

**OCCUPATIONAL STRESS AMONG WORKERS & ITS IMPACT ON
THEIR WORK PERFORMANCE:
A CASE STUDY OF VARDHMAN PVT. LTD. HOSHIARPUR, PUNJAB**

Dr. Rajpreet Kaur*

ABSTRACT

Workplace stress has been shown to have a detrimental effect on the health and wellbeing of employees, as well as a negative impact on workplace productivity and profits. Some of the reasons of occupational stress could be the inability to meet out the demands of the job, mismatch with job profile, job insecurity, relationship with colleagues and other organizational structural factors. In today's rapid pace scenario employees undergo high level of occupational stress, grater frustration, and have higher job expectations. There are measures that individuals and organizations can take to alleviate the negative impact of stress, or to stop it from arising in the first place. However, employees first need to learn to recognize the signs that indicate they are feeling stressed out, and employers need to be aware of the effects that stress has on their employees' health as well as on company profits. This paper evaluates empirically the Job Stress among Workers & its Impact on their work performance in the Vardhman Pvt. Ltd, Hoshiarpur, Punjab. For present study, the sample was collected from workers who are presently working in the Vardhman, Hoshiarpur. Relevant data were collected through structures questionnaire. The result showed that occupational stress brings about subjective effects such as fear, anger and anxiety among employees resulting in poor mental and psychological health. Based on these findings, it was recommended that organization should reduce psychological strain, job insecurity, and clear role ambiguity, through job redesign. Other support activities such as behavioural and psychological counseling and short term courses on time management and workshop on stress management can be organized.

KEYWORDS: Occupational/Job Stress, Employee Performance, Stress Management.

Introduction

A lot of research has been conducted into stress over the last hundred years. Some of the theories behind it are now settled and accepted; others are still being researched and debated. During this time, there seems to have been something approaching open warfare between competing theories and definitions, views have been passionately held and aggressively defended. What complicates this is that intuitively we all feel that we know what stress is, as it is something we have all experienced.

Definition

Hans Selye was one of the founding fathers of stress research. His view in 1956 was that "stress is not necessarily something bad – it all depends on how you take it. The stress of exhilarating, creative successful work is beneficial, while that of failure, humiliation or infection is detrimental." Selye believed that the biochemical effects of stress would be experienced irrespective of whether the situation was positive or negative. Since then, a great deal of further research has been conducted, and ideas have moved on. Stress is now viewed as a "bad thing", with a range of harmful biochemical and long-term effects. These effects have rarely been observed in positive situations.

* Assistant Professor, Department of Management, I. K. Gujral Punjab Technical University, Main Campus, Near Pushpa Gujral Science City, Kapurthala-Jalandhar Highway, Kapurthala, Punjab.