

**THE RELATIONSHIP BETWEEN JOB STRESS AND EMPLOYEE
PERFORMANCE AMONG LECTURERS IN UNIVERSITI
TEKNOLOGI MARA, MACHANG CAMPUS, KELANTAN**

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ABSTRACT

The aim of this study is to identify the relationship between job stress and employee performance among permanent lecturer in Universiti Teknologi MARA, Machang Campus, Kelantan. The selection of respondents will be based on simple random sampling which each number of the population equal and independent chance of being has selected to be part of the sample. The list of the lecturers has been given by Administrative Division of Universiti Teknologi MARA, Machang Campus, Kelantan. In this study, questionnaire is used as data instruments for data collection. There are three sections in the questionnaire. In Section A, request the respondents to provide information regarding their demographic profile such as gender, age, position and period of time working in the organization. For Section B, respondents required to answer the question about the factors of job stress which is workloads, role conflict, role ambiguity and relationship with others. In Section C, the respondents will be further asked their job performance which in likert scale which is work achievement, expertise and attitude. These questions are being asked to focus on the relationship between job stress and employee performance. Conclusion and recommendations also included in this study in order to conclude the results of the study ad suggestions to future researcher to study the related study.

Keywords: job stress, employee performance, dimensions of job stress: workloads, role conflict, role ambiguity, And relationship with others, dimensions of employee performance: work achievement, expertise and attitude.

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CHAPTER I

INTRODUCTION

CHAPTER OVERVIEW

This chapter will discuss in details about the background and problem statement of the study. It also will describe the research objectives and research questions of the study. Besides, significance and limitations of the study also will be discussed together with the operationized definitions of terms.

Background of the Study

Stress nowadays becomes a prevalent state in everyday human life especially among different employees at various levels of job. Besides that, stress is the motivational force and on the other side it is cause of depression. When the employee is at the work place there are different stressors that are having a direct impact upon the performance of employees (Ali F. et.al, 2009)

According to Badar-Ul-Islam and Munif M. (2011), the job stress has its physiology and psychologically impact on employee and also it can affect the performance of the employee itself. The definition of job stress is the situation wherein job related factors interact with the employee to change his or her psychological and physiological condition such that the person is forced to deviate from normal functioning.