

A Study On The Effects Of Workplace Stress On Employee Productivity And Health In Construction Industry

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ABSTRACT:

Workplace stress is a major concern that threatens the productivity and well-being of employees in today's work environment irrespective of the field of work. Especially in the construction field, various organizational and physical environmental condition factors cause stress which leads to decreased productivity and deterioration of the physical/mental health of the employees, if they aren't addressed from time to time. The study aims to investigate the effects of workplace stress on employee productivity and health. A descriptive research design is used to understand the characteristics of the sample size. A Field study was conducted using a questionnaire as the primary source of data. The data was analyzed using statistical tools. The findings showed that there is a significant relationship between the emotional drain felt by the employee due to workplace stress and the well-being of the whole family being affected. From the study, it is inferred that there is a significant correlation between stress caused due to organizational politics and decreased motivation to accomplish work-related goals. It is found that there is no significant difference between age groups experiencing stress due to noisy physical environments and harsh weather conditions. Also, there is no significant difference between gender and experiencing physical exhaustion due to workplace stress. Thus, workplace stress needs to be addressed by the organizational management to increase productivity and improve the well-being of the employees.

Keywords: Stress, Employee Productivity, Employee Health, Motivation, Management

INTRODUCTION:

workplace stress describes the psychological, emotional, and physical strain that employees go through as a result of things like a heavy workload, deadline pressure, interpersonal tension, job uncertainty, and little control over their work. Stress can cause many symptoms, such as psychological symptoms like anxiety, anger, and sadness, as well as physical symptoms like headaches, exhaustion, and body pain.

Workplace stress has become a ubiquitous problem in modern work environments, impacting people in various industries, geographical locations, and job functions. Workplace stress, which can be defined as the physical, emotional, and psychological pressure that people experience as a result of several circumstances in their work environments, presents serious difficulties for both companies and employees. It's critical to comprehend the complex dynamics and effects of job stress in order to support employee's productivity and well-being.

The effects of workplace stress go beyond the lives of individual workers; they also have an impact on the profitability, productivity, and performance of the organization. Excessive stress levels in workers might result in higher absenteeism, higher turnover rates, and healthcare expenses in addition to a decline in employee health, morale and work satisfaction. Given these difficulties, there is an increasing understanding of the significance of making managing stress at work as a top strategic goal for businesses. Workplaces can be made healthier and more supportive of employees and improve organizational performance by identifying the underlying causes of stress and putting focused interventions in place to lessen its impact.

LITERATURE REVIEW:

Ekienabor E. E. (2016) in the article titled "Impact of Job Stress on Employee's Productivity and Commitment" states that work stress has an impact on employee productivity and commitment. If the stress level is higher, without the management being interested in the solution, the productivity of the employees will decrease; such situations threaten the organization's reputation and the loss of qualified workers and require immediate attention from the organization's management to use effective stress management practices to increase employee satisfaction and overall performance.

Bharathi T et al. (2017) in the article titled "Job Stress and Productivity: A Conceptual Framework" showed that the effect is on the physical, mental and behavioural aspects of employees. Physical, emotional and behavioural problems caused by stress affect the career of the employee, relationships in the organization, family members and the society in which they live. Stress has positive and negative effects. Positive affect increases productivity, engagement and job satisfaction. Negative impact affects health, psychological behavior, low morale and absenteeism.

Margaret C. Morrissey et al. (2021) in the article titled "Impact of Occupational Heat Stress on Worker Productivity and Economic Cost" states that heat stress is a growing concern in the work environment because it endangers the health, safety and productivity of workers. The decrease in physical work capacity due to heat and absenteeism, directly and indirectly causes a decrease in productivity and can seriously affect the financial well-being of the organization. This review highlights the physiological, physical, psychological, and economic tolls of heat stress on worker productivity and suggests strategies for quantifying heat-related productivity losses. Heat stress creates an adverse reaction with adverse consequences for the health, safety and productivity of the workers.

Amanpreet Kaur Sidhu et al. (2019) in the article titled "Job Stress and its Impact on Health of Employees: A Study among Officers and Supervisors" identified the sources of occupational stress and its impact on employee health. The results showed a significant relationship between work stress and employee health. Although it is known that workload, work environment, focus, positivity and future prospects were important sources of work stress, workload was the biggest factor causing work stress.

Ashok Panigrahi (2016) in the paper titled "Managing Stress at Workplace" revealed that stress within certain limits helps in achieving necessary goals. But when stress exceeds a certain limit, it has negative effects on the body, mind and behavior. Job stress plays an important role in the physiological and psychological well-being of employees. It also affects the productivity and performance of organizations. The various consequences of occupational stress such as physical problems, mental health disorders, emotional imbalances, lifestyle disorders and behavioural problems lead to disturbances in the organizational atmosphere. These problems lead to interpersonal conflict, reduced productivity, low organizational commitment, higher absenteeism and burnout.

OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE

- To study the effects of workplace stress on employee productivity and health in the construction industry.

SECONDARY OBJECTIVES

- To examine whether there is a significant difference in levels of physical exhaustion experienced due to workplace stress between different genders.
- To assess the relationship between the emotional drain felt by the employee due to workplace stress and the well-being of the whole family being affected.
- To examine if there is a significant difference in the reported levels of workplace stress due to noisy physical environment and harsh weather conditions between different age groups.
- To analyze the relationship between stress due to organizational politics and decreased motivation to accomplish work-related goals.

METHODOLOGY:

A descriptive research design is used. Both primary and secondary data collection methods have been followed. Primary data was collected through a structured questionnaire survey. The sample selected for the study is 65 respondents. The respondents are chosen based on a convenient sampling technique.

ANALYSIS AND INTERPRETATIONS:**REGRESSION ANALYSIS:****Null Hypothesis (Ho):**

There is no significant relationship between the emotional drain felt by the employee due to workplace stress and the well-being of the whole family being affected.

Alternate Hypothesis (H1):

There is a significant relationship between the emotional drain felt by the employee due to workplace stress and the well-being of the whole family being affected.

REGRESSION ANALYSIS TABLE

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.945	0.322		6.046	0.000
	I often feel emotionally drained after dealing with work-related stressors	0.242	0.121	0.244	1.999	0.050

RESULT:

From the above table, the result of regression analysis indicate that the R-value is 0.244 and the obtained significance value is 0.05 which is equal to the significance value of 0.05. Hence, H1 is accepted.

INFERENCE:

The result shows that there is a significant relationship between the emotional drain felt by the employee due to workplace stress and the well-being of the whole family being affected.

CORRELATION ANALYSIS:**Null Hypothesis (Ho):**

There is no significant correlation between stress caused due to organizational politics and decreased motivation to accomplish work-related goals.

Alternate Hypothesis (H1):

There is a significant correlation between stress caused due to organizational politics and decreased motivation to accomplish work-related goals.

CORRELATION ANALYSIS TABLE

		Organizational Politics increases my workplace stress	Workplace stress leads to decreased motivation to accomplish work-related goals
Organizational Politics increases my workplace stress	Pearson Correlation	1	.340**
	Sig. (2-tailed)		0.006
	N	65	65
Workplace stress leads to decreased motivation to accomplish work-related goals	Pearson Correlation	.340**	1
	Sig. (2-tailed)	0.006	
	N	65	65

** . Correlation is significant at the 0.01 level (2-tailed).

RESULT:

From the above table, the results of correlation analysis indicate that the Pearson coefficient is 0.340 which shows

a positive correlation between the variables and the obtained significance value is 0.006 which is less than the significance value of 0.01. Hence, H1 is accepted.

INFERENCE:

The result shows that there is a significant correlation between stress caused due to organizational politics and decreased motivation to accomplish work-related goals.

INDEPENDENT SAMPLE T-TEST:

Null Hypothesis (Ho):

There is no significant difference between gender and experiencing physical exhaustion due to workplace stress.

Alternate Hypothesis (H1):

There is a significant difference between gender and experiencing physical exhaustion due to workplace stress.

INDEPENDENT SAMPLE T-TEST TABLE

Independent Samples Test											
		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Significance		Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						One-Side d p	Two-Side d p			Lower	Upper
I often feel physically exhausted due to workplace stress	Equal variances assumed	1.893	0.174	-0.914	63	0.182	0.364	-0.317	0.347	-1.011	0.376
	Equal variances not assumed			-0.932	51.309	0.178	0.356	-0.317	0.340	-1.000	0.366

RESULT:

From the above table, the result of independent sample t-test indicate that the t-value is 0.914 and the obtained significance value is 0.174 which is greater than the significance value of 0.05. Hence, Ho is accepted.

INFERENCE:

The result shows that there is no significant difference between gender and experiencing physical exhaustion due to workplace stress.

ONE-WAY ANOVA CLASSIFICATION:

Null Hypothesis (Ho):

There is no significant difference between age groups and experiencing stress due to noisy physical environment and harsh weather conditions.

Alternate Hypothesis (H1):

There is a significant difference between age groups and experiencing stress due to noisy physical environment and harsh weather conditions.

ONE-WAY ANOVA CLASSIFICATION TABLE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.689	5	0.338	0.258	0.934
Within Groups	77.295	59	1.310		
Total	78.985	64			

RESULT:

From the above table, the result of one-way ANOVA test indicate that the F-value is 0.258 and the obtained significance value is 0.934 which is greater than the significance value of 0.05. Hence, H_0 is accepted.

INFERENCE:

The result shows that there is no significant difference between age groups and experiencing stress due to noisy physical environment and harsh weather conditions.

FINDINGS:

- Most of the respondents (62%) are below 25 years old and 63% of the respondents in the company are Male.
- The analysis revealed that 5% of the respondents disagree, 14% of the respondents are neutral, 52% of the respondents agree and 29% of the respondents strongly agree that they often feel physically exhausted due to workplace stress.
- The findings of the analysis indicate that 5% of the respondents strongly disagree, 8% of the respondents disagree, 12% of the respondents are neutral, 40% of the respondents agree and 35% of the respondents strongly agree that workplace stress leads to decreased motivation to accomplish work-related goals.
- It is found that from the analysis, 5% of the respondents strongly disagree, 9% of the respondents disagree, 18% of the respondents are neutral, 38% of the respondents agree and 29% of the respondents strongly agree that noisy physical environment and harsh weather conditions causes workplace stress.
- From the analysis, it is revealed that 5% of the respondents disagree, 12% of the respondents are neutral, 43% of the respondents agree and 40% of the respondents strongly agree that workplace stress affects the well-being of their family as a whole.

SUGGESTIONS:

- Employers could consider implementing family-friendly policies, such as flexible work schedules or employee assistance programs, to support employees in managing their stress and maintaining a healthy work-life balance.
- The organization can offer resources for stress management techniques and promote open communication channels to help employees feel supported and maintain motivation.
- The company can encourage breaks or relaxation activities during extreme weather conditions and can provide noise-cancelling headphones to mitigate noise levels.
- Measures like workload management, and offering exercise or nutrition workshops can be implemented to reduce the impact of workplace stress on employees' physical health.
- Regular surveys or feedback sessions could also be conducted to continuously assess the effectiveness of the initiatives and make adjustments as needed.

CONCLUSION:

The effects of workplace stress on employee productivity and health are significant and multifaceted. Detailed examination reveals that high levels of stress can have detrimental effects on physical and mental health. To

address the challenges, organizations must prioritize the implementation of comprehensive strategies aimed at mitigating workplace stress.

Recognizing and addressing the unique needs of employees, including promoting social support networks and offering opportunities for professional development, are crucial components of a holistic approach to managing workplace stress and cultivating a culture of resilience, productivity, and thriving in the modern workplace.

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