

# A Study on The Impact of Workplace Stress on Employee Health And Productivity

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**Abstract-** Workplace stress is a significant concern in today's work environment, impacting both employee health and productivity. This research investigates the detrimental effects of workplace stress on employees physical and mental well-being. It explores how stress can lead to health problems such as High Blood Pressure, headache, other physical ailments. Additionally, the research examines the negative influence of stress on mental health, including increased risk of anxiety, depression, and burnout. Furthermore, the study investigates how workplace stress hinders employee productivity, resulting in decreased focus, higher absenteeism, and poorer quality of work. By understanding the multifaceted impact of workplace stress, this research aims to contribute to the development of effective strategies for promoting employee well-being and optimizing organizational productivity.

**Keywords-** Workplace stress, employee health, productivity, mental health, physical health, absenteeism, burnout.

## I. INTRODUCTION

Workplace stress is a pervasive issue with significant consequences for both employees and organizations. Chronic stress can lead to a cascade of negative effects on employee health, including physical ailments like heart disease and mental health issues like anxiety and depression. Furthermore, stressed employees are less productive, miss more work, and are more likely to leave their jobs. Understanding the impact of workplace stress on employee health and productivity is crucial for both employees and employers. This research will explore the impact of workplace stress on employee health and productivity, examining the physiological and psychological consequences of stress, as well as its detrimental effect on employee performance. By acknowledging the detrimental effects of chronic stress and implementing preventative measures, organizations can cultivate a healthier and more productive work environment for their employees. This research aims to shed light on this critical issue and explore potential solutions to promote a work-life balance and well-being for all.

## Objective of the study

- To investigate the impact of workplace stress on employee health. It will examine the link between stress and specific health conditions, drawing on relevant research and data.
- To identify common workplace stressors. This could involve workload, lack of control, unclear expectations, poor work-life balance, or other relevant stressors prevalent in your chosen area.
- To analyse the impact of workplace stress on employee productivity by assessing how stress affects employee performance, including focus, decision-making, and overall work quality.

## II. LITERATURE REVIEWS

Abhijeet Rawal, Sneha Mhatre 2018: A Study on Work Stress And Its Impacts on Employee's Productivity With Respect To Teacher's (Self Financing): Stress has become an issue of great concern & worry as it can have damaging physiological & psychological effect on people working in organization/ institutes. It has become integral part of the today's scenario due to complexities excessive workloads, challenges till the end of an individual's life. In their research study they found that most of the teachers (as this research was based upon the self financing teachers working in the institute/ colleges) have sacrificed their domestic functions and had to accept boss command to achieve the target in the organization as well as the study found employees don't face stress in the organization but their stress was also related to family issues.

Corporate Wellness Magazine: Workplace Stress: A Silent Killer of Employee Health and Productivity: The United States National Institute for Occupational Safety Health defines job stress occur when the requirements of the job do not meet with the capabilities and resources and needs of the worker this turn into poor health and injury. An article published in this magazine further state that a recent survey by North-western National Life revealed that about 40% of workers reported that their jobs were extremely stressful. In another survey by Yale University,

**Bharathi T, Dr. KS Gupta, (2017):** Job Stress and Productivity: A Conceptual Framework) This research paper has tried to cover all the sectors of employees and its impact on employee's productivity. The study reveals that most of the researches have been carried out on job stress and its negative impact on employee's productivity but very few researches have been conducted on women employees job stress. This research paper has tried make an attempt various parameter of job stress and its impact on productivity like work overload, role ambiguity, gender discrimination, resource constraints, role fit etc. Moreover this research paper tells that stress has positive influence and negative influence. Positive influence enhances productivity, commitment, job satisfaction. The negative influence will affect the health, psychological behaviors', low morale, absenteeism.

**Zahid Ali Channar, Zareen Abbassi, and Imran Anwar Ujan, 2011:** Gender Discrimination in Workforce and its Impact on the Employees) This research paper highlights the gender discrimination in work place which causes stress among women employees. The study showed that women employees discriminated more in both public and pvt. organizations. The result of the study revealed that gender discrimination decreases the enthusiasm, motivation and commitment level of the employee and increases the stress level among employees and it promotes job dissatisfaction.

### III. METHODS

**Research Approach-:** Our research question centered on understanding the relationship between workplace stress and its effects on employee health and productivity. The study methodology known as descriptive analysis within quantitative framework were utilized for data collection. The researcher chose to use a convenience sampling methodology. For the purpose of data collecting, researchers employed the questionnaire approach.

#### Techniques for sample design:

Purposive and convenience sample designs were utilized in this study to collect data. Purposive sampling was utilised to acquire information from key informants such as top executives like Human Resources Executives, Academic Dean, Software engineers in this sampling. The information from middle and lower employees like clerk, supervisor, teacher was also gathered through convenience sampling in this study. The data for this study was collected using a structured questionnaire. There were four sections to the questionnaire. The first component contained information about the demographic characteristics of respondents, such as age, gender, and designation. The second section provided

information on the causes of job stress in the workplace. Respondents were asked to identify stressors or burdens in this area. The next component of the report discussed the link between job stress and employee performance. Respondents were given a set of questions to answer and were asked to rate their agreement or disagreement with the statements on a five-point Likert scale going from 1 (strongly disagree) to 5 (strongly agree). On a five-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree), respondents were asked to rate their level of agreement or disagreement on issues connected to employee performance in this section.

#### Scales of Measurement:

In this review long working hours, excessive work pressure, using time effectively, career advancement, gender discrimination, individual way of behaving, and inadequate leadership were all used to assess job stress in this study. While low productivity, low morale, absenteeism, and lost work were used to evaluate employee performance. A five-point Likert scale was utilized to rate all attributes from 1 (strongly disagree) to 5 (strongly agree).

#### Data collection:

We collected quantitative data through the survey responses. This data includes information on sources of stress, their impacts on employee's health condition and productivity. The survey was distributed electronically through online survey platform. The focus is on gathering objective and measurable information.

#### Inclusion of key words:

The survey covers key topics such as workplace stress like working conditions, job responsibilities, physical and mental health issues like blood pressure and anxiety, job performances and productivity factors like proactive at work and work-life balance.

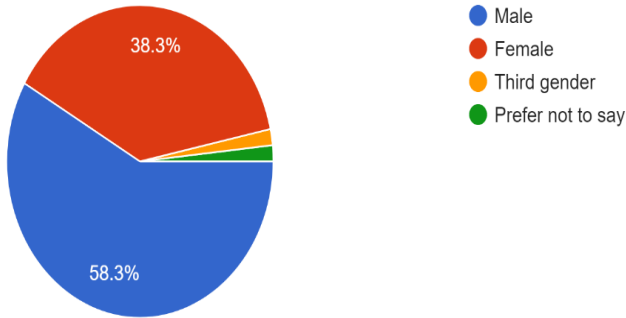
Overall, the research aims to provide a comprehensive study on the relationship between workplace stress and employee's health and productivity.

### IV. DATA PRESENTATION IN TABLES AND CHARTS

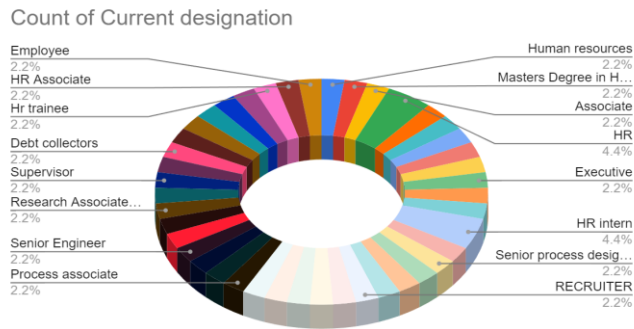
The study conducted by a survey showcases the key findings on workplace stress and its effects on employee health and productivity. A total of 60 various professionals participated in the survey. It is crucial to note that the data presented in tables and charts is designed to be self-

explanatory ,eliminating the necessity to refer to accompanying text for understanding.

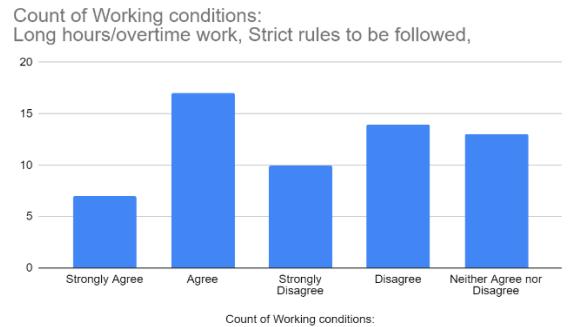
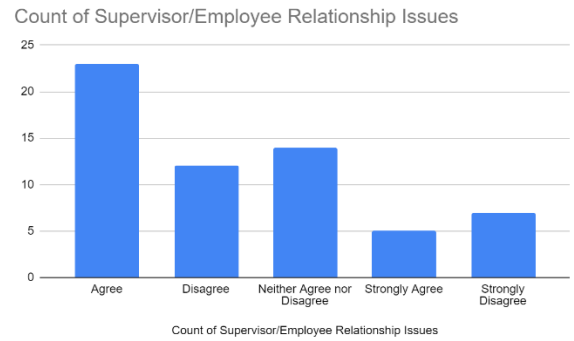
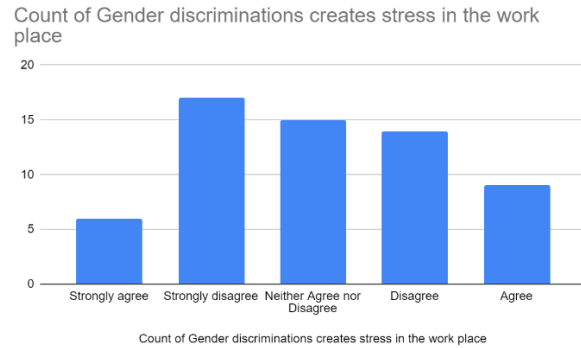
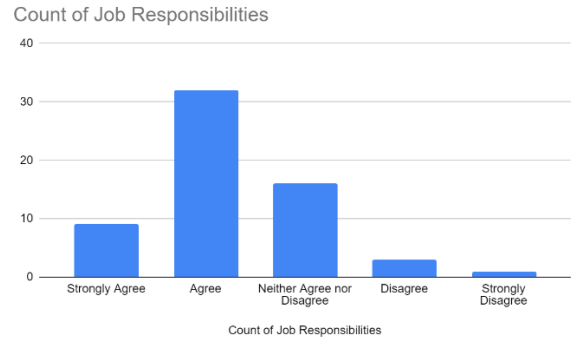
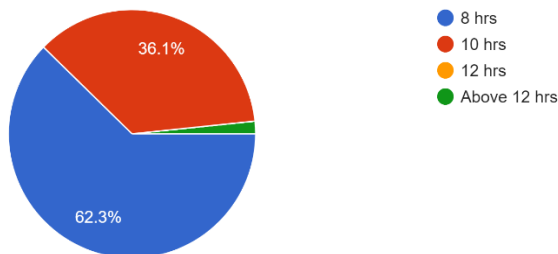
The below pie-chart represents the demographic detail where it is observed to have participants from varies genders including third genders. This gives the research a diverse perspective in results.



The below pie chart showcases the participants from various roles from various sectors ensuring diverse participation in the survey.



We can observe from the survey that about 36% of participants works for more than 10 hours in a day. Which might also be one of the major reason for stress.



From the above graphs we may observe that the cause of stress demonstrated by the participants seems to be mainly the Job responsibilities with 52.5% of people agree with it, Working conditions with 27.9 %,conflict between employee and supervisor to be agreed by 37.7 % of the participants. To our surprise gender discrimination factor is agreed by only 24% of participants inspite of about 40 % of women and transgender person’s participation. This might be

an evidence that diversity is rapidly growing among various professionals.

The productivity factors such as work stress has impacted my ability to focus on work tasks was primarily agreed by 44.3 % of participants, workplace stress has drained my motivation for work has been agreed by 36% which is higher and also almost 40% of the participants exhibited the fact that a significant correlation exists between workplace stress and absenteeism.

Scientific studies says that there exists a link between stress and its effect on physical health. Similarly our study has revealed that almost 40% of the participants experience body aches or headaches while feeling stressed. Likewise Over eating or under eating is experienced by most of the participants while they are stressed. To be precise many other mental ailments like depression, anxiety and frequent quarrelling with colleague and family members is experienced among employees.

## V. DISCUSSIONS

This study revealed a concerning link between demanding work conditions and employee health and well-being. Inadequate leave policies, extended work hours, overwhelming job responsibilities, and supervisor conflict all emerged as significant contributors to decreased employee motivation and hindered focus.

- **Work-life balance:** Inadequate leave policies and long working hours likely disrupt work-life balance, hindering an employee's ability to recharge and return to work with focus and motivation. This can lead to presenteeism (physically present but mentally disengaged) and decreased productivity.
- **Workload and Mental Strain:** Heavy job responsibilities and constant demands can contribute to feelings of overload and anxiety. This mental strain can make it difficult to concentrate on tasks, leading to errors and further frustration.
- **Toxic Work Environment:** Conflict with supervisors can create a hostile work environment, impacting employee morale and motivation. Feeling undervalued, unsupported, or micromanaged can significantly affect focus and overall well-being.
- **Remote works:** Employees who feel they travel too much distance to their workplace can be given remote works or hybrid work which might reduce their burden to travel more than 30kms in a day.
- **Stress-Health Connection:** The chronic stress caused by these working conditions can manifest in

physical symptoms like headaches, body aches, and even contribute to depression and anxiety. This creates a vicious cycle, as health issues can further hinder work.

## VI. CONCLUSION

This research highlights the critical link between negative working conditions, employee well-being and their productivity. Stressed and disengaged employees are less productive, more likely to take sick leave, and may ultimately leave the organization. This can lead to high turnover rates and negatively impact an organization's bottom line. By implementing fair leave policies, fostering open communication between employees and supervisors, and promoting healthy work-life balance, organizations can create a more supportive work environment. This can lead to a more motivated, productive, and healthier workforce. These findings align with existing research highlighting the detrimental impact of workplace stress on employee health and productivity. Organizations should prioritize implementing strategies to create a more supportive work environment.

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