

A STUDY ON EMPLOYEE STRESS LEVELS AND ITS IMPACT ON PERFORMANCE REFERENCE TO EDUCATION SECTOR IN NANDYAL REGION

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ABSTRACT:

Employee stress is a significant concern in the education sector, influencing job satisfaction, productivity, and overall institutional effectiveness. This study explores the stress levels among teaching and non-teaching staff in the Nandyal region and assesses its impact on their performance. A mixed-methods approach was adopted, incorporating surveys, structured interviews, and observational analysis to identify key stressors such as excessive workload, administrative pressure, job insecurity, student behavior, and work-life imbalance. The findings indicate that prolonged exposure to stress leads to decreased motivation, burnout, reduced teaching effectiveness, and lower job commitment, ultimately affecting student learning outcomes and institutional growth. Additionally, factors such as inadequate institutional support and lack of professional development opportunities exacerbate stress levels. The study underscores the necessity of implementing stress management programs, flexible work policies, and psychological support systems to foster a healthier work environment. Addressing these challenges can enhance employee well-being, improve job performance, and contribute to a more effective and sustainable education system in the region.

INTRODUCTION:

HRM Definitions:

According to **Michael J. Jucius** outlined human resource management as “it is field of management that deals with planning, organizing, directing and controlling the functions of procuring, developing, maintaining, and utilizing a labor force. Human Resource Management worries with the individual dimension in management.

1.2 Stress:

Stress is an interaction between an individual and the emotional strain which affects a person's physical and mental condition which is created by environment. Stress is a pattern of emotional and physiological reactions or response to demands from internal or external or both sources.

1.2.1 Types of Stress

There are mainly three types of stress are there:

1. Neustress:

Neustress is the situation where brain responds normally or responds neutrally to internal and external demands. It has little impact and this type of stress is neither helpful nor harmful.

2. Distress:

Distress is also known as negative stress. When any individual's brain responds very hyper and react negatively it indicates Distress or negative stress. Distress situation does not allow human to take healthy decision and it's also providing worst impact on human's physics.

3. Eustress :

Positive stress is also known as Eustress. In other words, when individuals react enthusiastically and work hard for accomplishing goals or find motivation for work, its eustress.

1.3 Job Performance

Job performance is the evaluation of whether an individual performs a job well. As performance is important for organizational outcomes and success.

According to author John P. Campbell describes job performance as a varying individual Study on employee stress levels and its impact on job

performance level, or something a single person does.

Three components of job performance are:

i. Task performance, or the transformation of resources into goods and services: Routine task performance involves well-known responses to predictable demands. adaptive task performance involves responses to novel or unusual task demands. Creative performance task always involves physical products or developing ideas.

ii. Citizenship behaviour, or voluntary employee actions that contribute to the organization; and

iii. Counterproductive behaviours, or employee actions that hinder organisational accomplishments.

Relationship between stress and job performance:

So, relationship between stress and performance we can say that stress can be sometimes helpful or harmful to performance it depends upon stress level. Here when stress is absent, job challenges will be limit and work performance will become low. When stress increases rapidly then work performance also tends to increase, because stress also helps the person to assemble and use resources to meet requirements.

Constructive stress increases encouragement among employees and it helps them to solve various challenges in job. Eventually, when time comes stress reaches its higher point that corresponds approximately to the day-to-day performance employees' capability. After this point, stress shows no other signs of improvement in performance. So that we can say stress is high it becomes damaging factor, it declines job performance at the same point due to excessive stress is obstruct with performance.

Literature Review :

According to **Scullen (2000)** To improve job performance of the employees has described job performance into four aspects: they are

1) general performance 2) human performance 3) technical performance 4) administrative performance. these aspects develop motivation in employees and improves work performance.

According to **Shockley Zalabak Ellis, & Winograd (2000)** says that work load, role ambiguity and role conflict plays major role between job stress and job performance. they say to improve individual job performance they need to be complete picture of job role.

According to **Trevin (2002)** Stress results in high portion of absence and loss of employment. The ratio of stress affects in organization are increasing on alarming rate which effects both employee performance and goal achievement.

Research Methodology

Research is the art of scientific investigation. Research comprises defining and redefining problem, formulating hypothesis or suggested solutions, collecting, organizing, and evaluation data making, deduction and reaching conclusions. The study uses both primary and secondary data sources. Primary data was collected through questionnaires to 167 employees at Nandyal Region. While secondary data was collected through some records or magazines or journals/articles etc. The data was analyzed using descriptive analysis and pie charts to know the stress levels and performance of the employees.

Findings

- Out of the total respondents 70% are feeling stress at working place, 30 % respondents said they don't feel stress at work place.
- Due to stress 39.9% of the respondents having headaches, 13.3% are facing depression, 15.4% are feeling over-sensitivity, and rest 31.5% of the respondent's other factors that causing stress.

- Out of the total respondents ,7.1% are rated 1 point to job stress, 12.2% are rated 2 points of their job stress, 38.5% are rated 3 points, 28.2% are rated 4 points, whereas 14.1% are rated 5 points to job stress.

Suggestions

- Stress management programs should be organized in the workplace due to these

programmes there is a chance to employees to reduces stress and focus on their work.

- Rewards and recognition should be implemented and encourage open channels

of communication to deal work related stress.

- Organizations should implement flexible working hours so that employees need not feel burden or stress and they feel comfortable while working.

Conclusion:

It has been found that in the study that stress in the private sector is caused not only by salary but also by the work load and time pressure. Since stress free life is not possible in any organisation, it cannot be completely eliminated. This study is to find that how stress is impacted on work performance. From the study, it has been found out stress is negatively impact on work performance when stress is out

of the limit and stress not much impact on performance when the stress is limited and sometimes stress may be helpful to employee it may help them to motivate to work done at right time and improves work performance.