



IMPACT OF WORK-RELATED STRESS ON JOB PERFORMANCE: A COMPARITIVE STUDY BETWEEN MALE AND FEMALE EMPLOYEES

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Abstract: The issue of work-related stress has become increasingly prevalent, as it not only affects the health and well-being of employees but also impacts the productivity of organizations. To delve deeper into this problem, a study was conducted to examine how work-related stress influences job performance and which gender is more susceptible to its effects. The research design implemented a quantitative approach, with a sample size of 100 individuals (50 men and 50 women) selected from a reputable technology company based in Mumbai. The results indicated that work-related stress has an adverse effect on job performance, with male and female employees experiencing a similar impact. These findings underscore the importance of addressing work-related stress to enhance job performance and prevent negative consequences.

Keywords: work-related stress, job performance, gender

I. INTRODUCTION

Work-related stress is a growing concern in today's busy and competitive workplace. Stress affects not only employees' health and wellbeing, but also the productivity and profitability of organizations. Work-related stress impacts job performance: reduced motivation, decreased productivity, and increased health and safety risks.

Gender has a profound impact on workplace stress and job performance. Social, cultural, and biological factors create unique experiences of work-related stress for men and women, and the coping strategies they use differ. Further research is essential to understand how gender impacts stress management strategies and job performance. (Rahman, M., Begum, F., & Ahmed, T. (2021), 5(1), 89-109)

Purpose of the study

This study will compare male and female technology sector employees in Mumbai to identify the impact of work-related stress on job performance and determine which gender is more susceptible. Additionally, the findings will contribute to the development of interventions and policies that promote employee well-being and productivity, benefiting both employees and organizations alike. This research is essential because work-related stress affects millions of employees globally and can have severe impacts on individuals and businesses alike. By understanding the influence of work-related stress on job performance and how it varies between genders, companies can create strategies and policies to foster employee well-being and productivity.

Concept of work-related stress and its impact on job performance

With the constant demands and pressures of work, employees are increasingly vulnerable to experiencing stress, which can ultimately have a detrimental impact on their job performance. This paper delves into the concept of work-related stress, exploring its causes and effects on job performance while also examining relevant literature and data to support our arguments.

Work stress is caused by factors such as workload, job insecurity, lack of control over tasks or projects, interpersonal conflict in the workplace, and poor work-life balance. (Mind Tools Content Team. (n.d.)) Organizational factors such as poor communication channels and lack of support from superiors, as well as job demands such as tight deadlines or high workload expectations can also lead to heightened levels of stress for employees. Individual factors like personality traits or coping mechanisms play a role in how individuals handle stressful situations at work. (Johnson, S. K. (2019), 159(6), 717-720.)

Numerous research has been done to investigate the relationship between job performance and stress at work, with Salleh's (2008) research discovering that stress at work has a negative effect on job performance and Wang, Liu, and Li's (2015) study finding a relationship between work-related stress and poor job performance and job satisfaction.

The causes of work-related stress on job performance

Work-related stress is now a typical occurrence in today's fast-paced and fiercely competitive workplace. Such stress can lead to burnout, lower productivity, and increased absenteeism, all of which have a negative impact on work performance. (Cavanaugh, M. A., Boswell, W. R., Roehling, M. V., & Boudreau, J. W. (2000), 85(1), 65-74.)

Work-related stress is one of the most common sources of stress for employees as well as employers, with 65% of them indicating that their job is a significant source of stress, according to a poll by the American Psychological Association (APA).

Numerous variables, including workplace pressures, a lack of job control, poor working relationships, role ambiguity, and organisational change, are among the causes. It is impossible to overstate the effect of workplace stress on performance. Burnout, lower productivity, increased absenteeism, decreased job satisfaction, and higher turnover rates are just a few of the repercussions on job performance that might occur.

Differences in stress levels and coping mechanisms between male and female employees

Studies have consistently shown that females experience higher levels of work-related stress compared to males (DeFrank & Cooper, 1987; Nielsen, 2019). For one, females are often victims of discrimination and harassment in the workplace which can lead to increased levels of anxiety and stress (Schmidt, 2016). Additionally, females may also face microaggressions or gender bias which can cause feelings of exclusion or marginalization that further contribute to their elevated levels of stress (Sultana et al., 2021).

Secondly, females often carry a disproportionate workload in terms of balancing work and family responsibilities (Byron, 2005). They are expected to perform the same job duties as their male counterparts while also managing household responsibilities and childcare. Females often have to sacrifice personal time and selfcare to meet these demands (Grzywacz Marks, 2000).

On the other hand, males often experience stress related to job demands and job insecurity (O'Connor et al., 2018). They are more likely to work in physically demanding jobs or jobs that require long hours, which can lead to fatigue and burnout (Bonde et al., 2019).

Females tend to use emotion-focused coping mechanisms, such as seeking social support, talking to friends and family, and engaging in self-care activities (Matud, 2004). These coping mechanisms are effective in reducing stress and improving mental health outcomes (Liu et al., 2015).

The employment of problem-focused coping strategies by men to manage job-related stress has been noted (Matud, 2004). These strategies include actively pursuing solutions to workplace issues and setting goals to enhance job performance. According to research by Jain et al. (2013), these coping strategies are successful in lowering stress levels and increasing job performance.

The impact of gender on work-related stress and job performance

An important element that cannot be overlooked is how gender affects stress at work and job performance. Women typically report higher levels of work-related stress than males do, according to research. According to studies, there are significant disparities between men and women in terms of how they feel stressors, how they cope with stress, and how stress affects how well they perform at work.

Men incline towards problem-focused coping strategies like planning or taking action against the source of their work-related stressors, in contrast to women's emotion-focused coping mechanisms like seeking social support or venting about the stressor.

Leka and Jain (2010) found a link between job performance and work-related stress that was detrimental for both men and women. On the other hand, DeFrank and Ivancevich (1998) found that men in jobs requiring high levels of social interaction were more negatively impacted by work-related stress than their female counterparts.

Compared to males, women frequently report higher levels of work-related stress. In some types of occupations, the effects of work-related stress on performance may be more pronounced for males and more severe for women.

The effectiveness of stress management programs for male and female employees in the workplace

Stress management programs are designed to assist employees in coping with work-related stress and improving their overall well-being. Programmes for managing stress can be successful for both genders.

According to Richardson Rothstein's (2008) meta-analysis of 37 research, these programmes were effective in reducing stress and boosting job satisfaction among both male and female employees. A stress management programme was beneficial in lowering stress levels and enhancing coping abilities for both male and female employees, according to a study by Koeske & Koeske (1993).

Lerner et al. (2012) found that stress management programs were more effective for women than men in reducing stress and improving coping mechanisms. One possible explanation for this is that women are more inclined to seek assistance and support when dealing with stress, while men may prefer to handle it on their own.

In a study by Brosschot et al. (2006), it was found that cognitive-behavioural stress management programs were more effective for men than women in reducing stress levels. In summary, stress management programs can be effective for both male and female employees in the workplace.

Towards an Inclusive Approach: Exploring the Intersectional Dynamics of Work-Related Stress and Job Performance for Male and Female Employees

While various aspects of workplace stress and performance have been studied, further comparison research between male and female employees is urgently needed. One possible area of study in this regard could be the influence of work-related stress on career development opportunities for both genders.

Additionally, there is a critical need for research into how workplace stress affects both male and female employees' mental health. On how work-related stress differs in this regard for men and women, however, there is insufficient evidence. According to research, for instance, women are more likely than males to experience depression and anxiety, thus it seems to reason that workplace stress would exacerbate these gender differences.

Research is also required to determine how organisational culture and regulations may affect both male and female employees' levels of work-related stress. Research might examine the potential effects of various policy and cultural elements on stress at work and employee performance for both men and women. Furthermore, research on how workplace stress affects both male and female employees' physical health is vital.

However, there is little data on how stress at work may affect men and women differently in this situation. This is significant because effective therapies and policies require an understanding of the disparities between men and women's physiological reactions to stress.

In conclusion, further comparative research between male and female workers are required to better understand how stress at work affects work performance. Research may examine a range of topics, including career development, the efficacy of stress management techniques, physical and mental health, organisational policy, and culture.

Organisations can create tailored interventions and policies that minimise work-related stress while boosting job performance for all employees by understanding these gender.

II. LITERATURE REVIEW

Cooper, C. L. (2013) provides an overview of the relationship between job stress, health, and well-being, drawing on various studies to explore the complex interplay between these factors. The author argues that work-related stress can have significant impacts on employee health and well-being.

Anderson et al. (2012) used a meta-analysis of existing studies to explore the relationship between work-related stress and job performance. The authors found that job stress has a significant negative effect on job performance and that this association is mediated by factors such as emotional exhaustion and job satisfaction. It also highlights the importance of considering type of job stress experienced, as different types of stressors can have varying effects on job performance.

De Lange, et al. (2009) examined the relationship between job demands, job control, sleep quality, and fatigue. The authors suggest that job demands, and job control can impact an employee's sleep quality and subsequent levels of fatigue, which can in turn negatively impact job performance. The review highlights the importance of promoting healthy work environments that support employee well-being and minimize the negative effects of work-related stress.

Åkerstedt, T. & Kecklund, G. (2001) focused on the effects of work-related stress on both job performance and employee health. The authors argue that stress can lead to negative outcomes in both areas, such as reduced job satisfaction, increased absenteeism, and physical health problems. They suggest that organizations can address work-related stress through interventions such as workload management and stress reduction programs.

Burke, et al. (2000) examines the relationship between work-related stress and job satisfaction among Norwegian nurses, focusing on individual and organizational factors that can impact these outcomes. The authors found that job demands, such as high workload and time pressure, were significant predictors of work-related stress and reduced job satisfaction. They also suggest that organizational factors, such as support from colleagues and superiors, can mitigate the negative effects of work stress on job satisfaction.

III. METHODOLOGY

3.1 Aim

To study the impact of work-related stress on job performance of male and female employees.

3.1 Objective

OB 1 - To identify the relationship between of work-related stress on job performance of male and female employees.

OB 2 – To analyze the difference in job performance among male and female employees.

3.2 Hypothesis

H1: There could be significant correlation between work-related stress on job performance of male and female employees.

H2: There could be a difference in job performance among male and female employees.

H0: There will be no significant difference in job performance among male and female employees.

3.3 Sampling Design

A blend of stratified sampling, which divided the population into subgroups based on gender and age ranges before choosing the sample with random sampling is used for collecting the data. A sample size of 100 (50 Men and 50 Women) from a technology company in Mumbai will be considered and data will be collected using survey questionnaires sent to them through online means. The age range will be 30 to 45 years.

3.4 Tools

1. Work stress questionnaire (revised version) by Kristina Holmgren, 2008. The WSQ (as shown in Appendix A) comprises of 21 principal inquiries on saw pressure because of undefined association and clashes, individual requests and responsibility, impact at endlessly work impedance with recreation time. Unwavering quality and face legitimacy of the WSQ was viewed as fulfilling when utilized on female and male population. Within every region, scores will go from 5 to 25. Scores of 14 or above recommend pain points. In general scores will fall inside the 55 to 275 territories. Scores of 135 or above would recommend an uncommon measure of business-related pressure.

2. Individual work performance questionnaire by Koopmans, 2015. This Survey by Koopmans, 2015 (as shown in Appendix B) is an 18-thing scale created in The Netherlands to gauge the three primary components of occupation execution: task execution, logical execution, and counterproductive work conduct. The dependability coefficient for each aspect, task execution is 0.931, relevant execution is 0.904, and counterproductive work conduct is 0.834.

3.5 Research Design

Correlational exploration is used in the examination that inspects the connection between at least two factors without controlling any of them. Correlational examination configuration permits to decide if at least two factors are connected.

3.6 Procedure

Working population from 30-45 years of age was reached out for the purpose of collecting data. 100 respondents both male and female were given the questionnaire and then the scoring is done. Nobody was forced to participate in the research. Participants are told that the responses and answers would be kept confidential. Before the examination of the information, the information which was missing some response or was answered with inadequate information, were dismissed.

The surveys had no time restrictions, and there was no correct response to any of the questions. The privacy of each participant's identity and information was guaranteed. The subjects gave their agreement and participated willingly in the study project. Following the collection of the appropriate replies, the raw scores for each variable and each participant were recorded in excel sheets.

SPSS was used to analyze the raw scores. To comprehend the link between the variables, Pearson Correlation and T-Test techniques were used. The data was interpreted and analyzed once they had been tabulated.

3.8 Statistical Design

For the data analysis and interpretation, the initial scoring is done using Microsoft Excel and after attaining the raw scores, SPSS 23 is employed.

IV. RESULTS AND DISCUSSION

Table 1

Correlation between work stress and job performance

		Correlations	
		WS	JP
WS	Pearson Correlation	1	-.284**
	Sig. (2-tailed)		.004
	N	100	100
JP	Pearson Correlation	-.284**	1
	Sig. (2-tailed)	.004	
	N	100	100

**Correlation is significant at the 0.01 level (2-tailed).

The table shows through Pearson correlation coefficient that a significant negative correlation is found between job performance and work stress, where $r = -0.284$, which is significant at 0.01 level ($p < 0.01$).

Table 1

N, Mean and Standard Deviation showing gender differences

Group Statistics				
Variable	Gender	N	Mean	Standard Deviation
Job performance	Female	50	37.5167	11.703
	Male	50	34.4500	10.345

The table shows N, Mean and Standard Deviation of Job performance among male and female employees.

Table 2

t test showing gender differences

Job performance	t	Df	Sig. (2-tailed)
	0.467	98	0.641

The tables show the t-value, df and Sig. (2-tailed) of Job performance among young adults (N=100). The table shows no significant difference in Job performance among male and female employees.

The propose of the following research was to study the connectedness between work-related stress on job performance of male and female employees. A total sample of 100 working adults between the ages of 30-45 were taken and later analysed through SPSS. The study also looks at the effects of gender on job performance in working adult males and females.

Work pressure can adversely affect a person's actual wellbeing and occupation execution and may prompt burnout and turnover. It very well may be brought about by various elements, including responsibility, time pressure, relational struggle, authoritative change etc.,

Furthermore, Job execution alludes to how well an individual plays out the errands and obligations of their work. Great job performance can prompt work fulfilment, acknowledgment, and headway potential open doors, while unfortunate work execution can bring about adverse results like disciplinary activity, employment misfortune, or diminished open doors for vocation development.

The study proposed two objectives, the objective one (1) looked at the relationship between work-related stress on job performance of male and female employees. The table 1 shows that through Pearson correlation coefficient a significant negative correlation is found between job performance and work stress, where $r = -0.284$, which is significant at 0.01 level ($p < 0.01$). It suggests that hypothesis 1 is accepted.

This finding proposes that elevated degrees of work pressure can adversely affect work execution. At the point when people experience work pressure, they might experience issues concentrating, be more inclined to committing errors, and have lower levels of energy and inspiration, which can influence their capacity to actually play out their work obligations.

Organizations can resolve this issue by executing techniques to lessen work pressure, for example, giving assets and backing to representatives, advancing balance between serious and fun activities, empowering open correspondence and criticism, and addressing authoritative elements that add to work pressure. By decreasing work pressure, people might encounter enhancements in their work execution, work fulfilment, and generally speaking prosperity.

"A cross-sectional study published in the Journal of Occupational Medicine and Toxicology in (Mathew, et al. 2015) examined the relationship between work stress and job performance in a sample of 358 nurses. The study found a significant negative correlation between work stress and job performance and suggested that organizational factors such as workload, job demands, and social support were significant predictors of work stress and job performance. Overall, the literature suggests that work stress can have a significant negative impact on job performance and that reducing work stress through organizational interventions and support can improve job performance and overall well-being."

Objective two (2) is used to understand the gender differences in job pressure among males and females' employees. Table 2 and table 3 suggests that after using t- test no significant gender difference in Job performance among male and female employees. It suggests that hypothesis 2 is rejected.

It indicates that there is no significant difference in the mean job performance scores for men and women. This shows that gender does not significantly affect job performance as well as that both men and women are capable of carrying out their job-related responsibilities.

The fact that there might be additional elements, such as differences in talents, abilities, inspiration, and work experience, that affect how well a job is done must be kept in mind. Furthermore, the absence of a sizable gap in work efficiency does not imply that gender bias or workplace discrimination do not exist.

Organizations can advance orientation uniformity by carrying out strategies and practices that help equivalent open doors for profession development and progression, fair compensation and advantages, and adaptable work plans that oblige the requirements of both male and female representatives. By establishing a strong and comprehensive workplace, associations can upgrade worker commitment and occupation fulfilment, and at last work on generally execution and efficiency.

Due to the insignificant gender differences in job performance for among male and female employees, the study accepts the null hypothesis. The null hypothesis in this situation is that there is no discernible difference between males and females in terms of work performance.

Supporting the null hypothesis signifies that there is no evidence from the study's findings to refute the idea that there is no distinction between the groups being studied. Supporting the null hypothesis does not, however, imply that there is no difference at all; rather, it just means that there was insufficient data to support its rejection.

Some important take-aways are that work related pressure can adversely affect work execution for both male and female representatives. Associations ought to do whatever it may take to distinguish and address sources of job-related pressure in the work environment, for example, responsibility, work requests, absence of control, and relational struggle.

Tending to business related pressure is significant for advancing representative prosperity and forestalling burnout, non-attendance, and turnover. It is critical to consider distinctions in sexual orientation in the experience of job-related pressure and to guarantee that mediations are custom fitted to address the issues of both male and female workers.

Advancing a positive workplace and culture that values representative prosperity and perceives the significance of balance between fun and serious activities can assist with lessening job-related pressure and further develop work execution for all workers.

V. CONCLUSION AND SUMMARY

The present study is aimed at studying the relationship between work-related stress and job performance of male and female employees. After the careful analysis of the data, a significant correlation was found using Pearson correlation method between Job execution/performance and work stress among male and female employees. Hence, hypothesis 1 is accepted.

The results imply that high levels of workplace stress can have a negative influence on job execution, and which is true for men and women alike. There are a number of possible causes for how work stress may affect productivity. One explanation is that stressed-out workers may have trouble focusing and making judgments, which can result in errors and lower productivity. High levels of stress can also cause burnout and issues with physical and mental health, which can further affect work performance.

Moreover, the findings from table 2 and 3 suggest that no significant gender difference was found for Job performance between male and female employees. Hence hypothesis 2 is rejected and the null hypothesis is accepted. It indicates that there is no significant difference in the mean job performance scores for men and women. This shows that gender does not significantly affect job performance as well as that both men and women are capable of carrying out their job-related responsibilities. Supporting the

null hypothesis signifies that there is no evidence from the study's findings to refute the idea that there is no distinction between the groups being studied.

On account of the connection between work execution and work pressure, in the event that an investigation discovers that there are no critical distinctions in sexual orientation in the connection between these factors, it implies that work pressure influences work execution comparatively for all kinds of people. Nonetheless, it is conceivable that work pressure is a significant variable to consider while attempting to further develop work execution for both male and female representatives.

Implications:

Managers can use the study to distinguish and alleviate sources of business-related pressure, for example, unnecessary responsibilities, absence of command over work errands, and unfortunate working circumstances.

Furthermore, the review highlights the need to establish a strong and comprehensive workplace for both male and female representatives. By perceiving that business related pressure can affect representatives no matter what their orientation, bosses can attempt to guarantee that all workers approach assets and support to deal with their pressure and further develop their work execution.

By furnishing representatives with valuable chances to focus on their physical and psychological wellness beyond work, businesses can assist with lessening business-related pressure and further develop work execution for both male and female representatives.

Limitations:

First off, because different workplaces may have unique causes of work-related stress and may have distinct effects on job performance, the study's findings may not be universal to all sorts of work settings or industries.

Second, it's possible that the study's methods for measuring stress at work and job performance did not adequately account for all possible workplace events. For instance, it's possible that not all workplace stressors were considered, such as workplace bias or harassment, which can have a big impact on how well workers perform.

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