

Employees' Stress and Its Impact on Their Performance in District Secretariat – Jaffna

J.L. Soosai Antony

Junior Executive 1, Mallavi branch, Sampath bank PLC, Sri Lanka.

The level of stress is an important factor that may have impact on the employees' behavior. Undesirable level of stress affects overall performance of the organization. In order to getting the work done effectively, organization or manager should properly manage the level of stress. In this research, the main problem is that whether employees' stress affects their work performance. In order to analyze this problem, data was collected from the employees of District Secretariat Jaffna by questionnaire, records and observation. The gathered data was analyzed based on the statistical tools such as correlation analysis, regression analysis and percentage analysis. In this research, three factors were viewed that determine the stress level of employees such as, job related factors, organizational factors and individual factors. According to the analyzed data, it was proved that there is negative relationship between employees' stress and their performance. That is when employees' stress level increase their work performance will decrease and vice-versa. Hypotheses were tested by correlation, regression and percentage analysis. According to the testing of hypotheses, Both H1 and H2 have been accepted. This research clearly shows that, stress level of employees should be managed cleverly at an optimum level. The optimum level of stress will lead to high level of performance.



**Proceedings
of
Jaffna Science Association**

Abstracts of Research Papers

Volume: 20

No: 01

**Twentieth Annual Sessions
17, 18 & 19 April 2013
Jaffna, Sri Lanka.**

ISSN 1800-1289