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**ORGANISATIONAL STRESS AMONG  
CONSTRUCTION STAFF IN CONTRACTORS'  
COMPANIES**

Dissertation submitted in partial fulfilment  
of the requirement for the award of  
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## **ABSTRACT**

Organisational stress is a growing concern in the construction industry, potentially impacting employee well-being and project outcomes. Contractors' staff who faced organisational stress frequently had to deal with overload work, poor financial management problem and poor work environment. This study investigates the factors that cause the organisational stress among contractors' staff, the impacts of organisational stress towards contractors' staff, and ways to reduce organisational stress among contractors' staff. Through a quantitative method, questionnaire surveys which distributed to the construction staff in contractors' companies, the research reveals that some contractors' staff faced organisational stress. Data analysis involved descriptive statistics and frequency distributions. The findings reveal that a significant portion of the respondents experience organisational stress. The most commonly reported stressors include workload, tight deadlines, a poor work environment, a lack of work balance, and a long working hour. Additionally, the study identifies, negative and positive impacts of organisational stress. This research contributes to the understanding of organisational stress in the construction industry. By highlighting the factors that contribute to stress, the findings can inform strategies for improving workplace well-being and promoting a more positive work environment for contractor staff.

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## **CHAPTER 1 : INTRODUCTION**

### **1. BACKGROUND OF THE STUDY**

A recent study by Bahutair and Mohammed (2020) mentioned that organisational stress has increased rapidly in recent times. This study also mentioned that the construction sector in a country like the Netherlands has suffered from work pressure and stress. Organisational stress is a state of mental or emotional strain caused by excessive demands or pressures in the workplace (Bhui et al., 2016),(Kobuladze, 2017). According to the World Health Organization (WHO) 2020, "organisational stress is the response of people when they face excessive demands and pressures at work." Organisational stress has a positive or negative effect on the personnel of the entrepreneur's company. Bahutair and Mohammed (2020) mentioned that stress is when your body reacts to all kinds of demands and has positive or negative effects.

Organisational stress is also defined as a harmful reaction that people have to unnecessary pressures and demands at work (Jain, 2021). Organisational stress, often referred to as workplace stress, is categorised by adverse reactions experienced by individuals when subjected to excessive pressure and demands in their work environment. Ongori & Evans Agolla, (2008) agree that organisational stress is a serious problem in many organisations. Organisational stress can also lead to mental health issues that cause depression, stress, and anxiety (Ganster & Rosen, 2013).