

## **Impact of Workplace Stress on Employee Health and Productivity**

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### **Abstract**

It is crucial to comprehend the effects of stress in the workplace because it influences workers' physical and mental well-being as well as their efficiency and contentment with their work. Anxiety, depression, heart disease, and musculoskeletal disorders are just some of the health concerns that have been linked to chronic stress, according to studies. Employees' quality of life is negatively impacted by these health concerns, which in turn lead to higher rates of absenteeism, attrition, and decreased organizational efficiency. One important indicator of an organization's success, productivity, is quite vulnerable to stress. Workers who are under a lot of stress tend to be less invested, creative, and motivated, all of which contribute to poorer production and worse quality. In addition, cognitive processes including concentration, memory, and decision-making abilities can be negatively impacted by prolonged stress, which in turn hinders performance. The purpose of this research is to assess the prevalence of stress in the workplace, its effects on health and productivity, and whether or not stress affects male and female employees differently. Research aims to contribute to the development of targeted therapies to alleviate the detrimental consequences of workplace stress by shedding light on these characteristics.

**Keywords:** Workplace, Stress, Health, Productivity, Employee

### **Introduction**

The contemporary work environment is increasingly acknowledged as a notable cause of stress for workers, a condition that has substantial consequences for both personal welfare and organizational effectiveness. Workplace stress is the physiological and emotional reactions that happen when the requirements of the job surpass the abilities, resources, or requirements of the worker. This form of stress is becoming increasingly prevalent in contemporary, fast-paced, high-stress work settings, driven by reasons such as heightened workloads, extended working hours, stringent time limits, and the rapid rate of technology advancement (Bhushan, A., 2016). Comprehending the significance of workplace stress is crucial, since it not only influences the mental and physical well-being of employees but also their productivity and general job contentment. Studies have demonstrated that elevated amounts of stress can result in various health conditions, such as anxiety, depression, cardiovascular disease, and musculoskeletal disorders. These health issues not only decrease the overall well-being of employees but also lead to more frequent absences, greater rates of employee turnover, and decreased productivity within the firm. Productivity, a crucial measure of how successful an organization is, is especially vulnerable to the impact of stress (A., & N, P. P., 2019). Employees experiencing high levels of stress frequently demonstrate reduced levels of engagement, creativity, and motivation, resulting in decreased productivity and a deterioration in job quality. Additionally, long-term stress can hinder cognitive capacities such as focus, recall, and decision-making skills, therefore negatively impacting performance.

The interplay between gender and professional stress introduces an additional level of intricacy. Research has shown that men and women may encounter and respond to work-related stress in distinct ways due to a range of circumstances, such as societal norms, difficulties in balancing work and personal life, and variations in coping strategies (Kumar, V., 2023). Women frequently manage numerous responsibilities both in their professional and personal lives,

which can intensify the stress they encounter and worsen its effects on their well-being and efficiency (Pamnani, P. S., 2023). The importance of this issue highlights the need for enterprises to create and execute efficient stress management methods. This encompasses establishing a conducive work atmosphere, providing resources such as counseling and wellness initiatives, and advocating for a harmonious equilibrium between work and personal life. Organizations may promote employee well-being, increase productivity, and ultimately achieve better organizational success by addressing the underlying causes of workplace stress and equipping people with effective stress management tools.

### **Review Literature**

Toker, et.al., (2015) conducted a comprehensive assessment of recent research investigating the impact of different work environments on employee stress levels and health outcomes. The authors examine multiple workplace stress models, emphasizing the impact of characteristics such as workload, job control, and social support on employee well-being. The authors also analyzed efficient managerial tactics for reducing workplace stress, such as implementing organizational interventions and promoting individual coping mechanisms. The review emphasizes the significance of a conducive work environment and proactive stress management in improving employee well-being and efficiency. Shanafelt et al. (2012) conducted a study to assess the levels of burnout and work-life balance satisfaction among physicians in the United States, comparing them to those of the general population. According to Shanafelt et al. (2012), a considerable number of physicians suffer from burnout, which is marked by emotional tiredness, depersonalization, and diminished personal achievement. Long working hours, high job demands, and limited control over work conditions are factors that contribute to burnout among physicians. The study indicates that numerous physicians face difficulties in attaining a reasonable equilibrium between their professional obligations and personal lives in relation to work-life balance. This disparity has consequences for their psychological well-being, work contentment, and general welfare. The findings underscore the necessity for healthcare organizations to adopt initiatives that enhance physician well-being, mitigate burnout, and enhance work-life balance. Resolving these concerns not only advantages individual doctors but also improves patient care and organizational efficiency within the healthcare system.

(Quick, et.al, 2016) examined the various effects of occupational stress on the well-being of employees. The study conducted by Quick, et.al (2016) highlighted the widespread presence of stress in contemporary work environments and its harmful impact on both physical and mental well-being. The conversation revolved around many origins of occupational stress, such as excessive work requirements, unclear job expectations, and disagreements between individuals, emphasizing the impact of these issues on employee distress. The article also discusses proactive measures and interventions designed to improve employee well-being and reduce the adverse effects of stress. (Quick, et.al, 2016) recommended implementing organizational strategies such as stress management programs, supportive leadership, and workplace regulations that encourage work-life balance. The study conducted by Quick, et.al (2016) highlights the significance of taking proactive steps to manage occupational stress in order to promote a healthier and more efficient workforce. A holistic approach is required, which involves combining organizational assistance with individual coping skills in order to enhance employee resilience and wellbeing. The study done by Park et al. (2017) focused on the mediating role of coping methods. The study conducted by Park et al. (2017) explored the impact of workplace stress on employees' mental well-being, with a particular focus on the role of coping techniques as a mediator. The study revealed that working stress has a detrimental effect on employees' mental health, leading to conditions such as anxiety and depression. This emphasizes the significance of coping techniques in reducing these adverse consequences, indicating that successful coping mechanisms can alleviate the influence of stress on mental health. This strategy not only enhances individuals' ability to effectively cope with stress but also fosters resilience and mental well-being in the workplace. The study provides vital insights into comprehending the intricate relationship between working stress, coping strategies, and mental health consequences.

Li and Zhang (2020) did a comprehensive analysis that combined previous studies to investigate the effects of workplace stress on both the physical well-being and work efficiency of employees. The study discovered conclusive evidence establishing a strong correlation between elevated levels of stress in the job and negative health consequences, including heightened susceptibility to cardiovascular disease, musculoskeletal problems, and mental health conditions such as anxiety and depression. Regarding productivity, the review emphasizes that individuals who are stressed often encounter diminished efficiency, increased rates of absenteeism, and decreased job satisfaction. These findings highlight the substantial financial and structural expenses linked to occupational stress. Li and Zhang (2020) did a comprehensive analysis that highlighted the need of taking proactive measures and implementing policies to decrease workplace stress and enhance the well-being of employees. They promoted the implementation of organizational strategies that give priority to creating supportive work environments, implementing effective stress management programs, and providing tools to

enhance employees' coping mechanisms. Li and Zhang (2020) conducted a systematic study that offers a thorough understanding of the harmful impacts of workplace stress on the well-being and efficiency of workers. The research highlights the significance of tackling this problem in order to promote a healthier and more productive workforce. The study conducted by LaMontagne et al. (2007) critically examined and consolidated the existing research literature on interventions targeted at mitigating job stress among employees. The review encompassed research articles published from 1990 to 2005, with a specific emphasis on assessing the efficacy of different strategies aimed at reducing workplace stress. LaMontagne et al. (2007) discovered various job stress therapies, which encompassed organizational-level modifications (such as redistributing workloads and enhancing communication), individual-level interventions (such as stress management training and counseling), and a combination of both techniques. The findings of LaMontagne et al. (2007) indicate that certain treatments have the potential to decrease job stress and enhance employee well-being. However, the effectiveness of these interventions may differ based on the specific intervention, organizational environment, and individual characteristics. Efficient solutions frequently need a blend of organizational assistance and individual coping tactics. The systematic review highlights the significance of evidence-based strategies in tackling occupational stress and fostering a more healthful work environment. It offers significant information for companies and governments who are looking to implement effective measures to efficiently manage and decrease workplace stress.

In their study, Ganster and Rosen (2013) conducted a thorough evaluation that integrated literature from multiple disciplines to investigate the correlation between work-related stress and the well-being of employees. Ganster and Rosen (2013) investigated the influence of various elements of work stress, including job demands, job control, and interpersonal interactions, on the well-being of employees. The review's key findings emphasize that persistent work-related stress can result in various adverse health consequences, such as cardiovascular disease, musculoskeletal problems, and mental health conditions like anxiety and depression. Ganster and Rosen (2013) highlighted the significance of individual characteristics, organizational factors, and the wider socio-economic milieu in shaping the connection between stress and health. Ganster and Rosen (2013) examined the theoretical frameworks and models utilized in the study of job stress, along with the methodological approaches implemented in research. In addition, they pinpoint deficiencies in existing literature and provide avenues for future research to enhance comprehension and efficient handling of work-related stress.

### **Research Methodology**

Workplace stress can arise when employees perceive a lack of support from managers or colleagues, a lack of control over their tasks, or insufficient recognition from employers for their efforts. Workplace stress refers to the psychological strain that arises from one's job. Workplace stress is a persistent state that can be managed by recognizing factors that cause stress in the work environment and implementing measures to reduce their impact. Individual health and productivity refers to the level of output achieved by an individual within a specific work setting during a defined period of time. The study utilized the workplace stress scale to assess the health and productivity of employees, as well as the influence of workplace stress on their health and productivity. The elevated scores on the scale indicated the detrimental effect of stress on staff productivity. The scale was devised and altered by (Ahmad, 2021). The scale is utilized to quantify workplace stress and the factors that can induce job stress in a workplace. This scale is additionally utilized to assess the influence of stress on the well-being and efficiency of employees. The scale is applicable to employees with a minimum of 6 months of employment experience and an age range of 21 to 51 and above. The assessment evaluates the extent of workplace stress experienced by employees, the effects of stress on employee well-being and efficiency, and the overall level of stress in the workplace.

The study employed a descriptive research design. The core data was gathered using a questionnaire utilizing the survey methodology. The sample comprised 80 participants (N=80) selected through random sampling from various departments of private firms in India, which operate both online and offline. The sample included individuals of both genders, male and female. The data was gathered from the employed individuals in this research. The data was analyzed using SPSS. The chi-square analysis was employed to compare the frequencies that were actually seen with those that were predicted. This analysis was used to determine whether any differences between the observed and expected outcomes were the result of chance or the relationship between the variables being studied in this research. A basic percentage analysis was employed to ascertain the overall change in the data.

### **Objective of the study**

- To examine whether workplace stress exists among the sampled organization employees
- To analyze the impact of workplace stress on the employees' health & productivity

- To examine whether there is a difference between the impact of workplace stress on the Health & productivity (female & male) employees in sampled organization.

### Hypothesis of the study

H01: Workplace stress have no significant impact on the health & productivity of the employees

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H02: Workplace stress doesn't exist among the sampled organization employees.

H02: Workplace stress exist among the sampled organization employees.

H03: There is no significant difference between the workplace stress impact on the health & productivity of female & male employees.

H03: There is a significant difference between the workplace stress impact on the health & productivity of female & male employees.

### Results & Discussion

**Table 1: Scale for workplace stress: psychometric features**

S.No.	Scale	Mean Value	Std.Dev.	Cronbach Alpha Value
1.	Are you under stress at your workplace?	0.19	0.327	0.817
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 maximum employees in the company experience workplace stress?	0.21	0.297	
6.	Does employee health & productivity change depending on workplace stress?	0.10	0.388	
Workplace stress scale: reliability testing; *** $p < 0.05$				

This table presents the psychometric characteristics of a scale specifically created to assess occupational stress. The scale displays each item together with its corresponding mean value and standard deviation, offering valuable information on the central tendency and variability of responses. The Cronbach Alpha Value of 0.817 suggests a high level of internal consistency and reliability for the whole scale, suggesting that the items effectively measure the idea of workplace stress. The significance level (\*\*\*p < 0.05) indicates that the results have reached a level of statistical significance.

**Table 2: Workplace stress's frequency & percentage distribution affect the health & productivity**

WS (Workplace Stress) Items	Freq. (F)	Percentages (%)
Yes	65	81.25
No	15	18.75
***p < 0.05		
<i>H01: Does workplace stress have any significant impact on the health &amp; productivity of the employees</i>		

**Table 3: Chi-Square results for workplace stress on employee health & productivity**

Employee Health & Productivity	Agreed		Not Agreed		Chi Square
	Freq. (N)	(%)	Freq. (N)	(%)	2.815**
Male	21	26.25	18	22.5	
Female	32	40.00	09	11.2	

\*\*\* $p < 0.05$ *H01: Does workplace stress have any significant impact on the health & productivity of the employees*

The data in this table is categorized by gender and represents the findings of a chi-square test that investigated the influence of workplace stress on employee health and productivity. The chi-square value of 2.815 (\*\*\* $p < 0.05$ ) suggests that workplace stress has a substantial impact on the health and productivity of employees, indicating a statistically significant difference. It is important to note that a greater proportion of females (40%) concurred that workplace stress has an impact on productivity and health compared to males (26.25%).

**Table 4: Workplace stress's frequency & percentage distribution**

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

\*\*\* $p < 0.05$ *H02: Does workplace stress exist among the sampled organization employees.***Table 5: Chi-Square results for workplace stress**

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

\*\*\* $p < 0.05$ *H02: Does workplace stress exist among the sampled organization employees.*

This table presents the chi-square test results for the presence of workplace stress among employees in the sampled organization. The chi-square value of 3.926 (\*\*\* $p < 0.05$ ) indicates a statistically significant presence of workplace stress. A larger percentage of females (46.25%) agreed that workplace stress exists compared to males (30%). This finding supports the hypothesis (H02) that workplace stress is prevalent among the organization's employees.

**Table 6: Descriptive statistics for computing the variation of workplace stress among male & female employees**

Source (WS)	Agreed		Not Agreed	
	Freq. (N)	(%)	Freq. (N)	(%)
(Male)	23	30.00	11	16.25
<i>Workplace stress on health &amp; productivity</i>				
(Female)	39	46.25	07	07.50
<i>Workplace stress on health &amp; productivity</i>				

\*\*\* $p < 0.05$ *H03: Does workplace have any significant difference between the workplace stress impact on the health & productivity of female & male employees.*

The following table presents descriptive statistics regarding the effects of workplace stress on the health and productivity of male and female employees. 30.00% of males concurred that workplace stress impacts productivity and health, while 16.25% disagreed. 46.25% of females concurred, while 7.50% disagreed. The data supports hypothesis H03 by demonstrating a substantial disparity in the perception of the impact of workplace stress between male and female employees (\*\*\* $p < 0.05$ ).

**Findings of the study**

- The results verify that employees in the sampled organization frequently experience job stress, which has a negative impact on their productivity and health. Additionally, the effects of stress differ for male and female

employees, with the former reporting higher effects. These findings highlight the need of putting customized methods into place to lessen workplace stress and its negative effects on workers' well-being and output.

- Significant data suggests that many employees suffer stress at work, indicating that workplace stress is common among them. Among those who report feeling stressed at work, more women (46.25%) than men (30.00%).
- Stress at work has a major negative impact on workers' health and output. A sizable percentage of workers, both male and female, admit that stress has a detrimental effect on their health and productivity.
- Male and female employees are affected by workplace stress in somewhat different ways. The impact of stress on health and productivity is larger among females (46.25%) than among males (30.00%), suggesting the need for gender-specific stress management strategies.

## **Conclusion**

In conclusion, there are numerous and significant effects of workplace stress on worker productivity and health. High levels of occupational stress have been linked to a number of detrimental health effects, such as an increased risk of cardiovascular illnesses, musculoskeletal ailments, and mental health conditions including anxiety and depression, as research has repeatedly shown. In addition to impairing workers' general well-being, these health consequences significantly raise absenteeism, productivity, and job satisfaction levels. In order to cultivate a happy and healthy workforce, firms must effectively manage workplace stress. The detrimental effects of stress on workers can be considerably reduced by employing techniques including fostering supportive work environments, putting stress management programs into place, encouraging work-life balance, and improving job control and social support. Moreover, creating specialized interventions that successfully support both male and female employees requires recognizing the gender-specific variations in stress experiences and coping strategies. Organizations may strengthen employee resilience, improve job satisfaction, and ultimately achieve higher levels of productivity and organizational performance by emphasizing employee well-being and implementing evidence-based treatments. In order to create sustainable and prosperous work environments for employees in a variety of locations and industries, there must be a continuous commitment to recognizing and managing workplace stress.

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