

ANALYZING THE IMPACT OF WORKPLACE STRESS ON EMPLOYEES HEALTH AND PRODUCTIVITY

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ABSTRACT

Stress in the workplace has a significant impact on workers' physical and mental well-being, productivity, and job satisfaction. Numerous health problems, such as anxiety, depression, heart disease, and musculoskeletal disorders, have been related to long-term stress, according to research. In addition to lowering workers' quality of life, these health issues also increase absenteeism, turnover, and organizational performance. One important indicator of an organization's success, productivity, is especially susceptible to stress. Stressed-out workers are frequently less motivated, engaged, and creative, which lowers output and lowers the caliber of their work. Long-term stress can also affect cognitive abilities like memory, focus, and decision-making, which can further impair performance. The purpose of this study is to assess the prevalence of workplace stress, its effects on productivity and health, and whether stress has a different effect on male and female employees. In order to lessen the negative effects of workplace stress, the research aims to aid in the development of focused interventions.

Keywords – Workplace, Stress, Health, Productivity, Employee

Introduction

The contemporary workplace is becoming more widely acknowledged as a major cause of stress for workers, with detrimental effects on both individual health and organizational effectiveness. The physical and emotional reactions that take place when job demands surpass an employee's capabilities, resources, or needs are referred to as workplace stress. Due to factors like increased workloads, longer workdays, tight deadlines, and the rapid advancement of technology, this type of stress is becoming more prevalent in today's high-pressure, fast-paced workplaces (Bhushan, A., 2016). It's critical to comprehend the effects of workplace stress since it impacts workers' productivity and general job satisfaction in addition to their mental and physical health. Numerous health issues, such as anxiety, depression, cardiovascular diseases, and musculoskeletal disorders, have been linked to high levels of stress, according to research. In addition to negatively impacting workers' well-being, these health problems also raise absenteeism, turnover, and organizational productivity. One important measure of an organization's success, productivity, is especially vulnerable to the negative effects of stress (A., & N, P. P., 2019). Significantly stressed-out workers frequently exhibit lower levels of motivation, engagement, and creativity, which lowers output and degrades job quality. Long-term stress can also affect cognitive processes like memory, attention, and decision-making, which can further impair performance.

Literature review

As the demands of modern work environments continue to rise, workplace stress has emerged as a major problem in contemporary organizations. Higher stress levels among employees have been caused by a number of factors, including increased workloads, tight deadlines, long working hours, and the quick speed at which technology is developing. The physical and emotional reactions that

take place when an individual's capacity to handle the demands of their job is exceeded are referred to as workplace stress. Workplace stress has far-reaching effects on organizational productivity as well as the health of employees.

The literature has extensively documented the negative effects of workplace stress on one's physical and mental health. Numerous health issues, such as musculoskeletal disorders, anxiety, depression, and cardiovascular diseases, are linked to chronic stress. Long-term stress can cause the body to produce more cortisol, a hormone associated with the stress response. Prolonged elevated cortisol levels have been linked to the development of heart disease, stroke, and hypertension (Kivimäki et al., 2012). Stress has also been connected to mental health issues like depression and anxiety, which can have a big impact on workers' quality of life. According to research, workers who are under a lot of stress are more likely to suffer from these mental health issues, which can affect both their personal and professional lives (Rachid et al.

Stress at work can cause musculoskeletal disorders in addition to mental health problems, especially in occupations with repetitive duties or inadequate ergonomics. For example, workers who perform physically demanding jobs or spend a lot of time at their desks may develop carpal tunnel syndrome, neck strain, or back pain. Punnett et al. (2009) state that the risk of musculoskeletal disorders is greatly increased when physical and psychological stressors are combined in the workplace. These health problems have an impact on workers' well-being as well as their capacity to carry out their duties efficiently, which raises absenteeism and lowers productivity.

Stress at work also directly affects workers' cognitive capacities and productivity. Long-term stress can affect cognitive abilities like focus, memory, and judgment, all of which are necessary for success in the majority of jobs. Stressed-out workers may find it difficult to concentrate, make bad choices, or lose track of crucial information, all of which can lower the caliber and effectiveness of their work. Salas-Vallina et al. (2018) discovered that extended stress impairs workers' capacity to perform intricate tasks requiring ingenuity and problem-solving skills. Furthermore, burnout, a disorder marked by diminished personal accomplishment, cynicism, and emotional exhaustion, is closely linked to stress. As workers become disengaged from their work and less dedicated to organizational goals, burnout is associated with a drop in motivation, job satisfaction, and productivity goals (Maslach et al., 2001).

Additionally, stress can lower an employee's level of engagement, which has a direct effect on the productivity of the company. Reduced zeal and dedication to work are frequently linked to high stress levels. Disengagement, which is defined as a lack of interest or emotional involvement in one's work, can occur in employees who are experiencing ongoing stress (Hakanen et al., 2006). Stressed-out workers are less likely to go above and beyond or be creative in their work, which results in decreased productivity. Additionally, stress has a detrimental effect on employee collaboration. Interpersonal conflicts are more likely to occur in a stressful workplace, which can impede productive teamwork and communication (Dube & Beaudry, 2010). Individual and group productivity consequently decline.

Differences in gender also affect how people experience and deal with stress at work. According to studies, women may be more vulnerable to some forms of workplace stress, particularly those associated with gender discrimination and work-family conflict. Women may experience stress in different ways than men, and they frequently deal with extra stressors associated with juggling work and home obligations. Women are more likely to report higher levels of stress, especially in industries with a male preponderance, according to Isik et al. (2019). But stress also affects men, who frequently feel pressured to fit in with stereotypical gender norms that forbid expressing their emotions. The need for gender-sensitive approaches to

stress management in the workplace is highlighted by these gender differences in stress experiences.

A comprehensive strategy Involving both organizational and Individual Interventions is needed to address workplace stress. Support from the organization, such as good leadership, open communication, and a positive work atmosphere, can be very important in reducing stress. Employees can manage stress and enhance their general well-being by having access to tools like flexible work schedules, employee assistance programs (EAPs), and stress management training. According to research by Bhattacharya et al. (2015), companies that put employee well-being first report lower stress levels and higher productivity. This highlights the significance of organizational culture in lowering stress.

Research Methodology

When workers feel unsupported by their supervisors or coworkers, have little control over their work, or don't get enough credit for their efforts, workplace stress frequently results. It describes the mental stress that people go through as a result of their work-related obligations. This stress is typically chronic, but it can be controlled by determining the precise causes and taking action to lessen their impact. The output that an employee produces in a specific work environment over a predetermined amount of time is referred to as individual health and productivity.

A workplace stress scale was employed in the study to gauge the effect of stress on workers' well-being and output. The detrimental impact of stress on employee productivity was reflected in higher scores on this scale. The scale, which Ahmad (2021) developed and modified, is intended to evaluate workplace stress and the factors that influence it. It is employed to gauge how stress affects workers' health and productivity. Employees aged 21 to 51 or older who have worked for at least six months are eligible to use this scale. The evaluation looks at how much stress workers endure, how it affects their health and productivity, and how stressed out the workplace is generally.

A survey questionnaire was used to gather data for the study, which used a de'criptive research design. Eighty participants (N=80) were chosen at random from a variety of departments in Indian private companies, including both online and offline enterprises. Both male and female employees were included in the sample. SPSS was used to analyze the data, and chi-square analysis was used to compare the expected and observed frequencies. This statistical technique assisted in determining whether the discrepancies between the actual and anticipated results were the result of random variation or indicated a significant correlation between the variables under investigation. To assess overall data changes, a simple percentage analysis was also performed.

Objective of the study

- To Look into Whether Workers in The Chosen Companies Experience Stress At Work.
- To Evaluate the Effects of Workplace Stress on Workers' Productivity and Well-Being.
- To Investigate Whether Male and Female Employees' Health and Productivity Are Affected differently by workplace stress in the chosen organizations.

Hypothesis Of The Study

- H01: Employee productivity and health are not significantly impacted by workplace stress.
- H 01: Stress at work significantly affects workers' well-being and output.
- H02: Employees in the sampled organizations do not experience workplace stress.
- H 02: Employees in the sampled organizations experience workplace stress.

- H03: The effects of workplace stress on the well-being and output of male and female employees do not differ significantly.
- H03: The effects of workplace stress on male and female employees' productivity and health differ significantly.

Results & Discussion

Table 1: Scale for Workplace Stress – Psychometric Features

S.No.	Scale Item	Mean Value	Std. Dev.	Cronbach Alpha Value
1	Are you under stress at your workplace?	0.19	0.327	
2	On what frequency do you experience workplace stress?	1.37	0.654	
3	Has workplace stress caused you to quit a job?	0.93	0.389	
4	Describe the degree of your workplace stress.	2.19	0.632	
5	Do most employees in the company experience workplace stress?	0.21	0.817	0.297
6	Does employee health & productivity change depending on workplace stress?	0.10	0.388	

Workplace Stress Scale: Reliability Testing; * $p < 0.05$

The psychometric characteristics of the scale designed to measure workplace stress are shown in this table. It gives information about the central tendency and variance of responses by listing each item along with its mean value and standard deviation. The scale's overall high internal consistency and reliability, indicated by the Cronbach Alpha value of 0.817, suggests that the items are useful for assessing stress at work. The statistical significance of the results is confirmed by the significance level ($p < 0.05$).

Table 2: Frequency & Percentage Distribution of Workplace Stress Affecting Health & Productivity

WS (Workplace Stress) Items	Frequency (F)	Percentage (%)
Yes	65	81.25
No	15	18.75

H01: Does Workplace Stress Have a Significant Impact on the Health & Productivity of Employees?

According to the data in Table 2, 81.25% of respondents said they had experienced stress at work, indicating that stress is very common among workers. This suggests that stress at work may, in fact, significantly affect workers' well-being and output.

Table 3: Chi-Square Results for Workplace Stress on Employee Health & Productivity

Employee Health & Productivity	Agreed (Freq. N)	Agreed (%)	Not Agreed (Freq. N)	Not Agreed (%)	Chi-Square Value
Male	21	26.25	18	22.5	2.815**
Female	32	40.00	18	22.5	

Note: Chi-Square Value = 2.815 (Statistical significance marked by ** $p < 0.05$)

The Chi-Square test results for the relationship between workplace stress and its effects on worker productivity and health are displayed in this table. Regarding their agreement with the impact of workplace stress, male and female employees differ noticeably, according to the data. With a higher percentage of female employees agreeing that workplace stress affects their health and productivity, the Chi-Square value of 2.815 indicates that there is a statistically significant difference between male and female employees' perceptions of this relationship.

Table 4: Workplace Stress Frequency & Percentage Distribution

WS (Workplace Stress) Items	Freq. (F)	Percentages (%)
Yes	71	88.75
No	09	11.25

Note: *** $p < 0.05$

H02: Does Workplace Stress Exist Among the Sampled Organization Employees?

The frequency and percentage distribution of workplace stress among employees in the sampled organization are displayed in Table 4. The findings show that 88.75% of workers said they had experienced stress at work, confirming the hypothesis (H02) that workers in the sampled organization experience stress at work.

Table 5: Chi-Square Results for Workplace Stress

Workplace Stress	Agreed (Freq. N)	Agreed (%)	Not Agreed (Freq. N)	Not Agreed (%)	Chi-Square Value
Male	24	30.00	13	16.25	3.926**
Female	37	46.25	06	07.50	

Note: *** $p < 0.05$

H02: Does Workplace Stress Exist Among the Sampled Organization Employees?

The chi-square results regarding the prevalence of workplace stress among employees in the sampled organization are displayed in Table 5. The presence of workplace stress is statistically significant, as indicated by the chi-square value of 3.926 (** $p < 0.05$). Compared to 30% of male employees, 46.25% of female employees agreed that there is stress at work. These results lend

credence to the hypothesis (H02) that employees of the company experience a high level of workplace stress.

Table 6: Descriptive Statistics for Workplace Stress Impact on Health & Productivity

Source (WS)	Agreed (Freq. N)	Agreed (%)	Not Agreed (Freq. N)	Not Agreed (%)
Male	23	30.00	11	16.25
Female	39	46.25	07	07.50

Note: *** $p < 0.05$

H03: Does Workplace Stress Have a Significant Difference Between the Impact on the Health & Productivity of Female & Male Employees?

Descriptive statistics on how workplace stress affects male and female employees' productivity and health are shown in Table 6. 30.00% of male employees agreed that stress at work has an impact on their health and productivity, whereas 16.25% disagreed. On the other hand, only 7.50% of female employees disagreed, while 46.25% agreed. The data demonstrates a significant difference between male and female employees' perceptions of the impact of workplace stress (** $p < 0.05$), supporting hypothesis H03.

Findings of the Study

- The findings verify that job stress is a common occurrence for staff members in the sampled organization, which has a detrimental effect on their health and productivity. Additionally, male employees report higher levels of stress, indicating that the effects of stress vary between genders. These results highlight the significance of putting customized strategies into place to lessen workplace stress and lessen its detrimental effects on workers' productivity and well-being.
- Workplace stress is common among employees, as evidenced by significant data suggesting that many of them experience stress at work. Of those who report feeling stressed, women are more likely to report feeling stressed at work (46.25%) than men (30.00%).
- Stress at work has a serious detrimental impact on employees' productivity and health. A significant portion of workers—male and female—acknowledge that stress impairs their well-being and efficiency.
- The effects of workplace stress are experienced differently by male and female employees. The impact on productivity and health is greater for women (46.25%) than for men (30.00%), suggesting that gender-specific stress management techniques are required.

Conclusion

In Conclusion, stress at work has a major and lasting effect on workers' productivity and well-being. Numerous studies have demonstrated that high levels of job stress are linked to a number of detrimental health outcomes, such as a higher risk of heart disease, musculoskeletal disorders, and mental health conditions like anxiety and depression. In addition to negatively impacting workers' general health, these health problems also raise absenteeism and productivity levels, which in turn have an impact on job satisfaction. Effective workplace stress management techniques must be put in place by organizations in order to support a healthier and more productive workforce.

Additionally, creating specialized interventions that support both male and female employees requires an understanding of gender-specific variations in stress experiences and coping strategies. Organizations can improve resilience, job satisfaction, and productivity by putting employee well-being first and implementing evidence-based practices. This will improve overall organizational performance. Fostering sustainable and prosperous work environments across a range of industries and locations requires a persistent commitment to recognizing and addressing workplace stress.

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