44% of the employees are facing time pressure and deadlines also create stress.
- The study found that 48% of the employees are facing unexpected accidents that lead to creating stress.
- The study found that 37% of the employees are facing more health problems because of stress.
- 44% of the employees are feeling negative effect on job performance is also leads to creating stress.
- The study found that 25% of the employees are facing family problems also create stress.

- It is suggested to the organization to provide frequent counseling service to the employees because stress level of the employees.
- The company implements a few modifications at work, such as setting timely goals, distributing job loads, allowing for flexible work hours, and relaxing regularly.
- The organization has to take appropriate measures in identifying physical health problems.
- It is suggested that the organization recognize all good jobs done by employees, no matter how minor, and provide appropriate awards as well as ongoing encouragement and support.
- Hold frequent recreational activities such as departmental get-togethers, employee birthdays, departmental milestones, cultural activities, sports, and so forth.
- The company has to frequently communicate with the employees.
- The organization should give one task at a time and give sufficient time to reach the targets so that employees' performance is better without any stress.
- Organizations can conduct frequent health checkup camps for the employees.

IX. Conclusion:

Organizational life has become rather demanding in recent years. New technologies, worldwide competition, and competitive pressures are all factors to consider. Employees who are stressed are more likely to be unwell, unmotivated, less productive, and unsafe at work. A positive attitude and meditation can help employees manage stress. The organization must recognize stress among its employees and assess the source of stress. The organization must then implement suitable coping tactics to remove its employees from occupational stress. Proper coping methods will reduce stress and aid to increase employee capabilities, allowing the organization to improve.

Bibliography

1. A V R Akshaya, Dr. S. Usha (1995) "stress management among women employees in the textile industry"
2. Ali Mohammad mosadeghrad (2011) "a study of the relationship between job stress, quality of working life and turnover intension" vol 24, issue-4, pp 170-181.
3. Anne Fothergill, (2016) "stress burnout, coping and stress management in psychiatrists" *international journal of social psychiatry*. Vol. 50(1), pp.55-65.
4. Ashfaq Ahmed, Dr. Muhammad Ramzan (2013) "effects of job stress on employee's job performance" *IOSR journal of business and management*, ISSN 2319, vol 11, issue-6, pp 61-68.
5. Ashok panigrahi (2016) "managing stress at the workplace" *journal of management research and analysis*, pp 154-160.
6. Bushara bano, "job stress among police personnel".
7. Coetzer, W, J Rothmann.S. (2006) "occupational stress of employees on an insurance company" *South African journal of business management*, ISSN 20178-5976, vol 37, issue-3, pp 29-39.
8. Dr. Deepthi Bhargava (2018) "a study of causes of stress and stress management among youth" *international journal of management and social science*, ISSN 2455-2267, vol.11, issue.03, pp.108-177.
9. H. van der heck and H. N. Plomp (1996) "occupational stress management programs", vol.47, issue-3, pp-133-141.
10. Jac J.L. Vander Klink, MD, MSC, Roland W.B. Blonk (2001) "the benefits of interventions for work-related stress" *American journal of public health*, vol.91. Issue-2, pp.270-276.
11. Jane SIMS (1997) "the evaluation of stress management strategies in general practice" *British journal of general practice*, pp 577-582.
12. Jaroslav NekoRANE (2015) "stress in the workplace- sources, effects and coping strategies" issue-1, pp 163-170.
13. Joseph J. Mazzola (2019) "should we be challenging employees, A Critical review and meta-analysis of challenge" pp 949- 961.
14. Jung Jin Cho (2007) "occupational stress and depression in Korean employees" pp 47-57.
15. Laiba Dar, Anum Akmal (2011) "impact of stress on employee job performance in business" *global journal of management and business research*, ISSN 0975-5853, vol. 11, issue-6.
16. LUO LU (1999) "work motivation, job stress and employee's well-being" *journal of applies management studies*, vol 8, issue-1, pp 61-72.

17. M kotteshwari (2014) “job stress and its impacts on employee’s performance” *international journal of business and administration research review*, ISSN-2347, vol.2, issue-4.
18. Mathangi Vijayan (2017) “impact of stress on employee’s job performance in Aavin” *journal of organization and human behavior*, vol 6, issue- 3.
19. Mrs. R Shanti (2016) “a study on stress management and coping strategies regarding the IT companies” *international journal of management*, ISSN 0976-6502, vol 7, issue-2, pp 636-645.
20. Muhammad Imran Qureshi (2013) “Relationship between job stress, workload, environment, and employee turnover intentions” *world applied sciences journal*, ISSN 1818-4952, pp 764-770.
21. Noopur surti (2013) “a study on stress level; of sales employees in garment retail stores of Ahmedabad city” *international journal of management and social scienceresearch*, ISSN 2319-4421, vol 2, issue-6.
22. P S Swaminathan, S Rajkumar (1995) “stress level in organizations and their impact on employee’s behavior”.
23. Qaboos Zafar, Ayesha Ali (2015) “the influence of job stress on performance” *American journal of social science research*, vol 1, issue-4, pp 221-225.
24. Richard S. Defrank and Cary L. Cooper (2015) “worksite stress management interventions”, *journal of managerial psychology*, vol, 20, pp-178-187.
25. Sabir Giga (2003) “a review of research on organizational stress management interventions” vol.38, issue-2. Pp-158-164.
26. Talya N Bauer and Donald M Truxillo (1999) “Tempo-to permanent employees: A longitudinal study of stress and selection success” *journal of occupational healthpsychology*, vol 5, issue-3, pp 337-346.
27. Usman Bashir (2010) “impact of stress on employee performance” *international journal of marketing studies*, vol.2, issue-1, pp-122-126.
28. V Sumathi, R, Velmurugan (2016) “An empirical study on work stress among the employees in the textile industry” *international journal of management research andreview*, ISSN 2249-7196, vol 6, issue- 11, pp 1547-1553.
29. Warrick Usman Ali, Ahmed Rizwan Raheem (2014) “impact of stress on job performance” *research journal of management sciences*, ISSN 2319-1171, vol 3(7), pp 14-17.
30. Wei Wang, Hiroko Sakata (2019) “what makes employees work so stressful” vol 11.

