

A Study on Workplace Stress and its Impact on Employee Productivity.

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ABSTRACT

This study looks at how stress at work affects workers' productivity in contemporary companies. Heavy workloads, short turnaround times, and high-performance standards put employees under more and more strain in today's competitive place of employment, which frequently results in stress or decreased productivity. The study's primary goals are to determine the main causes of workplace stress, gauge employee stress levels, and examine the effects of stress on workers' well-being and productivity. A standardized questionnaire with a Likert scale with five points was used to gather data from 30 active employees as part of both a quantitative and descriptive study design. Respondents were chosen by convenience sampling. Simple statistical techniques, including the percentage and frequency methods, were used to analyze the gathered data, and tables and charts were used to display the findings. The results show that the main stressors that have a detrimental effect on employee performance include workload, deadlines, a poor work-life balance, and mental weariness. In order to create happier and more productive workplaces, the study emphasizes the significance of leadership that supports and stress management techniques

Keywords: Workplace Stress, Employee Productivity, Burnout, Work-Life Balance, Job Satisfaction, Organizational Support, Stress Management.

1. INTRODUCTION

Employees are constantly under pressure in today's cutthroat business environment because of high performance standards, tight deadlines, and quick technology advancements. Although productivity has grown as a result of these adjustments, employee stress has also increased. When employment demands become too great for a person to manage, workplace stress results (Lazarus & Folkman, 1984). Major sources of stress include things like a severe workload, a lack of assistance, unclear roles, job insecurity, and a poor work-life balance (Cooper along with Marshall, respectively, 1976; Robbins & Judge, 2017). Fatigue, emotional depletion, and a decreased interest in one's work are the results of unmanaged stress (Maslach as well as Leiter, 2016).

Stress levels and employee productivity are directly related. How effectively workers complete their responsibilities and support organizational objectives is referred to as productivity. Employees may be motivated by a moderate level of stress, but excessive stress impairs focus, increases errors, and decreases job satisfaction (Robbins and Judge 2017). The theory of transactions of stress states that workers experience stress when they feel they are unable to handle the demands of their jobs (Lazarus and Folkman, 1984). High levels of stress are linked to low commitment, absenteeism, and the desire to resign, according to studies (Cooper, Dewe & O'Driscoll, 2001).

An imbalanced work-life balance and insufficient organizational support increase stress levels. Research by Greenhaus and Beutell (1985) indicates that conflicts between work obligations and family duties lead to emotional strain and poor performance. The Job Demand-Control Model outlines how psychological stress is linked to elevated job demands with limited control (Karasek, 1979). However, proactive leadership, recognition, and strategies for stress reduction, such as wellness initiatives and counselling, can alleviate stress and enhance productivity (Rhoades & Eisenberger, 2002; Quick

& Quick, 2004; WHO, 2018). This study aims to explore these factors and highlight the importance of fostering more supportive and healthier workplace environments.

2. OBJECTIVES OF THE STUDY

- To determine the main causes of stress at work, such as workload, time constraints, ambiguous positions, and a lack of support.
- To investigate how stress at work affects workers' output, productivity, and general job performance.
- To investigate how stress at work affects workers' attitudes and job satisfaction.

3. LITERATURE REVIEW

Over the past ten years, increased job demands, digital stress, and high-performance expectations have made workplace stress a major global concern. According to reports, stress is currently one of the main factors contributing to employees' mental health issues (WHO, 2018; the World Economy Forum, 2022). According to research by Deloitte (2021) and Gallup (2023), for instance, a significant portion of workers endure everyday stress and even think about quitting their employment as a result of work-related pressure, underscoring the significant organizational impact of this issue.

Tight deadlines and a hefty workload are regularly found to be the main sources of stress in research. According to research by Ganster as well as Rosen (2017) and Taris et al. (2016), high job demands exacerbate emotional weariness and burnout. According to Gallup (2023) and Economic Times (2023), for instance, workers in performance-driven industries are under a lot of time pressure, which has a detrimental impact on their performance and general well-being.

Stress at work directly lowers productivity, according to recent studies. High levels of stress have been linked to absenteeism and poor job performance, according to Khamisa et al. (2017), while Microsoft (2021) found that stressed workers were less focused and made more mistakes. Stress and discontent are further exacerbated by work-life imbalance (Haar and colleagues, 2018; PwC, 2022). Additionally, long-term stress causes emotional exhaustion and burnout (Maslach & Leiter, 2016; Deloitte, 2021). Nonetheless, studies reveal that wellness initiatives and organizational support greatly lower stress and boost output (Caesens et al., 2017; in addition, WHO, 2018).

4. RESEARCH METHODOLOGY

Design of Research

A quantitative, descriptive survey method was used to study workplace stress and its impact on employee productivity.

Methods of Sampling

Sampling Techniques Convenience sampling was used to choose a sample of thirty employees based on their availability and willingness.

Gathering and Analysing Data

Data Collection and Analysis Google Forms was used to collect data, which was then analysed using frequency and percentage methods. The results were displayed using straightforward tables and charts.

Level of Workplace Stress Among Employees

Stress Factor	Agree / Strongly Agree	Neutral	Disagree / Strongly Disagree
Workload causes stress	22	4	4
Tight deadlines increase stress	23	3	4
Mental exhaustion after work	21	5	4
Stress reduces concentration	21	5	4
Stress affects physical health	18	6	6

Interpretation

Most employees feel stressed because of heavy workload and deadlines. Many also feel tired, unfocused, and unhealthy because of stress.

Bar Chart – Employees Agreeing with Stress Factors



The bar chart shows that deadlines and heavy workload are the main causes of stress, followed by exhaustion, low focus, and health issues among employees.

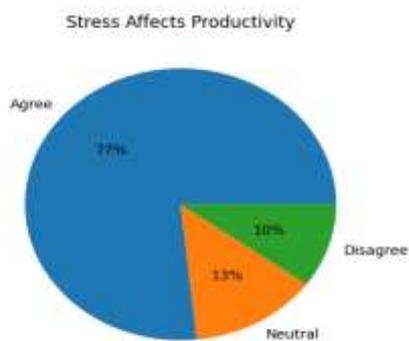
Impact of Stress on Employee Productivity

Statement	Agree / Strongly Agree	Neutral	Disagree / Strongly Disagree
Stress affects my productivity	23	4	3
I am satisfied with work-life balance	13	6	11
Management support reduces stress	21	5	4
I feel motivated despite stress	15	7	8
Stress management programs improve performance	21	5	4

Interpretation

Stress lowers productivity, but management support and stress programs help employees perform better. Many are not happy with work-life balance.

Pie Chart – Stress Affects Productivity



The pie chart shows that the majority of employees agree that workplace stress negatively affects their productivity.

5. FINDINGS AND DISCUSSION

- Tight deadlines and a heavy workload were identified as the primary causes of job stress, as the bar chart makes evident, as these issues elicited the most responses from workers.
- According to the pie chart, the majority of employees concur that stress directly lowers their productivity by impairing their ability to focus and operate efficiently.
- Employees frequently suffered from mental tiredness and burnout, suggesting that ongoing stress causes emotional exhaustion and decreased motivation. Since many workers reported having trouble juggling their personal and professional obligations, poor work-life balance was found to be a significant stressor.

- The bar graph also demonstrates how many workers experience fatigue, poor concentration, and health problems, demonstrating how stress affects mental as well as physical wellness.
- Workers who are encouraged are better capable of coping, including remaining productive, it has been discovered that management and organizational assistance greatly reduce workplace stress.

6. SUGGESTIONS

By controlling workload and establishing reasonable goals, organizations can help people feel less pressured at work. A high workload is a primary source of stress, according to research, and regulating job demands can help prevent exhaustion (Cooper & Marshall, 1975; 1976; the Gallup Organization, 2023). Stress is reduced and job satisfaction is raised by enhancing work-life balance through flexible scheduling and leave policies (PwC, 2022; WHO, 2018). Fostering a positive work environment also requires supportive leadership. Workers are less stressed and more dedicated when they feel appreciated and encouraged by their superiors (Rhoades as well as Eisenberger, 2002; additionally, Gallup, 2023). Employees feel less stressed and more motivated when there are open communication and acknowledgment. Additionally, organizations want to implement stress-reduction and health initiatives like counselling and mindfulness training. Regular stress assessments can help identify problems early and improve employee well-being and productivity (WHO, 2018; Deloitte, 2021).

7. CONCLUSION

The study comes to the conclusion that stress at work is a major issue that has a detrimental impact on workers' well-being and productivity. Stress was determined to be mostly caused by busy schedules, tight deadlines, mental weariness, and a poor work-life balance. Inadequate stress management impairs motivation, focus, and productivity, all of which have an impact on organizational performance. The study also demonstrates the importance of organizational procedures and managerial assistance in lowering stress. Employees that have supportive leadership, flexible work schedules, and stress management initiatives are better able to handle work-related stress and perform better. Long-term organizational success thus depends on establishing a healthy work environment, and stress management needs to be given top strategic attention.

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