

AFFECTS OF LABOUR PRODUCTIVITY ON STRESS

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ABSTRACT

Efficiency and productivity on the part of employees are very necessary for the success of a company in today's highly competitive economic environment. The purpose of the inquiry is to investigate the ways in which stress and job happiness have an impact on the efficiency with which a company runs. The purpose of this study is to focus on factors that have an impact on stress and job satisfaction. These factors include the number of hours worked, the relationship between management and employees, the performance of groups, and the work that is associated with the educational background of employees. Because of the enormous impact that high levels of stress in the workplace have on productivity, a great number of businesses are taking notice of the situation. The Iranian petrochemical sector is the focus of this research, which studies work stress, job satisfaction, and productivity levels. The paper identifies variables that contribute to a decrease in productivity among employees. The majority of people who suffer heat stress are construction workers. Heat stress has a substantial influence on the physiological reactions of construction workers, which may result in occupational injuries, deaths, and decreased productivity. In order to complete the body of work that compares and contrasts different theoretical sets of predictor factors and investigates the ways in which productivity is impacted by these variables, the empirical study was conducted. To add insult to injury, the findings of the study suggest that the demands of work, in conjunction with the characteristics of an individual, are a combination that contributes to the evaluation of an individual's levels of stress and job satisfaction.

Key Words: *Efficiency, Productivity, Stress, Job Happiness, Iranian Petrochemical Sector, Occupational Injuries, Workplace Stressors, Work-Life Balance*

INTRODUCTION

There is widespread consensus that stress in the workplace is one of the primary factors that determines the level of productivity and performance of workers. A person's sense of self-worth, personal well-being, and the sort of job they do may all be negatively impacted by stress, which is a psychiatric disease. According to the words of Rees and Redfern (2003), the impact of the corporate world results in a disconnection between the capabilities of humans and the demands that they naturally make. Managing stress is a challenge that employees of a wide variety of firms must face. Banking professionals, in particular, are under a significant degree of stress as a result of the many traumatic events that have occurred in their history. Occupational stress is especially significant and has arisen as an essential worry for organisations. This is due to the fact that it has a detrimental influence that affects both the performance of a person and the performance of an organisation. It is of the

utmost importance to first determine the reasons, and then to take into consideration whether or not they are harmful. Because of the fast-paced, dynamic, and highly stimulating world in which we presently reside, stress is today an unavoidable reality. A number of things at work have the potential to increase levels of stress, particularly for those who are always under pressure. While it is true that stress may improve performance, Stults-Kolehmainen and Sinha (2014) argued that excessive levels of stress can have negative consequences on both an individual's health and their ability to get things done. A number of different techniques, including the engineering technique, the psychological approach, and the physiological/health approach, demonstrate that there are a variety of stressful scenarios taking place in the workplace. A contented workforce is essential to the success of any business, and stress brought on by one's job may stimulate creative thinking and lessen feelings of boredom. Incentives at work have the potential to reduce tensions and foster greater job satisfaction. People are able to adapt to stressful events in their personal lives as well as in their professional lives by participating in a variety of projects and techniques (Vinassa, 2003).

LITERATURE REVIEW

In their study, Farquharson and Barbara (2013) investigated the impact of nursing duties on work satisfaction and discomfort in real time. They took into consideration the physiological, psychological, and moderating effects of a reason and control. The purpose of this research is to investigate the link between occupational stress among hospital nurses and to assess the impact of stress on a variety of nursing activities. The study focuses on theoretical models and collects data in real time. In this research, data on nursing tasks, stress, and job outcomes are analysed with the purpose of gaining better understanding of the factors that contribute to nurse stress and suggesting potential intervention targets.

The study examined the associations between nurses' job performance, affect, stressful events, and work-related stress - Motowidlo, S. J., Packard, J. S., & Manning, M. R. (1986). The study revealed an important connection among self-reported perceptions of stressful events, subjective stress, despair, and hostility, and judgments of interpersonal and cognitive components of job performance. The 45 incidents found in Study 1 were frequent and intense, resulting in stress-related symptoms, depression, and declines in interpersonal and cognitive/motivational aspects of job performance.

Arnold B. Bakker (August 8, 2011), stressed the significance of work engagement in today's workplace is brought out in this article which analyses it. It emphasises that work and personal resources—particularly when faced with high job demands -are important indicators of engagement. Active employees are more productive, more receptive to new ideas, and more inclined to go beyond what is expected. The paper combines earlier research to enhance performance at work and foster employee engagement.

Mindfulness at Work -Glomb,T.M,Duffy,M.K,Bono,J.E. and Yang, T(2011) discussed the benefits of mindfulness and mindfulness-based practices in the workplace, highlighting their impact on physical and psychological health, self-regulation, social relationships, resilience, and task performance. It also addresses controversies surrounding mindfulness studies and offers recommendations for future research. The chapter concludes with a discussion on the implications for organisations and employees, and offers recommendations for future research.

Fiona Cocker and Nerida Joss (2016), conversed the benefits of mindfulness and mindfulness-based practices in the workplace, highlighting their impact on physical and psychological health, self-regulation, social relationships, resilience, and task performance. It also addresses controversies surrounding mindfulness studies and offers recommendations for future research. The chapter concludes with a discussion on the implications for organisations and employees, and offers recommendations for future research.

Ostroff, C. (1992), in their study explored the relationship between job satisfaction, job attitudes, and employee satisfaction at the organisational level. Data from 298 schools was collected from 13,808 teachers. The study

validated the anticipated relationships between employee satisfaction and organisational performance through correlation and regression analyses.

Sharmilee, Abdul Basit, Zubair Hassan, 2017, in their study uses a design based on causality to look at how job stress impacts worker efficiency. Through the use of a questionnaire measuring time pressure, workload, lack of motivation, and role ambiguity, 310 respondents from various sectors in Malaysia were chosen. The study noticed that role confusion and time limitations had a significant negative effect on worker performance. Workload and a lack of motivation, the other factors, had no discernible effect. In order to enhance performance, the study advises managers to reduce role ambiguity and make roles clear to staff individuals. Structural equation modelling and greater samples should be used in future studies.

A balance theory of job design for stress reduction - Based on the balance of job parts, a novel conceptualization of job design and stress at work is put forth in this paper. In order to create a model of work-life balance that takes into account how organisational structure and job design may affect the well-being of staff members, it incorporates theories from social psychology of job design with concepts related to job stress. The model describes how "balancing" aspects of the job that can cause stress can improve "loading" factors on the worker. This model's implications for improving worker health through stress management at work are examined. The model offers an extensive approach to develop workplaces that strike a balance among stress and productivity.

Gretchen M. Spreitzer, Mark A. Kizilos, Stephen W. Nason (1 March 2005) explored the role of four dimensions in Thomas and Velthouse psychological empowerment concept in predicting effectiveness, work satisfaction, and job-related strain. The study, conducted on managers and lower-level employees, found that different dimensions are related to different outcomes, suggesting that employees need to experience each dimension to achieve all desired empowerment outcomes.

Lilian M. de Menezes and Clare Kelliher (7th April 2011) in their study explores the relationship between job satisfaction, job attitudes, and employee satisfaction at the organisational level. Data from 298 schools was collected from 13,808 teachers. The study validated the anticipated relationships between employee satisfaction and organisational performance through correlation and regression analyses.

Jagdip Singh 2000, by establishing a distinction between quality and efficiency, setting forth an extended role theory model, and investigating the effects of task control and boss support, this study investigates the efficiency and quality of frontline employees (FLEs). The findings indicate that while quality decreases, FLEs maintain efficiency despite experiencing bigger burnout.

Jochen Wirtz and Christina Jerger 2017, in his study on managing people, focusing on managerial relevance. It discusses the challenges of frontline jobs, such as role conflict and emotional labour, and recommends HR strategies for recruitment, training, and employee motivation. The review also discusses service culture, climate, and leadership, and suggests six new research opportunities related to financial impact, employee motivation, training, emotional labour, rude customer handling, and technology impact.

Gary Johns (06 July 2009): Although it is a topic that is important in professional medicine, presenteeism—the method of reporting to work while ill—is not widely understood by organisational scholars. Its development, conceptualizations, and measurement are examined in this article, in special focus on the implications for organisational practice and theory.

Ahmed Mazroei, Martha Kafatygiotou, Martha Kafatygiotou (1st June 2016) in his paper reviews literature on the relationship between indoor environmental quality and occupant productivity in an office environment. It identifies eight factors influencing productivity, discusses physical parameters, and proposes a conceptual model. The study also reviews data collection methods and provides a comprehensive discussion and analysis of these factors, providing a starting point for future research in indoor environmental quality.

Thomas, L. T., & Ganster, D. C. (1995) in their study found that supportive organisational policies and practices, such as flexible scheduling and supportive supervisors, positively affect employees' perceptions of control over work and family matters, leading to lower levels of conflict, job dissatisfaction, depression, somatic complaints, and blood cholesterol.

Bakker, A. B., Demerouti, E., & Euwema, M. C. (2005): 1,012 employees from a sizable university participated in the study, which tested the job demands-resources model. Four employment opportunities and five requesting aspects were looked at. The main hypothesis was that the greatest instances of burnout are brought on by high demands and low resources. The theory of decreased effectiveness as a professional was rejected.

Donald F. Parker and Thomas A. DeCotiis(October 1983) stressed a model of job stress focuses on organisational and job-related stress, identifying it as a first-level outcome of the organisation and job. A partial test using survey data from 367 restaurant chain managers supports the model, identifying two distinct dimensions: time stress and anxiety. Factor analysis supports the multidimensional nature of job stress, with distinct stressors associated with each dimension.-

Almaamari, Qais Ahmed; Alaswad, Husain Isa (2021) in their study explores the impact of organisational culture, leadership principles, and work environments on employee productivity. Results show democratic leadership is most effective, with conflict, solidarity, creativity, and goal clarity being key factors. Factors such as air, temperature, light, and space also influence productivity.-

Susanne Durst, Ingi Runar Edvardsson(19th October 2012): The aim of this paper is to review research on knowledge management in small and medium-sized enterprises to identify gaps in the current body of knowledge, which justify future research directions. The study consists of a systematic review of 36-refereed empirical articles on knowledge management and small and medium-sized enterprise. Knowledge management implementation, perception, and transfer are well-researched, but knowledge identification, storage/retention, and utilisation are poorly understood. Small and medium-sized enterprises require more research to develop a better understanding.

OBJECTIVES OF THE STUDY

1. To understand how physiological stress and job performance connect.
2. To determine the connection between worker efficiency and psychological stress.
3. To examine the effects of psychological stress on worker efficiency and performance at work.
4. To analyse how stress contributes to absenteeism and affects productivity in Workplace.
5. Understanding the effects of specific stresses on productivity, like a lot of work, a lack of management, a deadline analysis, or conflict, becomes easy.

DATA COLLECTION:

Primary Information:

The surveys and interviews that were conducted were the primary sources of data that were collected. A number of different questioning strategies were used in order to get primary data from the interviews. When it comes to this study project, the questionnaire is the most crucial instrument. In order to guarantee that respondents get a comprehensive understanding of the topics, the questionnaire was both open-ended and structured.

Secondary Information:

As an additional source of information, there was a significant amount of reliance placed on firm profiles, websites, publications, papers, journals, and other similar sources.

Design of Studies and Research:

The present investigation is analytical in nature, the methodology Applied to Non-Probability Sampling, The sample for the research is determined using the Convenience Sampling technique, Employees situated in the Jayanagar region of Bangalore, representing various hierarchical positions within the business. The sample size for this research will consist of thirty workers.

SCOPE OF THE STUDY:

Numerous research have been conducted on coping mechanisms and stress, despite the fact that the elements that influence stress vary by industry. At this time, experiencing stress at work is unavoidable. The present research focuses on IT organisation employees. In addition, it seeks to identify the factors that lead to work stress, the manner in which job stress influences productivity, and the correlations between job stress and productivity across certain demographic groups. This research is valuable for quantifying occupational stress and examining its impact on employees' efficiency.

DATA ANALYSIS:

In order to ensure accurate results, it is essential to use both quantitative and qualitative approaches while doing analysis. For the purpose of analysing the survey data and doing research on the survey itself, it is recommended that you use statistical procedures. For the purpose of gathering quantitative questionnaire data, you should make use of a questionnaire.

DEMOGRAPHIC FACTORS:

FREQUENCY TABLE			
		Frequency	Percentage
AGE	18-20	4	10
	20-25	29	72.5
	25-30	6	15
	30-35	1	2.5
	TOTAL	40	100
GENDER	MALE	17	42.5
	FEMALE	23	57.5
	Prefer not to say	0	0
	TOTAL	40	100
EDUCATIONAL LEVEL	UNDERGRADUATE	17	42.5
	POSTGRADUATE	23	57.4
	TOTAL	40	100
MARITAL STATUS	MARRIED	36	90
	UNMARRIED	4	10
	TOTAL	40	100
CURRENT STATUS	STUDYING	8	20
	OCCUPATION	32	80
	TOTAL	40	100

Participants in the research come from a wide range of demographics, including age, gender, education level, marital status, and current position. A virtually equal number of male and female participants are among the responses, with the bulk of respondents falling within the age range of 20 to 25 years old. There is a considerable proportion of respondents who are married and working, and the educational level is broken down into two categories: undergraduates and postgraduates. There were no responders who expressed a desire to conceal their gender. There is a significant proportion of married individuals among the respondents, with ninety percent of them being married and just ten percent being single. There is a significant presence of persons in the labour force, as shown by the fact that eighty percent of those who responded are now employing themselves. At the same time, there is a noticeable presence of students. In order to have a more complete picture of the group that is being investigated, this demographic variety may be of great assistance.

ANALYSIS:**The amount of work affects my stress levels**

S. NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	13	32.5
2.	AGREE	17	42.5
3.	NEUTRAL	10	25
TOTAL		40	100

INTERPRETATION:

A poll finds that a sizeable number of respondents are of the opinion that the amount of work they have to do has a direct impact on the amount of stress they experience. Seventy-five percent of those who participated in the survey are in complete agreement with this statement, with 32.5% responding that they strongly agree and 42.5% saying that they agree. Twenty-five percent of those who participated in the survey maintained a neutral stance, indicating that they do not strongly either agree or disagree with this concept. Despite this, 32.5% of respondents strongly agree, and 42.5% of respondents agree, demonstrating that there is a general agreement over the apparent association. Based on the large number of persons who are in agreement, it seems that a sizeable part of people believe that effectively managing and reducing the amount of work that employees have to do may have a good influence on their levels of stress. According to the findings of the survey, there appears to be a significant correlation between the amount of work that employees are required to complete and the level of stress that they experience. This information can help organisations address concerns regarding workload in order to improve employee well-being and productivity.

Tight deadlines and time constraints increase my overall stress at work

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	15	37.5
2.	AGREE	19	47.5
3.	NEUTRAL	6	15
TOTAL		40	100

INTERPRETATION:

For the purpose of this study, forty respondents were asked about the influence that time limitations and tight deadlines have on their levels of stress while they are at work. It was firmly agreed upon by the majority of respondents that these variables contribute to an increase in stress, with 37.5% of respondents agreeing and 47.5% of respondents agreeing. 15 percent of respondents, which is a lesser amount, expressed a neutral attitude. Eighty-five percent of those who participated in the survey either concurred or strongly agreed with the statement that these variables lead to higher stress. Due to the fact that the levels of stress experienced by employees may have an impact on both their productivity and their well-being, managers may find this information beneficial when planning projects or establishing deadlines. The provision of extra resources, the modification of project timeframes, and the provision of assistance for stress management are all examples of solutions that organisations would need to investigate in order to manage and minimise the stress that is associated with tight deadlines. On the other hand, the interpretation of these findings can be different depending on the particular setting and the objectives of the survey.

Being more productive at work reduces overall stress levels

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	13	32.5
2.	AGREE	11	27.5
3.	NEUTRAL	10	25
4.	DISAGREE	6	15
TOTAL		40	100

INTERPRETATION:

The data reveals a significant consensus among respondents about the relationship between productivity and stress reduction. The majority (60%) strongly agree, with a significant percentage (32.5%) of respondents agreeing. Another significant group (11%) agrees, but not as strongly. A significant percentage (25%) is neutral, suggesting a lack of strong opinions or varied experiences. The smallest group (6%) disagrees, suggesting a minority who doesn't see a strong connection. The majority (60%) express a positive view, either strongly agreeing or agreeing, that productivity leads to a reduction in stress levels. However, a significant neutral group (25%) suggests that opinions on this matter may vary, indicating a range of perspectives or experiences among respondents.

High levels of productivity negatively impacts the ability to maintain a healthy work-life balance

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	12	30
2.	AGREE	15	37.5
3.	NEUTRAL	9	22.5
4.	DISAGREE	4	4
TOTAL		40	100

INTERPRETATION:

The findings indicate that there is a statistically substantial agreement among respondents on the connection between stress reduction and increased productivity. An overwhelming majority of respondents (60 percent) are in complete agreement, and a sizeable proportion of respondents (32.5 percent) are in agreement. Eleven percent of the population is another sizable group that agrees, but not as strongly. A sizeable number, twenty-five percent, is found to be neutral, which indicates that there is a lack of strong views or a variety of experiences. The smallest group, which accounts for six percent of the total, indicates that there is a minority that does not recognise a significant relationship. The majority of respondents, exactly sixty percent, had a favourable opinion, either strongly agreeing or agreeing, that increased productivity results in a decrease in the amount of stress experienced. Nevertheless, a sizeable group of neutral respondents, which accounts for twenty-five percent of the total, demonstrates that views on this subject may differ, showing that respondents have a variety of viewpoints or experiences.

Adequate resources and tools at work contribute to lower stress levels related to productivity

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	10	25
2.	AGREE	19	47.5
3.	NEUTRAL	8	20
4.	DISAGREE	3	7.5
TOTAL		40	100

INTERPRETATION:

According to the findings of the poll, the vast majority of respondents, which accounts for 72.5% of the total, are in complete agreement that having sufficient resources and tools at work contributes to reduced levels of stress associated to productivity. This indicates that having access to the appropriate resources has a favourable affect on stress levels in proportion to the amount of work that is accomplished. On the other hand, twenty percent of those who participated in the survey selected the "neutral" option, which suggests that they do not have a strong view or are unclear about the influence that resources and tools have on stress levels. Only 7.5 percent of respondents were in disagreement, which may be attributable to the fact that their work surroundings, job functions, or personal preferences were different. The good trend as a whole shows that firms should make it a priority to provide enough resources and tools to their workers. This might possibly increase productivity and reduce stress levels. Organizations ought to take into consideration conducting additional surveys or interviews in order to gain a better understanding of the needs and preferences of their employees, address the concerns raised by the minority, and routinely evaluate and update tools based on the feedback received from employees.

Having a supportive work environment mitigates stress associated with high productivity expectations

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	15	37.5
2.	AGREE	21	52.5
3.	NEUTRAL	2	5
4.	DISAGREE	1	2.5
5.	STRONGLY DISAGREE	1	2.5
TOTAL		40	100

INTERPRETATION:

It seems from the results of the study that there is a favourable connection between a supportive working environment and a decrease in stress levels in high productivity expectations. A sizeable majority of respondents, including 37.5% of the total, are in complete agreement that a friendly work environment significantly contributes to the reduction of stress. In terms of lowering the stress that is associated with high production expectations, the majority of respondents (52.5 percent) are in agreement that a supportive work environment is advantageous. Five percent of respondents came to the conclusion that they did not strongly agree or disagree with the notion, indicating that they adopted a neutral approach. A minority position that does not perceive a substantial association between a supportive work environment and stress reduction was expressed by a very small number of respondents (2.5 percent), showing that this viewpoint is part of the minority. A tiny fraction of people strongly disagreed, which is consistent with the position of the minority. A supportive work environment is considered as a useful aspect in managing stress in the setting of high productivity demands, according to the general trend, which implies that its value is being recognised.

Meeting productivity targets positively impacts the job satisfaction and reduces stress

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	10	25
2.	AGREE	22	55
3.	NEUTRAL	5	12.5
4.	DISAGREE	2	5
5.	STRONGLY DISAGREE	1	2.5
TOTAL		40	100

INTERPRETATION:

The data that has been shown demonstrates the replies that people have given to the statement that "Meeting productivity objectives favourably enhances my work satisfaction and minimises stress." The replies were divided into five categories: those who strongly agreed (25 percent), those who agreed (55 percent), those who were indifferent (12.5 percent), those who disagreed (5 percent), and those who definitely disagreed (2.5 percent). It is clear that there is broad conviction in the connection between productivity and work happiness, as shown by the fact that the majority of respondents (55 percent) are in agreement that attaining productivity objectives has a beneficial impact on both levels of job satisfaction and stress. The number of respondents who take a neutral approach is lower (12.5 percent), which may indicate that there is a lack of clarity or confusion about the relationship between productivity objectives and work satisfaction. A minority of people, which accounts for five percent of the total, are of the opinion that increasing productivity objectives may not inevitably result in increased work satisfaction or a decrease in stress. There is a largely favourable link between productivity objectives and work happiness, according to the total distribution of replies..

Clear communication about productivity expectations helps in managing stress levels

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	11	27.5
2.	AGREE	21	52.5
3.	NEURAL	6	15
4.	DISAGREE	1	2.5

5.	STRONGLY DISAGREE	1	2.5
TOTAL		40	100

INTERPRETATION:

The following table presents the replies that were received from a group of persons in response to the statement that "Clear communication about productivity objectives assists in reducing stress levels." Eighty percent of those who participated in the survey are in complete agreement with the concept, with seventeen and a half percent strongly agreeing and fifty-two and a half percent agreeing. The opinion of a tiny minority, which accounts for 1.5 percent of the total, is that clear communication on productivity objectives does not contribute to the management of overall stress levels. Two and a half percent of people are adamantly opposed to this viewpoint. The majority of respondents, which accounts for eighty percent, are in agreement with the concept that clear communication regarding productivity expectations is associated with the management of stress levels. A small number of responses that were neutral indicated that there was either uncertainty or a lack of consensus. The vast majority of responders are typically accepted or concordant with the statement.

Having control over my work tasks decreases stress related to productivity

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	11	27.5
2.	AGREE	22	55
3.	NEUTRAL	6	15
4.	DISAGREE	1	2.5
TOTAL		40	100

INTERPRETATION:

The findings of a poll indicate that the majority of respondents, making up 82.5 percent of the total, are either in complete agreement or strong agreement with the statement that having control over work duties reduces stress connected to productivity. Only a tiny minority of people, fifteen percent, continue to have a neutral stance, and only two and a half percent of people are in disagreement. This demonstrates that people perceive a favourable association between having control over work activities and a decrease in stress connected to productivity. Specifically, this correlation is linked to increased productivity. According to the low proportion of respondents who disagreed with the statement, only a small fraction of respondents believe that having control over the activities at work does not help to a reduction in stress. According to the findings, both people and businesses should take into consideration the implementation of tactics that provide individuals with a feeling of control over the activities they do at work in order to possibly reduce stress and increase productivity. On the other hand, this interpretation is based on the data that was supplied, and it does not take into account any extra circumstances..

Encouragement for innovative approaches at work positively influences the stress levels related to productivity

S.NO	RESPONSES	FREQUENCY	PERCENTAGE
1.	STRONGLY AGREE	12	30
2.	AGREE	19	47.5
3.	NEUTRAL	7	17.5
4.	DISAGREE	2	5
TOTAL		40	100

INTERPRETATION:

The vast majority of respondents, 77.5 percent, are of the opinion that supporting creative work techniques has a good influence on their levels of stress in relation to productivity. It would seem that there is a good association between encouraging new techniques and the well-being of employees as well as their levels of stress. There was a lesser number of respondents who stated a neutral posture, which indicates that they had a mixed or

ambivalent view. There is a tiny fraction of people who do not feel that supporting creative techniques has a good influence on stress levels connected to productivity. This is shown by the fact that just five percent of respondents disagreed with the statement (five percent). When taken as a whole, encouraging innovation in the workplace has the potential to contribute to a more upbeat and stress-resistant working environment.

FINDINGS:

1. 75% of respondents agree that workload directly affects stress levels, suggesting workload management is crucial.
2. 85% agree time constraints increase stress, suggesting flexible deadlines might help.
3. 60% agree productivity reduces stress, but 25% are neutral, implying diverse perspectives.
4. 67.5% agree high productivity negatively impacts work-life balance, suggesting promoting a healthy balance is important.
5. 72.5% agree adequate resources reduce stress related to productivity, suggesting providing necessary resources is essential.
6. 90% agree a supportive work environment mitigates stress associated with high productivity expectations, suggesting fostering such an environment is crucial.
7. 80% agree meeting productivity targets positively impacts job satisfaction and reduces stress, suggesting achievable and clear goals are important.
8. 80% agree clear communication about productivity expectations helps manage stress levels, suggesting open and transparent communication is key.
9. 82.5% agree having control over work tasks decreases stress related to productivity, suggesting providing autonomy and ownership is beneficial.
10. 77.5% agree encouraging innovative approaches positively influences stress levels related to productivity, suggesting fostering a culture of creativity and innovation can help.

SUGGESTIONS:

- Implement workload management strategies to ensure optimal workload distribution and prevent employee burnout.
- Consider flexible deadlines and realistic workload allocation to reduce stress associated with time constraints.
- Foster a work environment that encourages open communication about productivity expectations and provides clear, achievable goals.
- Provide employees with adequate resources and tools to perform their tasks effectively and reduce stress related to productivity.
- Promote a healthy work-life balance by encouraging breaks, flexible work arrangements, and disconnecting after work hours.

CONCLUSIONS:

There is a correlation between stress and a high level of labour productivity, with high levels of production contributing to feelings of work satisfaction and a sense of success. It is possible to alleviate stress via the implementation of effective work procedures and the management of time, but excessive pressure to reach productivity objectives may result in burnout and adverse effects on both mental and physical health. Organizations should find a way to establish a balance between high production and emphasising the well-being of their staff in order to reduce the consequences of these factors. A number of strategies are available, such as providing sufficient training, cultivating a supportive work environment, and encouraging a good balance between work and personal life. Establishing a culture in the workplace that places a premium on the well-being and productivity of its employees requires the establishment of open communication channels, employee appreciation programmes, and flexible work arrangements, among other vital components. For the purpose of establishing a sustainable and healthy working environment that is beneficial to both people and the company, it is essential to make an effort to comprehend and effectively manage this intricate connection.

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