

A STUDY ON JOB STRESS AND EMPLOYEES PERFORMANCE AT
JABATAN KERJA RAYA BATU LINTANG, KUCHING SARAWAK

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JULY 2016



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ABSTRACT

The job stress can lead to employee's performance. When spending their day while working all the related activities and they feel want to neglect the important components of their lives and will give an unhappiness result. Performance in working should be balance so that human being will have wonderful life without stress. People nowadays are busy with work until they forget about their responsibilities towards reality. Sometimes cause of job stress can lead to ambiguity, conflict and overload. This will affected their work performance and also affect their reputation toward the company itself.

In this research, I explore in Jabatan Kerja Raya Batu Lintang, Kuching Sarawak about their job stress that will influence their work performance and also the relationship between job stress and employees' performance. A sample of 200 respondents was selected from Jabatan Kerja Raya Batu Lintang, Kuching Sarawak. Using the sample given, the researcher shall know the outcome of the employees. In conclusion, the result indicates that the job stress had positive impact on the employees' performance. The significant was weak and only one variable is accepted and related to each other.

Keywords: Job stress, employees' performance.

Job Stress

Job stress is not new in nowadays perception, it is a part of human life that exists in our life, and the word stress was used to define as a physical and psychological reaction to a particular condition (Zeb et al, 2015). The study conducted by Zeb et al, (2015) on the impact of job stress on employee's performance by evaluating the moderating effect of motivation. According to Khamisa et al, (2015), stress will contribute to the experience of work related stress, including poor supervision, conflict with peers and job overtime, Also, the researcher identified that, stress will attributes to a mismatch between job expectations and actual working environments, which contributes to higher levels of work related stress and lower levels of job performance, (Khamisa et al, 2015). Stress exists in every organization either big or small the work places and organizations have become so much complex due to which it exists; work place stress has significant effects over the employees job performance, and the organizations are trying to cope with this scenario, stress as a situation which will force a person to react from normal then changes the person psychological and physiological condition (Qureshi, 2012).

Stress is an element experienced by employees around the world and become major problem for employer particularly in developing task to the employee when the employees doesn't know to conduct the task and it will lead to the impact of stress on employee performance, Awadh, (2015). It is important to recognize and address properly job stress because it badly affects the employee's mental and physiological health. As there are so many resources for employees to perform excellent in their jobs but there is also some factors that hinders in their way. These factors lead to negative employee