

EMPLOYEES' STRESS AND ITS IMPACT ON THEIR PERFORMANCE

Balasundaram Nimalathan*

*Senior Lecturer,

Department of Accounting,

Faculty of Management Studies & Commerce,

University of Jaffa, SRI LANKA

Email id: bnimalathan@yahoo.com.

DOI: 10.5958/2249-7137.2022.00604.8

ABSTRACT

The present study is initiated on employees' stress and its impact on their performance: a study of selected garments employees in Chittagong, Bangladesh. A non-probabilistic sampling method, namely convenience sampling, was used in drawing samples for this study. Respondents were from various garment industries that were located in the Chittagong, Bangladesh. A five item scale from never (1) to always (5) was adopted to identify the variables of employees' stress and their performance. In the present study, we analysed our data by employing correlation and regression analysis. The results from the operational hypotheses indicated that total stress (TS) related factors such as organizational related factors (ORF); individual related factors (IRF) and job related factors (JRF) have a significant negative relationship with employees' performance which means, as the stress increases, increasing level of performance decreases. Further three factors (ORF; IRF and JRF) have a greater impact on employees' performance.

KEYWORDS: *Employees' Stress; Performance and Garments' Employees*

TEXT AND REFERENCES

Bagozz, R.P & Yi, Y. (1988). On the Evaluation of Structural Equation Models, Journal of the Academy of Marketing Science,16(1),74-95.

Blumenthai, I. (2003).Services SETA- Employee Assistance Conference Programme.

Bowin,R.B & Harvey,D.(2001).Human Resource Management an Experiential Approach(2nd Ed) New Jersey: Prentice Hall.

Cronbach, L.J. (1951), Coefficient Alpha and the Internal Structure of tests, Psychometrika, 6 (3), 297-334.

DCSgaumail().StressManagementandPrevention,.<http://dcsgaumail02.dcs.gov.za/exchange.Work>

Desseler. G. (2000).Human Resources Management (8th ed), New Jersey: Prentice Hall.

Dollard M F and.Metzer JC (1999).Psychological Research, Practice and Production: The Occupational Stress Problem, International Journal of Stress Management,6(4), 241-253.

Garrison, M & Bly,M.E (1997). Human Relations; Productive Approaches for the Work Place, Massachusetts: Allyn and Bacon.

ACADEMICIA: An International Multidisciplinary Research Journal

ISSN: 2249-7137 Vol. 12, Issue 05, May 2022 SJIF 2022 = 8.252

A peer reviewed journal

Malhotra. N. K (2000).Marketing Research: An Applied Orientation (3rded), Pearson Education Asia,.New Delhi, India,

Nunnally, J.C & Bernstein Ira, H.(1994).Psychometric Theory, New York: McGraw – Hill.