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A study on the impact of workplace stress on employee productivity

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Abstract

Workplace stress is a major issue in the organization that affects the health and well-being of employees' productivity. This research paper explores the relationship between workplace stress and employee productivity in the company, with the help of examining the causes, effects, and using some strategies for the managing stress. The study suggests that higher levels of stress can lead to burnout, absenteeism of employees in the organization, decreased job satisfaction, and a negative mindset of employees towards work. Which has a negative impact on employee productivity. A supportive work environment and the promotion of stress management practices can enhance the well-being and productivity of employees. The findings highlight the importance of organizations contribution towards stress reduction programs. Creating an appositve work culture for the employees and help to improve overall employee performance. and retaining a talented workforce in the organization.

The findings highlight that stress significantly impairs employee attention, decision-making, and motivation, ultimately reducing productivity. However, the study also emphasizes that proactive organizational strategies—such as promoting work-life balance, offering employee assistance programs, and fostering a supportive work culture—can mitigate these effects. By implementing effective stress-reduction practices, organizations can enhance employee well-being, improve retention, and ensure sustained productivity and success.

KeyTerms– Workplace Stress, Employee Productivity, Workplace Environment, Employee Well-Being, Stress Management, Job Satisfaction, Work-Life Balance.

Introduction –

The goal of examining the effects of workplace stress on employee productivity is to gain insight into how stress within the work environment influences employees' overall efficiency and performance. The purpose of this research was to explore the relationship between stress levels and various factors, such as job satisfaction, health, motivation, and work-life balance. By identifying the causes and effects of stress, this study can help organizations develop strategies to mitigate stress, improve employee well-being, and, ultimately enhance productivity and work outcomes. Additionally, the findings could provide insights into creating a healthier work environment, promoting employee retention, and ensuring long-term organizational success.

Work stress is the feeling of being anxiety, or frustration due to pressures or challenges at the job. This occurs when a job feels too demanding for an employee when the work environment is very difficult to handle. A little stress can sometimes help people stay motivated, but over stress. employees might feel tired, lose focus, or even get sick. This stress can hurt both employee and companies overall performance. It is important for workplaces to find ways to reduce stress so that employees can remain happy, healthy, and productive. Work stress is nothing but, it is a one type of physical and emotional stress which is employees experience when their job demands exceed. Ability to manage work. It can raise firms various factors, such as large workloads, hard deadlines, conflicts with colleagues, job insecurity, and lack of support from management.

Sometimes, stress can motivate employees to perform better and develop themselves, but some stress can lead to negative outcomes. Reduce focus, health problems, divert from goals, and lower job satisfaction. Such negative outcomes are included in employees. Workplace stress not only affects the welfare of employees but also decreases overall productivity and organizational success.

Choice Of The Topic -

Although much research has been conducted on the link between stress and health, few studies have focused on its direct effect on employee productivity.

This study aims to bridge this gap by analyzing available secondary data to better understand how stress influences productivity in different organizational contexts.

Objectives -

1. To identify the primary causes of workplace stress among employees.
2. To analyse how workplace stress affects employee productivity and performance.
3. To recommend effective strategies for minimizing workplace stress and improving employee productivity.

Importance of Study-

Employee engagement is important for increasing productivity. Engaged employees are more likely to invest time in their work, which can lead to higher productivity. This study helps to identify the root causes of and overcome workplace stress, enabling organizations to better understand the factors affecting employee welfare. By examining the relationship between stress and productivity, this study highlights how reducing stress and it lead to improved performance and efficiency of employees in their work-place. Awareness from this study can contribute to the development of policies and practices aimed at promoting a healthier work environment, which benefits employees' mental and physical health.

Literature Review -

Understanding workplace stress -

According to Kabat-Zinn, workplace stress can be defined as the emotional, physical, and mental stress that employees experience when job demand exceed their ability to manage work. Stress can be activated by factors, such as job demands, work overload, lack of control, poor work relationships, and unclear expectations.

According to the American Institute of Stress (2019), workplace stress is a leading cause of employee absenteeism and decreased productivity.

Effects of Workplace Stress on Productivity –

Workplace stress can negatively affect employee productivity in several ways. According to (Maslach & Leiter) First, it can lead to create a stress, a state of emotional, physical, and mental exhaustion caused by pro longed stress. Stress reduces an employee's ability to perform tasks effectively, resulting in a lower output and decreased engagement with work.

Another effect of stress on productivity is that of absenteeism. According to Bakker and Demerouti, stress-related illnesses-such as anxiety, and depression- can lead to higher rates of absenteeism. In turn, high absenteeism can place additional stress on employees who remain at work, further decreasing their overall productivity. Additionally, absenteeism- and decreased job satisfaction are common consequences of stress. Employees experiencing high levels of stress may feel disengaged and dissatisfied with their work, leading to reduced motivation and performance levels. This, in

turn, can affect an organization's ability to meet its goals and sustain growth.

Research Methodology-

Data Collection-

This study primarily utilized secondary data gathered from:-Google Scholar, an academic journal article on workplace stress.

Government and industry reports on workplace health and productivity (e.g., WHO, Gallup, and APA).

Employee surveys and organizational case studies published by HR consultancy firms.

Data Analysis -

Descriptive Analysis: This study highlights key trends from various studies and reports, such as the average effect of workplace stress on productivity across different sectors.

Comparative Analysis: This will assess how stress influences productivity across different job roles, industries, and organizational environments by, comparing sectors, such as healthcare, technology, and manufacturing.

Result and Discussion-

Effects of work stress on productivity-

1. Reduced Attention and Focus

Stress can make it difficult for employees to concentrate on tasks. This leads to distractions, poor decision-making, and errors. Tasks may take longer to complete, and important details can be overlooked.

2. Fatigue and Decreased Motivation

Employees who experience ongoing stress, often feel tired or draining. This lack of energy can lead to low enthusiasm for their work, making them less productive.

3. Higher Rates of Absenteeism

Employees who are stressed may experience both mental and physical health issues, such as headaches, anxiety, and sleep problems. These health concerns can result in more frequent absences, which negatively impacts the team's productivity and slows down the progress of tasks.

4. Impaired Decision-Making

Stress can cloud an individual's judgment and, cause them to make rushed or poor decisions. This may also lead to indecision or hesitation in taking action, which can delay work and affect the quality of outcomes.

5. Decreased Job Satisfaction

A stressful work environment can lead to job dissatisfaction. Employees may feel unappreciated or overwhelmed, which, in turn, reduces their overall engagement. When this happens, their productivity and overall contribution to the organization can suffer.

Key Factors Contributing To Stress-

1. Work-Related Pressures:

Job demands, such as tight deadlines, excessive workloads, and difficult relationships with coworkers or bosses, can significantly contribute to stress. Job insecurity and constant pressure can also be added to strain.

2. Financial Struggles:

Worries about money, including managing debts, saving for the future, and covering

unexpected costs, are common stress triggers. Financial instability often leads to helplessness and anxiety.

3. Health Concerns:

Ongoing health problems, whether personal or loved, can lead to chronic stress. Managing medical conditions, undergoing treatment, or worrying about future health risks can be overwhelming.

4. Major Life Transitions:

Significant changes, such as moving to a new location, switching careers, getting married, or coping with loss, may create stress owing to the uncertainty and adjustment required during these times.

5. Time Management Struggles:

A lack of balance in managing multiple commitments, such as work, personal life, and social obligations, can lead to feelings of overburden and stress, especially when there is insufficient time to manage everything effectively.

6. Fear of the Future:

Anxiety about upcoming events or concerns about the unknown, such as job prospects, political or global issues, or personal milestones, can create stress as people feel uncertain about what lies ahead.

Organizational Strategies To Mitigate Stress

1. Encourage a Healthy Work-Life Balance

Promote flexible work schedules, remote work options, and clear guidelines on after-hours work to help employees separate their professional and personal lives. Regular breaks should be promoted throughout the workday to allow employees to rest and maintain their productivity.

2. Provide Access to Support Programs

Organize employee assistance programs (EAPs) that offer confidential counselling and mental health resources for employees dealing with stress or personal issues. Offer wellness programs focus on physical and mental health, such as fitness challenges, relaxation workshops, and meditation sessions.

3. Foster a Supportive Workplace Culture

Build an environment of trust, recognition, and open communication. Encourage teamwork and ensure that employees feel valued. Promote leadership where managers actively listen to concerns and provide guidance.

4. Set Clear and Achievable Expectations

Ensure that job roles, tasks, and deadlines are clearly defined so that employees do not feel overwhelmed or uncertain about their responsibilities. Avoid unrealistic demands by setting achievable goals that consider employees' current workloads and capacities.

5. Promote Time Management and Organization

Offering training to help employees improve their time-management skills. This could include prioritization techniques and way to break large tasks into manageable steps. Introduce tools or systems to assist employees inefficiently organizing their tasks.

Findings –

Reduced Focus and Attention: Stress impairs employees' concentration, leading to errors and delays, which decrease productivity.

Higher Absenteeism: Stress-related health issues cause more sick days, disrupting team productivity.

Impaired Decision-Making: Stress affects judgment, leading to poor decisions and task delays.

Suggestion-

Promote Work-Life Balance: Offer flexible hours and, remote work, and encourage regular breaks to help employees manage personal and professional stress.

Provide Stress Management Programs: Implementation of workshops on stress reduction techniques, such as mindfulness or relaxation exercises.

Offer Employee Assistance Programs (EAPs): Provide confidential counselling and mental health support for employees.

Foster a Supportive Work Culture: Build a positive, open communication environment with recognition and teamwork.

Set Clear Expectations: Define roles and goals to avoid confusion and reduce stress.

Encourage Breaks and Time Off: Promote regular breaks and use of vacation time to prevent burnout.

Provide Time Management Training: Help employees improve task prioritization and workload management.

Conclusion-

In conclusion, workplace stress has a profound impact on employee productivity, affecting both individual and overall organizational performance. The research focuses on how stress, when not managed effectively, can lead to negative outcomes such as absenteeism, decreased job satisfaction, and impaired focus. These factors, interfere with employee performance and decrease productivity. However, the study also demonstrated that a supportive work environment, clear expectations, and effective stress management strategies can significantly improve both employee well-being and productivity.

Organizations that prioritize employee health by implementing stress-reducing programs and providing a positive workplace culture benefit from a more engaged and motivated workforce. The findings underscore the importance of creating a balanced environment in which employees are given tools and resources to manage stress, leading to better job satisfaction and higher levels of productivity. By productively addressing workplace stress, organizations can ensure long-term success, improve employee retention, and maintain a high level of performance across all sectors.

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Conflicts of interest

There are no conflicts of interest.

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