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## **A Study on Job Stress and Employee Performance at Work Place in an Organization**

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### **ABSTRACT**

Job stress is a common problem across occupations and it impacts job performance. Although most of the studies highlight the negative effect of stress on job performance (distress), mild stress is known to enhance an employee's performance (eustress). It is necessary to take a holistic picture of antecedents to job stress by including the effects of personality, organisational factors and the work- family interaction in the perception of job stress. This article defines stress, examines whether it has a positive or a debilitating effect on performance before providing managers with techniques to manage their occupational stress as well as to deal with the stress levels of their subordinates. Occupational stress has become a common problem throughout the industrial world. Over the years its prevalence has increased, thus affecting the individual's mental health and well being.

### **KEYWORDS**

Human resources, job stress, eustress, neustress, distress, job performance, work-family interaction