

Impact of Job Pressure on the Performance and Dedication of Employees

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Abstract

Stress is a common issue that affects people in practically every career. Companies today undertake in-depth evaluations of stress management issues that impair workers' performance at work, increase worker turnover, and ultimately influence the objectives and goals of an organization. The study examines how job stress affects academic staff members at private institutions in Chandigarh, Mohali, and Patiala regarding commitment and productivity. Field research was undertaken, and there. Chi-square analysis was performed on the data using statistical methods in SPSS (Version 20). The findings indicated that employee performance is impacted by stress at work.

Additionally, dedication among employees is affected by workplace stress. While higher stress levels are present without managerial attention to a solution, this lowers worker productivity, jeopardizes organizational reputation, and results in the loss of competent staff members. In such instances, organization management must immediately employ efficient stress-management practices to boost satisfaction with work and improve staff productivity. The administration was advised to implement corrective steps to permanently minimize the effect of occupational tension. To achieve this, leadership must conduct research programs to improve workers' technical and managerial abilities.

Keywords: Effect; job pressure; productivity; commitment; staff.

1. Introduction

Stress is described as work that is under strain. Another definition of stress is a reluctance to go to work and a feeling of continual pressure. As a result, while there is a disparity between the work's requirements, resources, and abilities, stressful work is a

psychological and physical consequence. The effectiveness of an organization depends heavily on employee performance. High levels of anxiety encountered at work can significantly negatively impact worker productivity. Every person must deal with stress because it is a universal component. Stress is a problem that employees in various organizations must handle. Due to numerous stressors, bankers are particularly stressed out. Stress plays a role in poor organizational performance, low staff productivity generally, excessive worker turnover, and absences due to illness. People who practice heaviness in their personal life are said to be harassed. Pressure related to workload is characterized by confrontation to leaving to job, an intellect of continuing force, and in common physiological, cerebral, and behavioural pressure indications. The worker underlined that working under stress might damage one's health and perhaps cause injury. Workers spend more time working longer hours in today's workplace because they must put in still extra effort to go with the advanced standards of presentation anticipated. The notion of pressure is constantly changing and difficult. Undesired heights of anxiety affect the competence of the company as a complete. Hence, the association's leader should accurately control the level of tension to finish the task fruitfully. The parameters influencing anxiety should be correctly examined and recognized to meet this objective (Kamalakumati & Ambika, 2013).

For to its brutal impact on a person and the achievement of an association, job pressure is critical and has emerged as a main issue for companies. The workforce is an organization's precious asset, but if they work under pressure, many unwanted situations like malingering, low efficiency, low inspiration, and characteristically lawful situations appear. Organizational pressure affects both the company and the worker. The populace's physiological, emotional, and behavioural conditions can all be impacted as their communal relations live. Organizations and persons are both influenced by stress diagonally. Short-term rejoinders to tension might ensue right away, and long-term impacts. The cardiac systems are impacted by stress in terms of physiological reactions.

Regardless of all the circumstances and variables, a worker's concert at their job worries all organizations. Hence, workers are considered valuable company assets (Qureshi & Ramay, 2006). An organization's employees' performance affects the organization's

performance, which eventually increases an organization's success and effectiveness (Armstrong & Baron, 1998). Stress is an unavoidable side effect of modern life. It is a strain situation that directly influences an individual's emotions, thinking process, and physical condition. Employees at lower levels of corporate hierarchies are far more likely to experience stress because they have minimum influence over their operational environment (Chen & Silverthorne, 2008; Cooper & Marshall, 1976).

When requirements overshadow our capability to satisfy, we may experience worried, which is a disagreeable poignant situation. Hence, there are resultant affecting transforms. It arises from the relationship of a person's environment with him or her. It appears as subjective worry since identical stress may affect a single individual but not others. Anxiety can act as a motivating factor when a person is capable of handling the job requirements and when there is a strong likelihood that the assignment will be accomplished.

Stress can be helpful or damaging. The results of esters may be bracing, civilizing work output and energizing staff to put onward effort. Employee health and performance undergo as a result of tension. Tension in the workplace hurts worker productivity. Sequentially, this lessens the efficiency of the organization's staff. Mishaps at work are frequently attributable to stressful situations.

Since labour companies have failed to adhere to the global labour organizations etiquette, which mentions that companies of labour should realize a stress administration policy, organizations and their staff have been afflicting. This lack of compliance has caused hardship for both organizations and their employees. Consequently, this study will look at how stress affects staff productivity,

2. Review of Literature

Job Stress

Job anxiety is described as a disagreeable touching scenario that someone experiences when the occupation requirements are not balanced with his capability to switch the

condition. It is a renowned occurrence that manifests itself erratically and has an unreliable impact on the staff depending.

Additionally, stress regularly lowers their presentation. In the banking industry, a director's absence of managerial assistance, workload and time restraints, poor connections with consumers and peers, and an absence of work-life equilibrium all add to the pressure, which reduces worker productivity.

In the words of Bowing Harvey (2001), cognitive strain brought on by stress originates from a person's interaction with their surroundings. It affects both the individual's mental and physical well-being. Obstacles cause stress by upsetting a person's equilibrium. These scholars assert that too much stress has a considerable financial cost for people, families, and civilization. Many workers could be dealing with stress-related illnesses or mental issues.

Ritchie and Martin (1999) defined strain as the outcome of external, usually physical, forces acting on a person. It was subsequently recommended that a person's awareness of and reply to events or stimuli is critical in determining how the individual will probably react and if a scenario will be perceived as stressful. Most specialists, according to these authors, agree that anxiety. They viewed strain as a reply to either outside or interior occurrences that become so passionate that they deplete a person's energy physically and mentally.

Types of Stress

According to Taylor (1995), there are four main categories of anxiety, which she describes in this order:

The most widespread and effortlessly familiar kind of pressure is extreme stress. This kind of strain is one in which the victim is attentive to the reason. When these stressful situations end, and life returns to ordinary because the penalty is temporary, the body often rests. Discriminating stress typically does not devastate the body brutally or enduringly (Rao & Chandraiah, 2012; Riyadi, 2015; Shaikh et al., 2013)

Traumatic stress is a severe form of stress that develops after a traumatic incident or extreme experience, such as an earthquake, a sexual assault, a car accident that could result in death, or involvement in combat. Following the initial surprise and psychological aftermath, many trauma victims slowly recuperate in this place.

Nevertheless, the emotional and corporeal signs the trauma brings persist in some people. Existence cannot return to standard, and the human body does not realize homeostasis.

The name of this ailment is post-traumatic stress disorder. Flashbacks or dreams regarding the shock are distinctive indicators of this kind of strain, as are avoiding spaces and equipment allied to the understanding, being overly vigilant for hazard cyphers, and exasperation and pressure.

Constant anxiety: This type of anxiety is characterized by steady requirements and heaviness that seem to last a never-ending quantity of time. An individual suffering episodic acute stress will have a very chaotic, uncontrollable life where they constantly appear to be managing several unpleasant circumstances. They continuously run late, employ too many schemes, and attempt to convene too many responsibilities (Riyanto et al., 2021; Siu, 2003; Saidel & Cour, 2003; Selye, 1976).

3. Stress's impact on worker efficiency

The effect of work-related stress on employees' dedication and productivity is a major concern for organizations and individuals. Job stress is the word used to explain the physical, emotional, and psychological strain the populace goes through due to their obligations and demands at work. Stress can have a big impact when it comes to an employee's performance and commitment to their work. Following are some crucial considerations regarding the effects of workplace stress on workers' productivity and dedication:

3.1 A decline in productivity: Low productivity levels can result from high levels of work stress. Employees' focus, judgement, and problem-solving skills may suffer

when stressed. Additionally, stress can result in blunders, errors, and mistakes, which may negatively impact an employee's performance.

3.2 Reduced Job Contentment: Job stress may reduce job satisfaction and general workplace pleasure. Employees are less likely to be devoted to their roles and may disengage when unhappy or unsatisfied with their place of employment.

3.3 Burnout and tiredness: Prolonged exposure to high levels of occupational stress can result in burnout, a condition characterized by physical, mental, and emotional exhaustion. Reduced dedication to the job and diminished motivation to exert time and effort into activities can be consequences of burnout.

3.4 Employee Turnover: High levels of job stress can contribute to increased employee turnover. When employees feel overwhelmed by stress and do not see opportunities for relief, they may leave their current positions in search of healthier work environments.

3.5 Negative Health Effects: Job stress is associated with various negative health outcomes, including cardiovascular issues, mental health problems, and overall well-being. These health challenges can further impact employees' ability to perform their roles effectively and remain committed to their jobs.

3.6 Interpersonal Relationships: Job stress can also affect interpersonal relationships within the workplace. Increased stress levels can lead to conflicts, reduced collaboration, and strained colleague interactions, hindering overall team performance.

3.7 Reduced Commitment: High levels of job stress can lead to decreased commitment to the organization. Employees overwhelmed by stress may question their loyalty to the company and become less invested in its goals and objectives.

3.8 Work-Life Balance: Excessive job stress can disrupt work-life balance, making it difficult for employees to manage their personal lives and responsibilities outside of work. This imbalance can further contribute to reduced commitment and lower productivity.

4. Research Objectives

The following goals were the focus of this study:

To look into how the commitment of employees is affected by job stress

To conclude, the result of job strain affects workers' productivity.

In this investigation, the research questions that follow will be dealt with:

- i. Does staff dedication suffer from job stress?
- ii. Does worker efficiency suffer as a result of job stress?

5. Research Theories

In this investigation, a test of statistical significance will be run against the following null-form hypotheses:

H01: Staff dedication is unaffected by job stress.

H02: Workplace stress affects employees' productivity.

Methodology

Forty of the 150 questionnaires given to the academic staff—40 men and 20 women—were returned. Both the male academic staff and the female educational staff were chosen at random.

Typical Description

11 (27.5%) women and 29 (72.5%) men out of the 40 responses were male. The participants' ages varied from 21 to 70, with a 50-year average. The participants' varying levels of education were as follows: HND/MBA 2 (5%), B.Sc. 8 (20%), M.Sc. 25 (62.5%), and PhD 12.5. Additionally, the responders' Years of Service: 23 people, or 57.5% of the respondents, have less than five years of experience working in the institution, making up 7.5% of the people who responded.

Measures

Demographic Variables

Six demographic factors—gender, age, level of schooling, academic standing, job experience at the institution, place of employment, and marital status—were analyzed. Age and work experience were expressed in years, while gender was classified (1 = female, 0 = male). There were three stages of education, ranging from (I) a BA degree to (3) a PhD. An item with a fixed response (1 = single, 2 = married, 3 = divorced, and 4 = widowed) was used to determine the couple's status.

Instrument

The main tool for gathering primary data was using a questionnaire, and qualitative information was also gathered through observations, articles, and contemporary research papers. Data sources were utilized to assess the level of stress and its effects.

Approach to Data Analysis

The chi-square analysis generated by SPSS will be utilized to analyze the data for this investigation. Chi-square will be used to calculate scores to allow the researcher to demonstrate the connection between all of the study factors. Also appropriate for usage with simple percentages. The researcher will be able to determine the relative significance of the numerous items used for analysis (Osuala, 2011).

- The chi-square formula is given as $X^2 = \sum \frac{(FO - Fe)^2}{Fe}$.
- Fe FO = Frequency Reported
- The expected periodicity is Fe.
- Chi-square = X^2
- Organizations can take several actions to address and reduce the effects of job stress on workers' productivity and dedication, including:
- Encourage a Healthy Work The surroundings: Establish a welcoming and upbeat workplace culture that appreciates the well-being of its employees. Provide tools and initiatives aimed at lowering stress and enhancing mental health.
- Offer tools for Stress Administration: Provide tools, training, and seminars to assist staff in managing stress and developing resilience.
- Promote Open Communication: Establish a setting where workers can discuss their worries and difficulties. Encourage open communication and give staff a way to voice their concerns.
- **Offer Independence:** To assist staff in managing their personal and professional lives and lowering stress, offer various work options, such as remote work alternatives or flexible hours.
- **Recognize and Reward:** Reward staff for their contributions and efforts to raise morale and dedication.
- **Establish Clear Standards:** This can help lessen ambiguity and stress by ensuring staff understands their positions, duties, and achievement expectations.

In conclusion, workplace stress can significantly affect workers' dedication and productivity. Companies that value employee well-being, offer tools for managing stress, and establish an enjoyable workplace are more likely to encourage better levels of dedication and production from their staff.

6. Presentation and Empirical Results

Hypotheses Testing

In the course of this research, some hypotheses were developed. Under this section, the hypotheses developed will be tested. The hypotheses are re-stated for clarity.

Hypothesis one

H01: Job strain does not affect the commitment of the staff.

Table 1: Does job stress affect workers' dedication?

Variables	Frequency	%	Valid %	Cumulative %
Yes	37	92.0	92.0	92.0
No	3	8.0	8.0	100.0
Total	40	100.0	100.0	

	Hypothesis Two
Chi-Square	12.100 ^a
Df	1
Asymp. Sig.	.001

a. 0 cells (.0%) have expected frequencies less than 5.
The minimum expected cell frequency is 20.0.

Source: SPSS Output

Table 2: Chi-Square Test Analysis

	Hypothesis One
Chi-Square	26.700 ^a
Df	1
Asymp. Sig.	.000

a. 0 cells (.0%) have expected frequencies less than 5.
The minimum expected cell frequency is 20.0.

It can be seen from the chi-square test statistics that the calculated chi-square is 26.700.

Decision Rule: If X^2 computed is greater than X^2 compiled, deny the null hypothesis (H_0), and adopt the null assumption (H_0), if X^2 computed is less than X^2 collated.

Decision: The X^2 obtained from the SPSS result, as shown in Table 2 above, is 26.700. The result of tabulating X^2 with a Degree of Freedom of 1 is 3.84 at a 5% level of significance and a 95% confidence level.

Table 1 above reveals that 90% of respondents believe job stress affects employees' dedication. The other ten per cent of those surveyed believe that job stress has no bearing on an employee's level of dedication. As a result, table 2's comparison of the chi-square computed and tabular values shows that the calculated value is higher than the tabulated value. Since there is a relationship between job stress and employees' commitment, the correct rule is to reject the null theory and accept the different hypotheses.

It can be seen from the chi-square test results that the estimated chi-square is 12.100.

Decision Rule: If the X^2 calculated is greater than the X^2 tabulated, reject the null hypothesis (H_0) and adopt the null hypothesis (H_0) if the X^2 computed is less than the X^2 tabulated.

Decision: X^2 obtained from the SPSS result, as displayed in Table 4.2 above, is 12.100. The result of tabulating X^2 with a Degree of Freedom of 1 is 3.84 at a 5% level of significance and a 95% confidence level.

Table 3 above reveals that 72.5% of respondents believed job stress affected employees' productivity. A further 27.5% of respondents believe workplace stress does not affect employees' productivity. As seen in Table 4.2, the chi-square and tabulated results demonstrate that the calculated chi-square is greater than the tabulated chi-square. There is an effect of job strain on employee productivity. Hence the decision rule is to disregard the null theory and accept the alternate theory.

7. Conclusion

The study's key finding was that employees' productivity is impacted by workplace stress. This is largely attributable to the workplace atmosphere since employees have expressed

dissatisfaction. The study also discovered a link between job stress and employees' dedication. This is because workers feel the company does not care about them.

It has been established through empirical evidence that occupational stress is a serious issue for Nigerian university faculty. The research aims to monitor how stress at work affects commitment and output (Tarafdar et al., 2010; Yang et al., 2015).

The factors contributing to workplace stress are identified through the literature and impact employee satisfaction, productivity, and loyalty. The requirement of financial recompense, unbending working hours, personal concerns, incomplete authority over the working environment, and a hierarchical mechanism were the parameters that contributed to workplace strain. The outcomes showed that job strain exaggerated staff promise, leading to decreased productivity. Chi-square was utilized to examine the effect of administrative centre strain on the obligation and production of staff.

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