



## Job Stress and Its Impact on Employee Efficiency

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DOI: <https://doi.org/10.70333/ijeks-04-12-20>

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Article Info: - Received : 02 January 2026

Accepted : 25 January 2026

Published : 30 January 2026



Job stress has become a critical issue in modern organizations due to increasing competition, technological advancement, and high-performance expectations. Employees across sectors experience stress arising from workload pressure, role ambiguity, job insecurity, and work–life imbalance. While a moderate level of job stress can motivate employees and enhance efficiency, excessive and prolonged stress negatively affects physical health, mental well-being, job satisfaction, and productivity. This article aims to analyze the concept of job stress, examine its sources, discuss its merits and demerits, and critically evaluate its impact on employee efficiency. The study also highlights organizational strategies for managing job stress effectively to improve employee.

**Keywords:** *Job Stress Employee Efficiency Workplace Productivity Work-Life Balance Organizational Behavior.*



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### 1. Introduction

In the contemporary business environment, organizations are facing rapid changes due to globalization, technological innovation, and intense competition. These changes have significantly increased job demands, making job stress an inevitable part of organizational life. Employees are expected to perform multiple roles, meet tight deadlines, and continuously upgrade their skills, which often leads to stress. Job stress not only affects the personal life of employees but

also influences their efficiency and overall organizational performance.

### 2. Objectives of the Study

- To understand the concept and nature of job stress among employees.
- To identify the major sources and causes of job stress in organizations.
- To examine the merits and demerits of job stress on employee performance.

- To analyze the impact of job stress on employee efficiency and productivity.
- To study the relationship between job stress, job satisfaction, and work performance.

### 3. Limitations of the Study

The study is based on general observations and not on primary data collected from employees.

- Job stress levels may vary from person to person, which may affect the accuracy of the findings.
  - The study focuses only on job stress and employee efficiency, while other factors influencing efficiency are not considered.
  - Results may differ across industries and organizations, so findings cannot be generalized completely.
  - Time constraints limit an in-depth analysis of long-term effects of job stress.
- Limitations of the Study
- The study is based on general observations and not on primary data collected from employees. Job stress levels may vary from person to person, which may affect the accuracy of the findings.

### 4. Concept of Job Stress

Job stress refers to the psychological, emotional, and physical strain experienced by employees when job demands exceed their abilities, resources, or coping capacity. It arises when there is an imbalance work requirements and the employee's capability to meet those requirements Job stress can be categorized into:

- Eustress – Positive stress that motivates and enhances performance
- Distress – Negative stress of the Study
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- Results may differ across industries and organizations, so findings cannot be generalized completely.

- Time constraints limit an in-depth analysis of long-term effects of job stresses that hampers health and productivity.

### 5. Source of Job Stress

- The major sources of job stress include:
  - Excessive workload and time pressure
  - Role ambiguity and role conflict
  - Poor working conditions
  - Lack of job security
  - Inadequate compensation and rewards
  - Interpersonal conflicts at the workplace
  - Lack of work–life balance
  - Ineffective leadership and management practices.

### 6. Manage of Job Stress

- **Enhances Motivation:** Managed or controlled stress can stimulate employees to improve performance and strive toward achieving organizational objectives.
- **Improves Employee Efficiency:** An optimal level of stress heightens alertness, sharpens concentration, and increases work speed and productivity.
- **Promotes Skill Development:** Exposure to challenging tasks under manageable stress conditions fosters the development of problem-solving abilities and sound decision-making skills.
- **Encourages Accountability:** Stress arising from responsibility and performance expectations strengthens commitment, ownership, and dedication to assigned roles.

### 7. Effect of Job Stress

Excessive and prolonged job stress leads to several negative consequences:

- Decline in Physical and Mental Health Stress causes fatigue, anxiety, depression, hypertension, and burnout.
- Reduced Job Satisfaction High stress levels lead to dissatisfaction, low morale, and disengagement.
- Decreased Employee Efficiency Stress reduces concentration, creativity, and accuracy, leading to poor performance.
- Increased Absenteeism and Turnover Employees under stress are more likely to take leave or quit their jobs.

- Negative Impact on Organizational Climate Stress results in conflicts, poor communication, and lack of teamwork.

## 8. Impact of Job Stress on Employee Efficiency

### Positive Impact (Short-Term)

- Improves focus and alertness
- Increases productivity under deadline pressure
- Enhances goal-oriented behavior

### Negative Impact (Long-Term)

- Reduces cognitive ability and decision-making skills
  - Leads to burnout and fatigue
  - Increases error rates and work inefficiency
  - Lowers overall productivity and organizational performance
- Research studies consistently show that long-term job stress has a negative correlation with employee efficiency, whereas moderate stress may have a positive short-term effect.

## 9. Strategies for Managing Job Stress

Organizations can adopt the following measures to manage job stress:

- Providing a supportive work environment
- Ensuring realistic workload distribution
- Encouraging work-life balance
- Offering employee counseling and wellness programs
- Effective communication and leadership
- Providing training and career development opportunities

## 10. Finding of the Study

- Organizations stress is inevitable in modern organizations
- Moderate stress can improve motivation and performance
- Excessive stress negatively affects employee health and efficiency
- There is a direct relationship between high stress levels and reduced productivity
- Effective stress management improves employee efficiency and job satisfaction.

## 11. Suggestions for Managing Job Stress

- Organizations should ensure reasonable workload distribution
- Management should provide supportive leadership and clear communication

- Stress management programs and counseling should be introduced
- Flexible working hours and work-life balance initiatives should be encouraged
- Employees should be trained in time management and coping strategies.

## 12. Conclusion

Job stress is a critical factor influencing employee efficiency and organizational success. While a moderate level of stress can act as a motivating force, excessive and prolonged stress leads to negative outcomes such as reduced efficiency, poor health, and high employee turnover. Organizations must adopt effective stress management practices to create a healthy work environment. Proper management of job stress not only enhances employee efficiency but also ensures sustainable organizational growth.

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**Cite this article as:** S. Varshini et al (2026)., Job Stress and Its Impact on Employee Efficiency. *International Journal of Emerging Knowledge Studies*. 5(1), pp. 71–73.  
<https://doi.org/10.70333/ijeks-04-12-20>