

Impact of Job Stress Factors and Personal Attributes on the Employee Performances: A Study in Harischandra Mills PLC.

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Abstract

The aim of this empirical study was to analyze the impact of job stress on employees' performances of Harischandra Mills PLC. Three job Stress factors as environmental/organizational factors, personal factors and job-related factors and the personal attributes which have an impact on job stress were identified through a comprehensive review of articles and reports published in the literature of management studies. The primary data were collected through a questionnaire survey responded by a selected sample of 95 factory staff employees of Harischandra Mills PLC. This study was conducted in a quantitative design, administering a set of structured questionnaires which were distributed among the employees of the selected sample. Formal and informal conversations with some of the selected employees were conducted to collect more background information. Wilcoxon Sign Rank Test and Correlation were used to test the hypothesized relationships. Findings of the study revealed that strict concern on dress code, pressured long working hours, strict arrival and departure time, and long and compulsory meeting schedules were the environmental/organizational factors which affect job stress. Weak inter-relationships with employees, family issues and health issues were the personal factors which affect job stress. Incomplete work, non paid extra work, assigning other workers duties, time pressure, ambiguous job duties and responsibilities, vague and not specified job targets, dissatisfied salary scale and non-financial benefits and dissatisfied promotion procedure were the job related factors which affect job stress. In case of personal attributes, all the attributes were significantly correlated with at least one of the stress factors. Age, gender and income showed significance in the correlation with more than one stress factors. The study make practical implications to improve organizational performance by implementing appropriate stress management practices to reduce employees' job stress.

Keywords: Employee performance, Job stress factors, Personal attributes, Stress management practices

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