

IMPACT OF STRESS ON EMPLOYEE'S PERFORMANCE

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ABSTRACT

The word "Stress" is derived from the Latin word "Stringer" which means to 'draw tight'. Stress management is the current problem encountered by modern managers and leaders. Life is a constant interaction between your mind, i.e. internal world and other people i.e. external world, with the changing life styles, and fast pace with which a manager has to deal with so many problems every day in office the office, at many other places and at home, there is a growing number of managers and other professional undergoing acute stress and tension in the mind. It creates unrest, depression and excessive strain. In all interaction both parties are constantly trying to influence each other. When they have poise and emotional stability, they are able to bear and face stress. But when their mind is not so strong and healthy, the external world become stronger and you are unable to face the generated stress and strain. This adversely affects their mental and physical health. This paper is a modest attempt on the study of impact of stress on the performances of the employees.

Key Words: *Acute Stress, Depression, Job Performance, Strain.*

INTRODUCTION

Stress is the general term applied to the pressures people feel in life. The presence of stress at work is almost inevitable in many jobs. However the differences of individual personalities react in different way to stress. It has physical and emotional effects on us and can create positive or negative feelings. As a positive influence, stress can help compel us to action. It can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of distrust, rejection, anger, and depression, which in turn can lead to health problems such as headaches, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart disease and stroke. With the death of a loved one, the birth of a child, a job promotion, or a new relationship, we

experience stress as we readjust our lives. In so adjusting to different circumstances, stress will help or hinder us depending on how we react to it.

FACTORS THAT CAUSE STRESS

Stress is induced in or transmitted to the individual due to various factors that are interpreted by the receptor or the individual as non - conducive, unpleasant and somewhat difficult to accept or adjust to. Both positive and negative events in one's life can be stressful. However, major life changes are the greatest contributors of stress for most people.

1. If people have to travel a lot and have to move from place to place, it can cause stress.
2. Individuals can also be under stress if they are about to enter some new environment. They may be going to a new colony. To a new college or they may be joining a new organization.
3. Some events, which are generally once in a lifetime can also cause stress. The social institutions of marriage or divorce can cause stress. Pregnancy can also generate Stress.
4. Some of the untoward incidents like critical illness or death of a relative can also cause stress in individuals.

These are some of the major events in the life of the individual that cause stress. It is also supplemented by the environmental factors that act as catalyst-cause increment stress. They are:

- Time pressure
- Competition
- Financial problems
- Noise
- Disappointments

EFFECTS OF STRESS

All the forms of stress are not good but here we will be more concerned about the negative effects of work stressors on an individual's productivity and organisational effectiveness. Broadly speaking the effects of work stressors will be visible in three areas:

- **Physiological effects**

These could take the form of increased blood pressure, increased heart rate, excessive sweating frequent hot and cold spells, breathing problems, muscular problems and so on.

- **Emotional effects**

These include anger, anxiety, nervousness, irritability, depression, low self esteem, unhappiness with superiors, and job dissatisfaction.

- **Behavioural effects**

Work stressors can cause individual behaviour changes visible in the form of absenteeism, higher turnover rates, frequent lapses in job performance, alcohol dependency and other abuses, improper communication and so on.

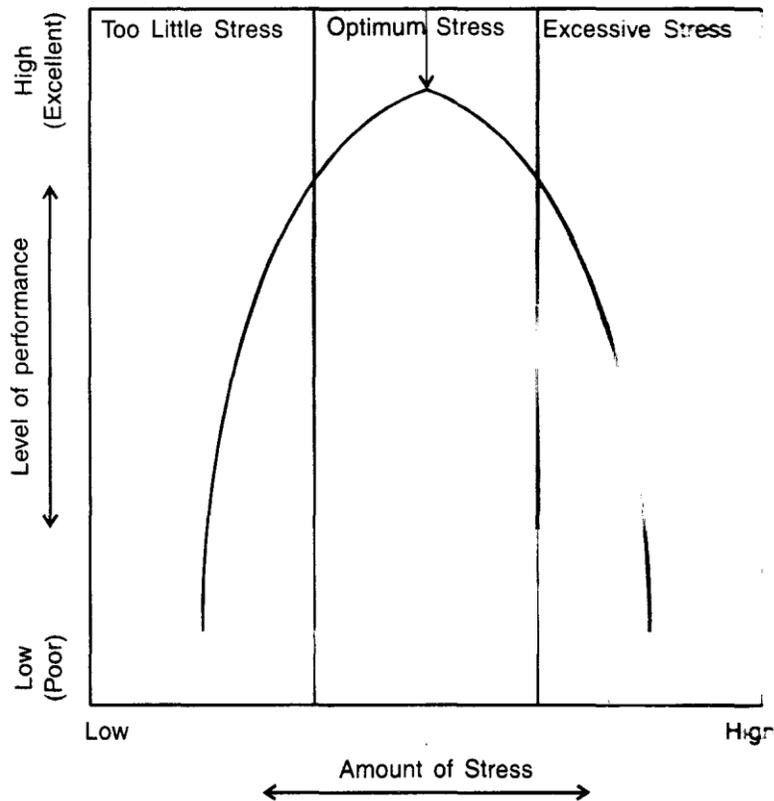
From the above broad categories we will specifically examine the effects of work stress on Job performance, Health concerns and Job burn-out.

STRESS AND JOB PERFORMANCE

While examining the relationship between stress and job performance, it can be said that there are both positive and negative effects. A typical relationship between performance and stress is displayed in Figure 1.

At low levels of stress, the employee may not be alert enough to give a good performance, which may marginally improve up to a point (optimal point of stress) and beyond this point the performance will begin to deteriorate. When at excessive levels of stress, their performance will be low because they may be too agitated or aroused to give their best to the job.

Figure 1: Usual Relationship between Performance and Stress



Generally it would be of interest to managers, to have knowledge of the optimum stress level of their subordinates but this will be a tough task. This is because as we have noted earlier, the level of stress will vary from situation to situation and also be different for different people. For instance, if an employee is frequently absenting himself from the work place the reason may be over work load (excessive stress) or under-work load (boredom) i.e., too little stress. Similarly, the stress experienced while performing a particular task by an individual may vary when he is required to perform another task. Thus ideally the superior must identify the level of stress required for each individual employee to perform well and then motivate him to perform accordingly. Also it is necessary for superiors and subordinates to identify ways to reduce the magnitude and number of negative stressors in order to increase the overall team's performance

STRESS AND HEART CONCERNS

It is broadly proclaimed by medical practitioners the world over that many of the health problems are commonly associated with stress. A few of these health concerns include hear ailments,, blood pressure, headaches and back pain, gastric and intestinal problems, upper respirators illnesses, depression, frustration and anger and so on.

Treatment of stress related health problems not only causes financial strain for the individual but there are also many associated costs for the organisation where such employees work.

- An increase in medical expenses of the employee which are to be reimbursed at times through the company's insurance schemes.
- Employee's mental inability to cope with stress could lead to industrial accidents.
- In extreme cases, an employee who has put in many years of service with the firm, even when unfit to perform due to stress may not only refuse to quit the job but may even drag the company into legal disputes.

Thus in the long run it is always preferable for the firm to have employees who are physically and mentally fit to perform the job.

STRESS AND JOB BURNOUT

Job burnout may occur due to the adverse effects of working conditions that work stressor become unavoidable and the sources of job satisfaction and relief from stress see unavoidable.

The burnout phenomenon may contain three components:

- Emotionally exhausted.
- A feeling of depersonalization.
- Experiencing feelings of low personal accomplishment.

Studies have indicated the prevalence of three common characteristics among individuals who are prone to job burnout. Three such typical characteristics are given below:

- Job related stressors are a major cause of stress for burnout individuals.
- There is a tendency among burnout candidates to be idealistic and self motivating achievers.
- Often such burnout candidates try to seek unattainable goals.

Thus, burnout candidates are often exposed to unrelieved stressful working conditions which when combined with the individual's unrealistic expectations may end in physical, mental and emotional exhaustion. Thus, superiors must take care and ensure that subordinates are not exposed to adverse work conditions which can result in job burnout employees.

VARIOUS WAYS FOR REMOVAL OF STRESS

Negative energy is something often coming to everybody either on a stressed or free days. It is very important to find suitable ways on how to remove negative energy because it not only gives bad effects on oneself but also causes lots of disturbances even conflicts in their wide relationships, which makes them more anxious and stressed. This energy also limits their power from getting a great and happy life and achieving their dream besides taking tangible effect on their health.

There are a number of ways to get rid of negative energy from their life, which helps them restore balance in their vital relationships and harmony in their life. By the most natural methods to do at home or their workplace, they can easily release themselves from this type of energy so that becoming happier and more effective in any activities.

The way they treat themselves plays a decisive role in their state of energy and spirit. By different thoughts, they can be their best coach or their best enemy as well, so try to change the first thinking. If they are finding a way on how to remove negative energy, changing their thought is the first step to follow because their positive life will be restricted by a stream of negative self-talk indeed.

The next time when they suffer from a negative thought, try writing it down then replace it with a positive one. For example, instead of keeping a thought that they couldn't believe in the last terrible test, they can change it like they tried their best on this test but impossible and I would do better next time. In brief, changing their self-talk is powerful on the way how to remove negative energy.

Close To Positive People

Surrounding themselves with someone positive is also a way on how to remove negative energy from their life. The reason is that their mind is easily affected by others often talking and sharing with them, who stimulate them to close positive people indeed. For example, if their friends are full of negative energy-suckers, you will gradually emulate their behavior and become similar to them about both ways of thinking and opinion about life. Therefore, it is very difficult for you to become more positive if your relatives don't show or support positive behavior.

On the other hand, if they become more positive, their present friends may appreciate the new they even become resistant to the positive trend they change. Although changing is quite scary, everybody sometimes also

needs essential changes to make their lives better, which means you are not only releasing yourself from stress but also pull others out of negative energy. On the way how to remove negative energy, positivity is a gradual process individually and a positive group of close people can be an escalator.

Spend Time with Special Someone

Not only should you keep themselves close to someone positive but they should also spend more time with someone special as a step on how to remove negative energy from their body. If you are in a serious relationship, have healthy sex from their love with your partner to eliminate negative energy and replace it with the positive one. In addition, a love-filled sex in a serious relationship can relieve stress, boost the immune system, and lower blood pressure.

Be Responsible

Being responsible for their thoughts is another way on how to remove negative energy from themselves. The thought pattern of people who always consider things happening to them causes a victim mentality is subtle and deceptive negative. For example, sentences like “I *have* to work” and “I couldn’t believe he treated me like that” indicate a victim mentality. In brief, blaming others and blaming circumstances only handicaps their decision to turn something negative into positive indeed.

If they take enough responsibility for their thoughts, their actions, and their whole life, they are on the biggest step how to remove negative energy. In fact, they have unlimited ability to create your own reality, change their thoughts, and change their life, so when they really internalize this, they may find that no one else can make they do or feel anything. The best way for them is choosing a behavioral and emotional response to certain circumstances and people.

Turn Negativity into Action

In fact, negative energy can be challenging and overwhelming to navigate also accompanied by not matured responses, particularly when related to people, relationships, and worrying about the future. This debilitates their positivity and makes them more worried and stressed indeed.

The best way on how to remove negative energy is turning their negative thought into positive action. For example, if they are in a complicated and troubled situation, just take a walk for a while closing your eyes and taking a few deep breaths to release themselves. Once they are calm, continue dealing with their situation and

problem, which is certainly more effective. In other words, taking themselves out of charged negative energy by following the oriented-positive action will help them deal with more problems rationally as well as live in positivity.

Help Others

For some people, negativity relates to their selfishness indeed. It has been indicated that people who live only for themselves often set no higher objective in their lives because positivity always accompanies purpose. Just think about the world in which they consider others responsible for taking care of them and when there is no one beside, their road to their purpose and fulfillment will be a longer.

In fact, the basic way to create a valued purpose and positive energy in their life is beginning to do something for others. It is, in fact, not difficult to help others around them with small actions like leading an elder to pass the street, spending space for a pregnant on a bus or helping a foreigner. By these actions, they may feel themselves valued and even more confident and receive the love from others as well thereby working as a way on how to remove negative energy from their body.

Become Satisfied With Everything

Being satisfied with their own life at present is also a way on how to remove negative energy. Actually, it is easy and advised to believe that they deserve what they have. It is because an attitude of entitlement may put them become the center and set up an even unrealistic expectation which sometimes makes others cater to. The vain state of existence is a way to set them up for a life with negativity indeed and people living in this type of entitlement always find what they can do to get out of this situation.

In fact, people who often feel unsatisfied with their lives often stay in the state of lacking which makes them more difficult to live a positive life. More clearly, they should be more grateful and appreciate things in their lives in the ways of thinking small struggles makes them better or their lovely car that takes you anywhere, which means they are shifting their attitude from an aspect of selfishness to the other of appreciation. By this way, they may get noticed by others then their relationships may begin from this positive harmony. And instead of receiving, take more then they will be surprised with what they will receive from others. This may make their life more meaningful and plays a role in the way how to remove negative energy.

Besides various ways on how to remove negative energy above, you should also pay attention to some more tips that will help employees more in the process.

- Light scented candles, fireplace, or incense if they have as fire is a powerful purifying tool.
- Burn orange or lemon peels so that their pleasant and uplifting smell help repel any negative energy presented in their room.
- Put some scented flowers in small bowls the place in their room as the natural fragrances of flowers help expel negativity.
- Lightly walk around their room and chant a mantra or prayer to pull positivity into their house. Alternatively, play a prayer's audio recording daily in the morning or afternoon.
- Regularly meditate in their home as meditation creating vibrations help expel negativity from them and their home.

CONCLUSION:

Stress is very common in day to day life. Now a day's it's become their part of life. They can overcome stress but they cannot avoid stress. Stress is not bad all the time. But it occurs during the work time it will affect their performance in work. The result of the study reveals that employees are experiencing stress in their work place. Irrespective of the age majority of the employees agree that the job stress is affecting their job performance.

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