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A STUDY ON FACTOR OF WORK RELATED STRESS AMONG PRIVATE AND  
GOVERNMENT SECTOR AND ITS EFFECT ON EMPLOYEE PRODUCTIVITY

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## **Abstract**

This paper examines what are factor of work related stress that can affect employee productivity for private and public sector. In this study, 75 from private and public sector were selected. The results show that. Working hours and organization culture affect employee productivity the most. The results also show work-related stress is significantly and negatively related to employee productivity. This paper therefore provides not only information on factor of work related stress, but giving a recommendation to solve issues on employee productivity.

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# CHAPTER ONE

## INTRODUCTION

### 1.1 Background of Study

This project paper is aimed to identify what factors of work related can affect employee productivity the most among private and public sector employee. This chapter first describes the background of the study, followed by a statement of the problem, research question, the objectives of the study, the scope of the study, the significance of the study, limitations of the study and finally the definition of the terms.

Stavrouleka, Cox T, Griffiths A (2003) stated that work related stress is the reaction that happen when faced with workplace demand and pressure that does not matched with their knowledge and ability. According to Omolara (2008), work related stress can be defined as the 'adverse psychological and physical reaction that cause employee unable to bear all the demand from employer, It is similar with Parker and Decotis (1983) which also stated that work related is happen when employees unable to do job because its reach their limit in term of abilities to dothe entire task that being assigned to them. StavroulaLeka, Cox T, Griffiths A (2003) also said that the way organization organize their system in work place such as bad working condition, lack of control over work processes, inadequate management, lack cooperation from other employee and many more will result as work related stress.

According to Cooper, Dewe&O'Driscoll (2001) Since Work related stress have been a major problem among employee and toward organization, this will cause low productivity and efficiency loss generated, This is supported by Stajkovic&Luthans (1998) and Cox & Griffiths (2010), which stated that work related stress can affect both on