



A Study on the consequences of work stress on employee performance during covid-19 .

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ABSTRACT: A study analysis to determine the effects of operational stress on employee performance during the covid-19 epidemic. The project report is about the level of staff pressure that is an integral part of any organization, which is considered a necessary asset of the company. The main concern of respondents is safety and security in the covid-19 virus and they take all precautionary measures while on duty a sample size of 120 is taken for the purpose of analyzing the project using a simple sample. In the complete sample the majority of respondents are among all respondent staff satisfied with the physical and mental condition of the respondents who are satisfied with the physical and psychological working conditions of the organization.

Key words: Work stress ,covid-19 , employee performance , work from home

I . INTRODUCTION :

Occupational Stress, also known as Occupational Stress, is the stress that a person experiences at work. The main causes are short-term goals that are not possible, unexpected assignments on responsibilities, and high expectations. Occupational stress can be defined as the physical and emotional responses that occur when job requirements differ in skills, resources, or employee needs. Work pressures can lead to poor health and even injury. With today's business, there is a lot of competition between companies. Staff performance becomes a big thing and the key to corporate success. This performance has been severely hampered by the extreme pressures exerted in the workplace and this has aroused the attention of many employers. Knowing the factors that lead to job stress and your impact on staff performance is essential for any organization to ensure its success and efficiency.

Stress management has become the most important and crucial way to increase employee morale and corporate productivity in all companies. All organizations understand that workers play a major role and should be free from pressure to provide the right atmosphere. There are a variety of stress management strategies in organizations. High-pressure jobs lead to work, which includes a busy schedule and complex workloads that lead to inequalities between personal and occupational health. Overwork can affect an individual's physical well-being, leading to unemployment and dissatisfaction among employees, leading to inequality in one's family or life.

II. OBJECTIVES OF THE STUDY :

- The primary objective is to study on consequences of work stress on employee performance during covid-19 pandemic .
- To measure the work pressure of employees who are working from home .
- To identify the impact of covid -19 on the mindset of employees towards their work.
- .To identify prevention of work stress is effective for employee performance

III. REVIEW OF PAST STUDIES :

The literature review examines the studies related to factors affecting of job stress, productivity. Stress management at different segments and the influence of job stress on the employees' productivity and their performance in the organization is observed.

Past studies suggest that crisis affect individual work and psychological wellbeing to a large extent (Wright & Hobfull, 2004; Griffin & Clarke 2011; Bakker & Demerouti 2018). Crisis can be defined as an emotionally stressful and disturbing event in person's life (Ünal- Karagüven 2009).

The outbreak of COVID-19 in the current time has led to a crisis situation and made a major switch in the regular working conditions worldwide correlated with high public uncertainty (Kanupriya 2020). In addition to the stress associated with Covid-19 disease, media speculation have caused this psychological disturbance more severe.

The current situation with lockdown and work from home (WFH) has become stressful for many of us. Past studies have found that high work load with unrealistic deadlines, work-family imbalance and job insecurity are the main stressors for employees (Krantz et al. 2005; Sullivan & Mainiero 2008; Sahni 2016).

Stress is known to have a negative influence on employees performance, productivity and overall satisfaction. Stress may make people more susceptible to the vulnerable COVID-19 virus infection (Anderson 2020).

This needs to be tackled as an urgent occupational health issue. Stress is a complex problem and misunderstood by many people (Defrank & Ivancevich 1998). The term 'stress' has generally a negative connotation in the form of threat and lack of resources.

Stress was first identified by Hans Selye as having both negative (distress) and positive (eustress) aspect to it (Selye 1976). He described stress as “the non- specific response of the body to any demand made upon it”. However, prolonged stress has been associated with many reasons of death like, heart attack ,cancer, suicide etc.

IV. METHODOLOGY

This study uses descriptive research design. Descriptive research consist of qualitative and quantitative research methodologies . The term descriptive research refers to the type of research question, design, and data analysis that will be applied to a given topic. Descriptive statistics tell what is, while inferential statistics try to determine cause and effect.

The population of study belongs to the people who are working from home during covid-19 pandemic situation . The sampling frame of this study includes all those IT employees in India whose jobs make it relevant for them to work from home. In this study , convenience sampling is used . Convenience sampling is a type of nonprobability sampling in which people are sampled simply because they are "convenient" sources of data for researchers. In probability sampling, each element in the population has a known nonzero chance of being selected through the use of a random selection procedure .

The questionnaire was structured with open and closed – ended questions. It was designed with demographic factor questions, multiple choice questions and Likert scale questions and ranking questions . The questionnaire is designed to be simple and easy, with the proper length.

This study was done in span of 3 months from January 2021 to March 2021, where the respondents are the people who work from home during the covid-19 pandemic

V. DISCUSSIONS

For more in depth analysis, analytical tools such as ANOVA, T-test and correlation have been used with the help of the SPSS software by IBM. The purpose of this is to find whether there are any statistical relationships between certain factors and to draw more apt conclusions from the study.

HYPOTHESES 1:

Ho: There is no significant difference between age of a respondent regard to impact of covid- 19 virus in occupational work .

H1: . There is significant difference between age of a respondent regard to impact of covid-19 virus in occupational work

TABLE 1: ANOVA FOR DIFFERENCE AMONG AGES OF RESPONDENTS IN REGARDS TO MPACT OF COVID-19 VIRUS IN OCCUPATIONAL WORK .

ANOVA

| Age | | | | | |
|----------------|----------------|-----|-------------|-------|------|
| | Sum of Squares | Df | Mean Square | F | Sig. |
| Between Groups | 1.473 | 4 | .368 | 1.256 | .292 |
| Within Groups | 33.727 | 115 | .293 | | |
| Total | 35.200 | 119 | | | |



From the above test results, the significant value 0.292 is lesser than 0.05. Therefore, H_0 can be rejected and it can be concluded that there is significant relationship between age of a respondent and fear of covid-19 virus in occupational work. The Mindset of people regarding corona virus is majorly influencing the people and creating an impact according to their age.

HYPOTHESES 2:

H_0 : There is no significant difference between gender of a respondent regard to his /her work stress during covid-19.

H_1 : There is significant difference between gender of a respondent regard to his /her work stress during covid-19.

TABLE 2: T-TEST FOR DIFFERENCE AMONG GENDER OF RESPONDENTS WITH REGARDS TO THEIR WORK STRESS DURING COVID -19.

| Independent sample t-test | | | | | |
|--|-----------------------|-----|------|-----|---------|
| | | F | Sig. | T | Df |
| Usually feel tired and depressed while WFH | Variances assumed | 293 | .589 | 282 | 118 |
| | Variances not assumed | | | 282 | 117.993 |

From the above test results the significant value is 0.589 is greater than 0.05. Therefore H_0 can be accepted. Thus, There is no significant relationship between gender of a respondent and his /her work stress during their work in covid-19. By a close difference female acquire more stress while they work from home during this covid-19 due to other distractions like household work, taking children etc

HYPOTHESIS 3:

H_0 : There is no significance relationship between company taking steps to control stress with regard to stress which arises during work from home.

H_1 : There is no significance relationship between company taking steps to control stress with regard to stress which arises during work from home.

TABLE 3: CORRELATION BETWEEN THE RESPONDENTS WHI FEEL TIERD AND DEPRESSED WHILE WORKING FROM HOME AND THEIR COMPANY WHO TAKES STEPS TO MANAGE STRESS.

Correlations

| | | | |
|--|---------------------|--|------|
| | | Usually feels tierd and deperressed while WFH. | |
| Usually feels tierd and deperressed while WFH. | Pearson Correlation | 1 | .104 |
| | Sig. (2-tailed) | | .258 |
| | N | 120 | 120 |
| company takes initiatives to manage stress | Pearson Correlation | .104 | 1 |
| | Sig. (2-tailed) | .258 | |
| | N | 120 | 120 |

From the above test results the significant value is 0.258 is greater than 0.05 .Ho is accepted .There is no significance relationship between company taking initiative to control stress with regard to stress arising during work from home .Because stress which is arising in home due to personal work which cannot be handled by the organization .

HYPOTHESIS 4:

Ho: There is no significance relationship between who canot maintain good balance in work life and personal life in regard to their work load scheduled effectively .

H1: There is significance relationship between who canot maintain good balance in work life and personal life in regard to their work load scheduled effectively

TABLE 4: CORRELATION BETWEEN THE RESPONDENTS WHO CANNOT MAINTAIN BALANCE IN WORK AND FAMILY LIFE WITH REGARDS TO THEIR WORK WHICH IS SCHEDULED EFFECTIVELY .

Correlations

| | | | |
|---|---------------------|------------------------------------|------|
| | | work load is scheduled effectively | |
| unable to maintain good balance between work life and family life . | Pearson Correlation | 1 | 224* |
| | Sig. (2-tailed) | | 014 |
| | N | 120 | 120 |
| work load is scheduled effectively | Pearson Correlation | 224* | 1 |
| | Sig. (2-tailed) | 014 | |
| | N | 120 | 120 |

From the above results the significant value 0.014 is lesser than 0.05 ,therefore we reject Ho and accept H1,that is , there is significance relationship between who canot maintain good balance in work life and personal life in regard to their work load scheduled effectively.

VI. CONCLUSION:

The results of the study state that there are many valid indications that working from home during a corona epidemic has both advantages and disadvantages. To be safe, secure and earn money in the worst economic crisis was a huge advantage.

The impact of fear of corona infection has been catastrophic because the spread of the virus was increasing day by day. From what many respondents have expressed, it is clear that homework has had a positive and negative impact on the minds of IT staff in their work.

In terms of the impact of the corona virus on the respondent's age, more than 40 people have a significant impact when they are afraid to leave their home due to their emergency due to the spread of the virus. focuses on work slowly despite fears of covid-19.

Most respondents prefer to return to work after the end of the epidemic rather than continue with WFH. Now again, this view may have been influenced by a number of fundamental factors that probably apply to each defendant. However, most of them point out that Homework spends the whole day without proper start and end work hours and adequate breaks. By comparing gender to work pressure in covid-19, women are more stressed because they have to take care of household chores, take care of children and family. Many disorders are faced by women which leads to more stress when compared to male respondents. Respondents in general felt that the night shift was causing a lot of stress and stress, they felt the boss's pressure was to go back while they were working due to a lack of communication with their bosses.

Respondents commented that they did not get any rest and time and recreation. The information and recommendations set out in this study can be used effectively by companies, researchers, to review their personnel policies.

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