



PUBLICATION CERTIFICATE

This publication certificate has been issued to

Prof. Dr. P. G. Trimukhe (Kawale)

For publication of research paper titled

An Analytical Study of Occupational Stress and Its Effects on Job Performance

Published in

Studies in Indian Place Names with ISSN no. 2394-3114

Vol: 40 issue: 75 Month: March Year: 2020

Impact factor: 6.2

The journal is indexed, peer reviewed and listed in UGC Care

Editor

Editor

www.eduindex.org
editor@eduindex.org

Note: This eCertificate is valid with published papers and the paper must be available online at the website under the network of EDUindex

n analysis of Union Budget 2020-21 w.r.t. Foreign Direct Investment in Education Sector

358-361
PDF

Komal Tiwari

An Analytical Study Of Benefits Of Usages Of Whatsapp In Learning Process Among The Undergraduate Students Of Mumbai

362-367
PDF

Dr. Mangesh Vasudeo Panchal

An Analytical Study of Occupational Stress and Its Effects on Job Performance

368-370
PDF

Sagar Sharad Kulkarni, Sagar Sharad Kulkarni, Dr. P.S.Trimukhe

An Analytical Study of Selected Financial Inclusion Programmes of Prime Minister Narendra Modi since 2014

371-375
PDF

Jayasree Venkitachalam, Dr. Deepak Sable

Are We Moving Towards Cashless Economy?

376-382
PDF

Mehul Barai

Attitude towards Entrepreneurship- A Study of Selected College Students in Dakshina Kannada District

Section Articles

An Analytical Study of Occupational Stress and Its Effects on Job Performance

👤 Sagar Sharad Kulkarni

👤 Sagar Sharad Kulkarni

👤 Dr. P.S.Trimukhe

📄 DOWNLOAD

📄 PDF (<https://archives.tpnsindia.org/index.php/sipn/article/view/9553/9126>)

Abstract

The objective of this research paper is to present the conceptual study on occupational stress and its impact on job performance. Nowadays world become globalized so that occupational stress is increasing due to globalization and global trade crisis which is affecting all most all the employees and all workers. Stress is very harmful to every person. Occupational stress relates to persons work. Occupational stress is one of the major challenges for employees.

Studies in Indian Place Names (SIPN) [ISSN 2394-3114]

SIPN has been Discontinued from April 2020 (from UGC Care list of India)

Published by:

The Place Names Society of India

NPS India

editor@tpnsindia.org

2020-11-27 15:37

An Analytical Study of Occupational Stress and Its Effects on Job Performance

Sagar Sharad Kulkarni

Research Scholar, Commerce and Management Sciences, Swami Ramanand Teerth Marathwada University, Nanded

Prof. Dr. P.S. Trimukhe (Kawale)

Research Guide & Assistant Professor, Department of Commerce, Rajarshi Shahu Mahavidyalaya, Latur

ABSTRACT

The objective of this research paper is to present the conceptual study on occupational stress and its impact on job performance. Nowadays world become globalized so that occupational stress is increasing due to globalization and global trade crisis which is affecting all most all the employees and all workers. Stress is very harmful to every person. Occupational stress relates to persons work. Occupational stress is one of the major challenges for employees.

INTRODUCTION

Occupational stress is the important type of stress in our today's globalized world. Occupational stress is very big issue in the world. It is nothing but the negative experience in job. Which affects the job safety and security in the organization. Occupational stress is defined as the harmful emotional and physical reactions that come when the worker cannot qualify the demands. Stress is described as when unable to cope with the requirements of environment and recognition concern to worker both are related a negative responses. Stress deals with the response of workers to requirement forced them, which is individual fail to cope the demands of the environment. Stress is result of an action against with a reaction an emotional and physical response. Occupational stress is that in ability to deal with pressures in workplace because of worker without the ability to fulfill working demands and working circumstances.

OBJECTIVES

1. To study the concept of occupational stress.
2. To study the sources of occupational stress and how it affect to job performance

RESEARCH METHODOLOGY

The research paper has been written on the basis of secondary data. The secondary information and data were collected from published books, journals, research papers, official statistical documents and various websites.

OCCUPATIONAL STRESS

Stress is nothing but a situation in which our body's repose are considered. It is a very broad concept. It is not an objective in nature it is subjective. The experiences are different from person to person. There are different types of stress and not all are very harmful to us. Stress should help us act rapidly in any situation. Stress should affect our mental and physical health and our behavior. Human body faces that situation so that heart rate increases, brain will work fast and loss of energy. Stress is very harmful to us. It is not possible to reduce stress completely in our life but we can handle proper to avoid and manage it. All types of stress are not very bad some stresses are heighten our right mind, it helps us to neglect small accidents, staying open and clear mind in chaotic situations is important. Our body should return to a natural state after stress is passed. Heart bit should be slow, muscles should relax. Excess pressures and requirements of our organizations may put worker in a heightened state for a long period of time. Occupational stress is divided into two types Eustress and Distress.

Eustress is defined as, good stress. It is form of stress. It effect on health, motivation , performance and emotional wellbeing. It was firstly explain by Richard Lazarus. Eustress is optimistic cognitive reply to

stress that is very health and it gives a good feeling of completeness. It is indicated by hope and active engagement. Eustress is process of exploring potential goals.

- Eustress Motivates and focuses energy
- Eustress is short term stress
- Due to eustress we feel exciting
- Eustress improve performances
- Eustress seems as within our coping abilities

CHARACTERISTIC OF OCCUPATIONAL STRESS

1. Stressful life is common among human being. It affects the human life. Stress free living is very essential to us. Stress free situations are main aim of our life.
2. Stress is impacted by the personality characteristics and person's life experiences.
3. Stress included depression, anxiety, and tension.
4. Occupational stress is nothing but the persons work related stressful situation.
5. It is comes from unexpected duties and pressures when done.
6. In suffering the occupational stress the person do not feel very well and not get support from his seniors and colleagues.
7. Stress deals with negative situation in life. In this negative situation person could not think positive so the impact of that person cannot handle any situation properly.
8. Occupational stress has negative effects for organizations and employers.

SOURCES OF OCCUPATIONAL STRESS

Organizational Related Sources	Personal And Family Related Sources
Changes within organization	Physiological Problems
Organizational work culture environment	Psychological Problems
Changes in management of our organization	Unwanted feelings and behaviors
Over workload	Frequent Headaches
Conflicts within organization	Chest pain, Increased blood pressure
Poor working conditions	Frustration
Lack of Motivation	Decision making ability may be poor
Lack of Information	Feelings of loneliness
Rigidity in rules and regulations	Reduced work ability and performance
Restriction to complete duties	Continuous tiredness, weakness and fatigue
Problems of permanency	Decision making ability may be poor
Changes in duty time	Increased consumption of alcohol or drug and smoking

JOB PERFORMANCE

The job related activities expected of a worker and how that activities were properly done is job performance. Job performance is the evaluations of the workers should they done their work well or not. Also it is a person to person consideration which measures the person's efforts. This considerations will managed by the organization. Job performance is a great and one of the important process in which complete success of worker is considered. Also the job performance is the measurement of our workers behaviors because the output of that worker depends on his behavior. Workers job performance will impact our organizations whole performance so that it is very important part of our success.

CONCLUSION

Occupational stress has become a common term in today's parlance. In every organization the main reason of low quality seems to be occupational stress at offices. Every employee needs some kind of motivation & occupational stress mitigating policies to reduce our occupational stress. Each and every company can take necessary steps to control the occupational stress of employees to increase their job performance company may provide counseling, meditation program, incentives etc. which improve the performance of the employees in long term.

Occupational stress is worldwide element and persons from every section of life have to face stress. Organizations today are critically analyzing the stress management issues that contribute to lower job performance of every organizing from dissatisfaction and high turnover ultimately affecting organizations objectives and aims.

REFERENCES

1. National Institute for Occupational Safety and Health, 1999. Stress at work. Centers for Disease Control and Prevention, U.S. Department of Health and Human Services. Publication no. 99-101.
2. Cooper, C.L., Marshall, J, 1976, Occupational sources of stress: a review of the literature relating to coronary heart disease and mental ill health. J, Occup. Psychol., 49;11-28
3. Cox T. 1992, Stress research and stress management: Putting theory to work. HSE Contract Research Report NO. 61.
4. Erkutlu, H. V., Chafa, J. 2006, Relationship between leadership power base and job stress of subordinates: example from boutique hotels. Manag Res. News, 295:285-297
5. <http://www.healthline.com/health/whats-your-stress-type>
6. <https://www.mindbodygreen.com/0-2557/Why-stress-Management-Is-So-Important-for-Your-Health.html>
7. Impact of stress on employee productivity performance and turnover : an important managerial issue by Subha Imtiaz and Shakil Ahmad
8. Occupational stress and job performance By Tahira Mubashir, Saima Ghazal
9. https://www.researchgate.net/publication/325734383_IMPACT_OF_JOB_STRESS_ON_EMPLOYEES_JOB_PERFORMANCE_IN_AAVIN_COIMBATORE
10. https://www.researchgate.net/publication/254406148_Impact_Of_Stress_On_Employee_Productivity_Performance_And_Turnover_An_Important_Management_Issue
11. P.K. Agarwal (2017), Research Methodology, Pragati Prakashan, Meerut, Yogeshkumar Singh (2006), The Fundamentals of Research Methodology & Statistics, New Age International Publisher, New Delhi,
12. C.R.Kothari (2011), Research Methodology -Methods & Techniques Second Revised Edition, New Age International Publisher, New Delhi