**Descriptive Analysis for Work itself factors of Intensity of Job Stress and its Impact on Organisational Performance (N=527)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No** | **Perceptions** | **Mean** | **Std. Deviation** |
| 1 | Job satisfaction derives from intrinsic factors that are related to work itself or extrinsic factors which are related to instrumental values | 4.40 | .699 |
| 2 | Job satisfaction facets include reward such as pay or fringe benefits, co-workers or supervisors, nature of work itself and the organization itself. | 4.64 | .511 |
| 3 | Intrinsic factors are derived from achievement, recognition, responsibility, advancement, growth, and the work itself. | 4.52 | .664 |
| 4 | The high level of fair promotion, reasonable pay system appropriate work itself and good working condition leads to high level of employees’ performance. | 4.74 | .552 |
| 5 | organizations should pay attention to the empowerment of employees who not only want the organization's goals to be achieved, but also create good internal organizational relationships to create a comfortable work environment for all levels of employees, | 4.41 | .678 |
| 6 | Work itself causes job satisfaction | 4.48 | .686 |
| 7 | Work itself, pay, supervision, promotions and promotion opportunities, and co-workers are burnout was associated with lower job satisfaction and higher job satisfaction was associated with rewards as well as cognitively challenging work. | 4.26 | .740 |
| 8 | Influencing factors of job satisfaction of early-career employees as salary and welfare, leader behaviour, work itself, interpersonal relationships, job competency and personal growth | 4.32 | .729 |
| 9 | Flexibility can be looked at from viewpoint of labourers, professional employees, and employers. | 4.69 | .610 |
| 10 | Technological developments and changes affect people psychologically in work life and the interaction is assessed as positive in terms of increasing the quality of work, but it is assessed as negative in terms of physical working conditions. | 4.52 | .597 |
| 11 | Working facilities stress was measured by evaluating respondent’s opinions on the contribution of the physical facilities available on their environment and the working conditions on their workplace stress. | 4.62 | .538 |
| 12 | Working facilities refers to the resources that workers require to accomplish their tasks in the institution. | 4.26 | .740 |
| 13 | The working facilities include both personal as well as job resources. | 4.40 | .677 |

**Descriptive Analysis for Organisational Characteristics factors of Intensity of Job Stress and its Impact on Organisational Performance (N=527)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.No** | **Perceptions** | **Mean** | **Std. Deviation** |
| 1 | Knowledge management is undoubtedly a crucial activity that needs to be effectively exercised by organizations the world over. | 4.39 | .672 |
| 2 | Information is an asset that, like other important business assets, is essential to an organization’s business and consequently needs to be suitably protected. | 4.19 | .725 |
| 3 | Organizational performance (OP) lies at the heart of a firm’s survival. | 4.26 | .740 |
| 4 | Organizational performance has been defined as a set of both financial and non-financial indicators capable of assessing the degree to which organizational goals and objectives have been accomplished. | 4.40 | .699 |
| 5 | Organizations effectively use useful information and exploit the cognitive abilities of their human resources assure their continuity and success. | 4.63 | .631 |
| 6 | Managerial human capital refers to the ability and knowledge embedded in the organization’s managers. | 4.79 | .431 |
| 7 | The potential success of a business depends on its organizational performance, which means its ability to effectively implement strategies to achieve institutional objectives. | 4.52 | .597 |
| 8 | The performance of an organization depends on its employees, who are a key part of the organization and form the team that works toward achieving the organization’s goals. | 4.44 | .617 |
| 9 | Organizational performance is the performance of a company as compared to its goals and objectives. | 4.52 | .664 |
| 10 | The competencies of a leader represent his or her abilities to persuade other people, on behalf of the organization. | 4.32 | .729 |

**Descriptive Analysis for Role in Organisation of Intensity of Job Stress and its Impact on Organisational Performance (N=527)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | Women participation in the workforce has more challenges due to family based barriers which lead to stress. | | 4.64 | | .511 |
| 2 | | Work family conflict is related to stress and psychological strain. | | 4.26 | | .740 |
| 3 | | Role conflict in work is believed to have a negative effect on employee job satisfaction which results in job stress and organizational stress. | | 4.26 | | .740 |
| 4 | | Role conflict reflects a contradictory attitude between employees and the demands of the organization which creates psychological stress for employees. | | 4.62 | | .538 |
| 5 | | Job stress causes an employee to experience tension that affects his emotions and thought processes. | | 3.37 | | 1.384 |
| 6 | | An employee experiences stress because he is faced with conditions of confrontation between opportunities, obstacles or requests for what he wants and the results are considered uncertain. | | 4.39 | | .672 |
| 7 | | Pressure is a subjective feeling of tension or arousal that is triggered by a potentially stressful situation. | | 5.49 | | .500 |
| 8 | | Stress may bring either positive or negative effect on the performance of the female employees, depending on the level of stress felt by these female employees. | | 5.49 | | .500 |
| 9 | | Excessive stress puts unachievable demands or constraints on a person, resulting in lower performance. | | 5.49 | | .500 |
| 10 | | The workplace stands out as a potentially important source of stress purely because of the amount of time that is spent in this setting. | | 3.37 | | 1.384 |
| 11 | | Occupational stress is the perception of a discrepancy between environmental demands and individual capacities to fulfill these demands | | 5.488 | | .5003 |
| 12 | | Stresses experienced in organizations results decrease in employee performance and the loss of motivation. | | 3.37 | | 1.384 |
| 13 | | Stress is an unavoidable consequence of modern living. | | 5.49 | | .500 |

**Table 4.21. Relationships and its impact on organisational performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | People in relationship tend to influence each other, share their thoughts and feelings, and engage in activities together. | | 5.49 | | .500 |
| 2 | | One of the vital components of Human Relationship is interpersonal relationship. | | 3.37 | | 1.384 |
| 3 | | Interpersonal relationship has a direct effect on the organization culture. | | 5.49 | | .500 |
| 4 | | Interpersonal relationship is an important aspect in every organization. | | 3.37 | | 1.384 |
| 5 | | Workplace relationships are unique interpersonal relationships with important implications for the individuals in those relationships. | | 5.49 | | .500 |
| 6 | | Workplace interpersonal relationship is the social association, connection or affiliation between two or more people in an organization. | | 3.37 | | 1.384 |
| 7 | | The employee relationship with co-workers and supervisors will increase the psychological meaningfulness and employee engagement in the workplace. | | 5.49 | | .500 |
| 8 | | People problems are due to faulty interpersonal relations, which hinder the attainment of organizational goal. | | 3.37 | | 1.384 |
| 9 | | Interpersonal relationships gradually develop with good team participation with other members. | | 4.39 | | .672 |
| 10 | | Interpersonal relationships at work have an advantageous impact on both organizational and individual variables. | | 3.37 | | 1.384 |
| 11 | | Interpersonal relationships in the workplace are an inescapable reality for all those working in the context of an organization. | | 4.39 | | .672 |
| 12 | | Workers find a social purpose in interpersonal relationships. | | 4.39 | | .672 |
| 13 | | Social l relationships buffer the effects of stress on mental health. | | 3.37 | | 1.384 |
| 14 | | Personality and prior mental health may lead to mood induced bias in people's reports of their social relationships. | | 4.39 | | .672 |
| 15 | | The quality of interpersonal work relationships determines the behaviors that employees engage in both at work and in their private lives. | | 3.37 | | 1.384 |
| 16 | | High quality work relationships increase the propensity for counterproductive behavior directed against a person. | | 4.39 | | .672 |

**Table 4.5.** **Career development and its impact on organisational performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | The occupational stress effects would enable the training needs development and in the same time gauging the performance enhancement of SMEs’ employees. | | 3.37 | | 1.384 |
| 2 | | Training can serve to develop the employees keep up with current practices in their profession and to improve their expertise. | | 4.39 | | .672 |
| 3 | | The training needs play an important role in measuring the insufficient development areas of employees. | | 3.37 | | 1.384 |
| 4 | | Sources of work and career-related stress and how these relate to employees’ work engagement and career orientations. | | 4.39 | | .672 |
| 5 | | job stress are significantly related to individuals’ career orientations | | 3.37 | | 1.384 |
| 6 | | Individuals’ levels of work engagement are significantly related to their career orientations | | 4.39 | | .672 |
| 7 | | Gender, race, employment status and age groups differ significantly regarding their sources of job stress, level of work engagement and career orientations | | 3.37 | | 1.384 |
| 8 | | Entrepreneurial creativity, service/dedication to a cause and lifestyle career orientations | | 4.39 | | .672 |
| 9 | | Significant relationships between participants’ sources of job stress, levels of work engagement and career orientations. | | 3.37 | | 1.384 |
| 10 | | Lifestyle and entrepreneurial creativity career orientations relate significantly positively to a lack of job autonomy as a source of job stress. | | 4.39 | | .672 |
| 11 | | Employees’ perceived sources of job stress relate significantly to their levels of work engagement and career orientations | | 3.37 | | 1.384 |
| 12 | | Demographic characteristics play an important role in understanding the relationship between employees’ sources of job stress, work engagement and career orientations. | | 4.39 | | .672 |
| 13 | | People’s dominant career orientations and levels of work engagement appear to be significantly related to their sources of job stress. | | 3.37 | | 1.384 |

**Table 4.6.** **Commitment and Responsibilities and its impact on organizational performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | Work stress is caused by increased absenteeism, decreased commitment to work, increased staff turn-over in an organizational firm | | 4.39 | | .672 |
| 2 | | Job stress, job satisfaction, job performance are the elements to examine the effect of different types of stress on Organization Commitment. | | 3.37 | | 1.384 |
| 3 | | The effects of stress gives major impact on Organization Commitment on Job Performance | | 4.39 | | .672 |
| 4 | | The relationships of demographic factors (age, marital status, job tenure, and educational level) promote organizational commitment of industrial workers. | | 3.37 | | 1.384 |
| 5 | | Organizational commitment positively correlated with job satisfaction. | | 4.39 | | .672 |
| 6 | | Organizational commitment and job satisfaction recognizes demographic variables such as age, sex, education, job level, and organization tenure as potential predictors. | | 3.37 | | 1.384 |
| 7 | | Teachers frequently include various age cohorts, that are able to examine age cohort differences in commitment within the teachers | | 4.39 | | .672 |
| 8 | | Organizational commitment has also an important place in the study of organizational behaviors. | | 3.37 | | 1.384 |
| 9 | | Organizational commitment is a strong belief in the organization’s goals and values and a willingness to exert considerable effort on behalf of the organization. | | 4.39 | | .672 |
| 10 | | Organizational commitment is regularly conceptualized as an affective attachment to an organization as a consequence of an individual sharing. | | 3.37 | | 1.384 |
| 11 | | The mostly commonly accepted thoughts on commitments are that it is an indicator of employees | | 4.39 | | .672 |

**Table 4.7.** **Role congruence and its impact on organizational performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | A role congruity theory of prejudice is one of the causes of women’s rarity in major leadership positions. | | 3.37 | | 1.384 |
| 2 | | Role congruity theory is grounded in social role theory’s treatment of the content of gender roles. | | 4.39 | | .672 |
| 3 | | Role congruity influence congruity perceptions and their consequences for prejudice and prejudicial behaviors. | | 3.37 | | 1.384 |
| 4 | | The role congruity theory of prejudice contrasts very sharply in an organization. | | 4.39 | | .672 |
| 5 | | Role congruence prejudice holds an unfavorable stereotype and consequently a negative attitude toward a social group. | | 3.37 | | 1.384 |
| 6 | | Congruence has a positive impact on employees’ jobs and career satisfaction, commitment, sense of security, and intention to remain with or leave the organization. | | 4.39 | | .672 |
| 7 | | Congruence between an organization’s values or culture and an individual’s values is a significant type of person-organization fit. | | 3.37 | | 1.384 |
| 8 | | Congruence becomes one mechanism that fulfills employee’s needs to attach to an organization because other organizational members are similar to them. | | 4.39 | | .672 |
| 9 | | Congruence moderate the relationship between race dissimilarity, gender dissimilarity and how attached an individual is to the organization. | | 3.37 | | 1.384 |
| 10 | | Congruence between employees and their supervisor is a significant predictor of employee. | | 4.39 | | .672 |
| 11 | | Congruence describes partner's perceived infertility-related stress and its effect on depression and marital adjustment in infertile men and women. | | 3.37 | | 1.384 |

**Table 4.8. Equity and its impact on organizational performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | Organizational performance and employee engagement is an important paradigm shift that is still very much in process. | | 4.39 | | .672 |
| 2 | | Organizations implement various work-life balance initiatives that may assist employees to better balance their performance, work and family responsibilities. | | 3.37 | | 1.384 |
| 3 | | Employers are concerned by the initial implementation costs potential legal liabilities, and difficulties in supervising and appraising the performance of tele workers. | | 4.39 | | .672 |
| 4 | | Organizations achieve congruence between their human resource practices and their strategies of superior performance. | | 3.37 | | 1.384 |
| 5 | | Job performance is a mere conflict experienced between work and private life. | | 4.39 | | .672 |
| 6 | | Job related stressors have a negative and statistically significant effect on employee performance. | | 3.37 | | 1.384 |
| 7 | | Job involvement is closely associated with employee motivation and performance. | | 4.39 | | .672 |
| 8 | | High rates of turnover of skilled employees have serious negative consequences, including a decline in organization performance. | | 3.37 | | 1.384 |
| 9 | | Performance improvements sought to change, or even eliminate employee procedural due process rights in favor of greater flexibility, efficiency. | | 4.39 | | .672 |
| 10 | | Responsiveness of public agencies is a major key factor of performance improvements. | | 3.37 | | 1.384 |
| 11 | | Distributing organizational rewards among employees based on their efforts is likely to have a positive impact on their work involvement and performance. | | 4.39 | | .672 |
| 12 | | Equity principle requires one to differentiate between organizational member’s performance and interpersonal cooperation in work groups. | | 3.37 | | 1.384 |

**Table 4.9. Ergonomics and its impact on organizational performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | Ergonomics is the subject of science which is centered towards human behavior and movements. | | 4.39 | | .672 |
| 2 | | Ergonomics is considered to be a philosophical concept and human way of thinking. | | 3.37 | | 1.384 |
| 3 | | Ergonomics is a scientific concept with different perspective and complicated design based on accommodating complex factors. | | 4.39 | | .672 |
| 4 | | Ergonomics in the organization evaluate the effectiveness of employees in the organization to get effective results. | | 3.37 | | 1.384 |
| 5 | | Computers and related products, such as computer tables and chairs, are dominantly the stress point of ergonomic design. | | 4.39 | | .672 |
| 6 | | Ergonomics is redesigning a job to suit the worker so that the work is safer and more productive | | 3.37 | | 1.384 |
| 7 | | Ergonomics is a scientific design of a equipment that will prevent injuries to the employees. | | 4.39 | | .672 |
| 8 | | Ergonomics leads to healthy and pain-free workers who are more likely to be engaged and productive. | | 3.37 | | 1.384 |
| 9 | | Attention to ergonomics make employees feel valued as they know their employer is making their workplace safer. | | 4.39 | | .672 |
| 10 | | Ergonomics showcase the company’s commitment to safety and health as a dominant value. | | 3.37 | | 1.384 |
| 11 | | Ergonomics was used during World War II to enhance cockpit design as a means to reduce pilot errors and increase safety. | | 4.39 | | .672 |
| 12 | | A technique to discharge their duties efficiently and effectively is the fundamental philosophy behind the development and growth of ergonomics. | | 3.37 | | 1.384 |
| 13 | | Ergonomics involves use of human data to design a workstation, work center, or working environment to create a job friendly environment for individual employee | | 4.39 | | .672 |

**Table 4.10. Recognition and impacts on organisational performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | Transactional contingent reward leadership build the foundation for the relationship between leaders and followers in terms of specifying expectations, clarifying responsibilities, negotiating contracts and providing recognition and rewards for achieving | | 3.37 | | 1.384 |
| 2 | | The majority of the staff perceive that the organization develop supportive organizational mechanism to change, such as top management commitment, allocation of resources, rewards, training and participation in the planning and implementation. | | 4.39 | | .672 |
| 3 | | Transactional leadership style provided contingent rewards when employees provided performance. | | 3.37 | | 1.384 |
| 4 | | To enhance employees’ motivation, they also need to consider incorporating the concepts of contingent rewards and management by exceptions (active) in the management development programs in order to improve the quality and impact of the change programs. | | 4.39 | | .672 |
| 5 | | Recognition is one of the strong motivation factors. | | 3.37 | | 1.384 |
| 6 | | Employees feel comfortable when they are praised and recognized | | 4.39 | | .672 |
| 7 | | Recognition of an employee enriches his or her energies towards accomplishment of organizational goals and objectives | | 3.37 | | 1.384 |
| 8 | | Employees play crucial rule in the success of business so their motivation through rewards and recognition is necessary | | 4.39 | | .672 |
| 9 | | Positive relation of rewards and recognition on job satisfaction | | 3.37 | | 1.384 |
| 10 | | Incentives, rewards and recognition are the most important factors of motivation | | 4.39 | | .672 |
| 11 | | Pay and fringe benefits are more powerful factor of motivation but appreciation, recognition and empowerment are weak effect on motivation. | | 3.37 | | 1.384 |
| 12 | | There is positive relation of empowerment and recognition on employee motivation and positive relation of motivation on organizational effectiveness. | | 4.39 | | .672 |
| 13 | | Organization needs to formulate policies and structure in such a way that help employee recognition and empowerment. | | 3.37 | | 1.384 |
| 14 | | Rewards and recognition considered the used. important elements of motivation which helps employees to satisfy with their job and work | | 4.39 | | .672 |

**Table 4.11. Distance and its impacts on organizational performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | | **Std. Deviation** | |
| 1 | | Distance is viewed as imposing costs and frictional effects on economic activities. | | 3.37 | | 1.384 |
| 2 | | The distances that the employees cover during the journeys between their home and workplace make daily commuting unfeasible | | 4.39 | | .672 |
| 3 | | Long-distance commuting is widely applied and has social, political and economic consequences for the employees and their families, companies and communities | | 3.37 | | 1.384 |
| 4 | | Long -distance commuters is generally assumed to have high job satisfaction with financial incentives and abundant free time | | 4.39 | | .672 |
| 5 | | Commuting distance covers several thousand kilometer the same way as in traditional daily mobility behavior | | 3.37 | | 1.384 |
| 6 | | Long -distance commuters have strong attachment to their home environments and showed that home atmosphere and lifestyle cannot be transferred to other places | | 4.39 | | .672 |
| 7 | | The degree of remoteness and separation from the home environment influences the subjective perceptions of long-distance commuters | | 3.37 | | 1.384 |
| 8 | | Long physical distance narrows down the possibility of returning home by complicating journey arrangements and increasing travel time | | 4.39 | | .672 |
| 9 | | Long-distance commuting (LDC) is a concept of workforce organization and recruitment that is widely applied in the oil, gas and mining industries | | 3.37 | | 1.384 |
| 10 | | Commuting distance, transportation systems, work schedule details, on-site accommodation and other factors can vary significantly between different long-distance commuting operations | | 4.39 | | .672 |
| 11 | | Long -distance commuting is often more cost-effective than the construction of resource towns, allowing capital savings | | 3.37 | | 1.384 |
| 12 | | Organization structures are common in long-distance commuting operations reducing over-all costs in spite of higher transportation expenditures | | 4.39 | | .672 |
| 13 | | Transportation and communication technology are essential for establishing long-distance commuting operations | | 3.37 | | 1.384 |
| 14 | | Technological development in the mining industry works in favor of long-distance commuting. | | 4.39 | | .672 |

**Table 4.12. Organizational commitment and its impacts on organizational performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | **Std. Deviation** | |
| 1 | | Occupational stress is strongly associated with important organizational outcomes as reduced job satisfaction. | 3.37 | | 1.384 |
| 2 | | organizational commitment or high employee withdrawal behavior and other organizational variables | 4.39 | | .672 |
| 3 | | organizational commitment have defined it as a strong belief in and acceptance of the organization’s goals and values, a willingness to exert considerable effort on behalf of the organization, and a strong desire to maintain membership in an organization. | 3.37 | | 1.384 |
| 4 | | Organizational commitment has been investigated as a psychological outcome of organizational situations including stressors, as a predictor of the intention to leave. | 4.39 | | .672 |
| 5 | | Mediator of the relationship between role stressors and withdrawal behaviors, results indicating that organizational commitment is a consequence of role stressors and anxiety and a predictor of withdrawal behaviors. | 3.37 | | 1.384 |
| 6 | | organizational commitment as a mediator between occupational stress and turnover intentions | 4.39 | | .672 |
| 7 | | There is a relationship between a organizational commitment and attitudes and behaviors in the workplace | 3.37 | | 1.384 |
| 8 | | organizational commitment are related to ―(a) employee behaviors and performance effectiveness, (b) attitudinal, affective, and cognitive constructs such as job satisfaction, characteristics of the employee's job and role, such as responsibility and (d) p | 4.39 | | .672 |
| 9 | | Organizational commitment is one of the most important variables that allows an organization to continue its existence. | 3.37 | | 1.384 |
| 10 | | Organizational commitment as moral commitment, utilitarian commitment and alienating commitment | 4.39 | | .672 |
| 11 | | Positive relationships between organizational commitment and variables such as employee performances | 3.37 | | 1.384 |
| 12 | | There is a very weak negative relationship between job stress and organizational commitment | 4.39 | | .672 |
| 13 | | Organizational commitment as a moderator of stressor-strain relationships | 3.37 | | 1.384 |
| 14 | | An increase in organizational commitment might temper the extent to which anxiety would yield subsequent deviant attitudes or behaviors, including turnover intention | 4.39 | | .672 |

**Table 4.13. Job satisfaction and its impacts on organisational performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | **Std. Deviation** | |
| 1 | | Emotional intelligence has a positive impact on an employee's performance, due to the mediated influence of job satisfaction | 3.37 | | 1.384 |
| 2 | | People with a high level of emotional intelligence have higher levels of job satisfaction while on the other hand; those who have a high level of job satisfaction perform better at their job. | 4.39 | | .672 |
| 3 | | Job satisfaction is the level of gladness for a person feels about his or her work. | 3.37 | | 1.384 |
| 4 | | Job satisfaction is the cause of increase and decrease the productivity. | 4.39 | | .672 |
| 5 | | Job satisfaction means how much persons feels confident about their work and how much their work are different | 3.37 | | 1.384 |
| 6 | | Job satisfaction impact on a person physical health and intellectual happiness and also reduce the absenteeism of an employee and turnover rate in an organization. | 4.39 | | .672 |
| 7 | | The earlier educations recommend that upper level of job stress reasons a smaller amount of job satisfaction. | 3.37 | | 1.384 |
| 8 | | Allowing to the organizational performance perception, job satisfaction is might build a pleasant or expressive state an encouraging response and accomplishment near to their effort as a result of worker opinion or assessment of their professions. | 4.39 | | .672 |
| 9 | | job stress and employee job satisfaction are two separate concepts but these two concepts are interconnected with each other | 3.37 | | 1.384 |
| 10 | | Job stress directly impact on employee job satisfaction, performance of the employee and customer satisfaction. | 4.39 | | .672 |
| 11 | | Employee job performance that are likely to be affected by stress include Productivity, Job Satisfaction / Morale, Absenteeism, Decision Making Abilities, Accuracy, Creativity, Attention to Personal Appearance, Organizational Skills, Courtesy Cooperation | 3.37 | | 1.384 |
| 12 | | Job stressors affect the general physical health of employees, their job satisfaction and performance as well as their commitment negatively. | 4.39 | | .672 |
| 13 | | Job related stress tends to decrease general job satisfaction | 3.37 | | 1.384 |

**Table 4.14. Job performance and its impact on organisational performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | **Std. Deviation** | |
| 1 | | Stress is a major factor that affects not only job satisfaction level, but also job performance | 4.39 | | .672 |
| 2 | | Healthy working environment, practicing a constructive preventive culture in the organization, increasing productivity that would eventually responses to greater economy growth and impacts excellence ‘employee performance’ | 3.37 | | 1.384 |
| 3 | | Workload, time pressure, role conflict, lack of motivation, role ambiguity, reduction of resources, harassment, and many other factors impact employee performance | 4.39 | | .672 |
| 4 | | Job stress and employee performance should be recognized, as a collective issue with massive implications of the overall wellbeing of an employee, the organization, society and the economy of the country as whole | 4.39 | | .672 |
| 5 | | High level of role ambiguity was linked with poor performance effectiveness. | 3.37 | | 1.384 |
| 6 | | Work Stress is an adaptive response to a situation that's perceived as challenging or threatening to a person’s well-being. | 4.39 | | .672 |
| 7 | | Job stress is a condition in which employees are needed to satisfy the duties that exceed the person’s ability. | 3.37 | | 1.384 |
| 8 | | Individual job performance is related to individual job satisfaction since it is apparent that individual job satisfaction ultimately leads to the organizational performance as well. | 4.39 | | .672 |
| 9 | | Employee performance is influenced by determinants like economic factors, individual factors, task characteristics and organizational context. | 3.37 | | 1.384 |
| 10 | | The relation between employee and work satisfaction is contemplated to be a critical issue in relation with organization performance and improvement. | 4.39 | | .672 |
| 11 | | Understanding the performance of each employee is essential as the crucial management decisions are based on individual performance. | 3.37 | | 1.384 |
| 12 | | Change in workload tends to change the stress level of employees, which ultimately affect the performance of employees. | 4.39 | | .672 |
| 13 | | Workload affects task performance. | 3.37 | | 1.384 |
| 14 | | Work related stress has negative impact on the performance and health of employees | 4.39 | | .672 |

**Table 4.15. Training program and its impact on organizational performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | **Std. Deviation** | |
| 1 | | Employees require training to develop Job Satisfaction Level | 3.37 | | 1.384 |
| 2 | | Employees feel satisfied with the overall training and development you received from your organization | 4.39 | | .672 |
| 3 | | Employees feel that you could have been offered more training and development opportunities | 3.37 | | 1.384 |
| 4 | | Feel before training and after training program | 4.39 | | .672 |
| 5 | | Frequent conducts of training in the organizations | 3.37 | | 1.384 |
| 6 | | Training programs has an effect on stress | 4.39 | | .672 |

**Table 4.16. Policies and its impact on organizational performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | **Std. Deviation** | |
| 1 | | HR policies and practices being designed to ensure equal Opportunity. | 3.37 | | 1.384 |
| 2 | | Does Your Organization has Availability of flexible work arrangements policy | 4.39 | | .672 |
| 3 | | Does your Organization has a policy on prevention of harassment and anti-discrimination | 3.37 | | 1.384 |
| 4 | | Assistance is being offered to women employees who come back after a career break | 4.39 | | .672 |
| 5 | | Are you aware of the Work-Life Balance policies provided by your organization | 3.37 | | 1.384 |

**Table 4.17. Stress management strategies and its impact on organizational performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Perceptions** | | **Mean** | **Std. Deviation** | |
| 1 | | Are you aware of your organizations system and resources for managing stress | 4.39 | | .672 |
| 2 | | Does your organization follows stress management practices regularly | 3.37 | | 1.384 |
| 3 | | Create an office culture in which employees are involved in decisions affecting them | 4.39 | | .672 |
| 4 | | Ensure that the workload is in line with workers' capabilities and resources | 3.37 | | 1.384 |
| 5 | | Design jobs to provide opportunities for employees to use their skills | 4.39 | | .672 |
| 6 | | Give workers opportunities to participate in decisions and actions affecting their jobs | 3.37 | | 1.384 |
| 7 | | Improve communications-reduce uncertainty about career interaction among workers. | 4.39 | | .672 |
| 8 | | Establish work schedules that are compatible with demands and responsibilities outside the job | 3.37 | | 1.384 |
| 9 | | Employee counseling & Mentoring | 4.39 | | .672 |
| 10 | | Promote an “entrepreneurial” work climate | 3.37 | | 1.384 |
| 11 | | Offer rewards and incentives | 4.39 | | .672 |
| 12 | | Conduct workplace wellness program | 4.39 | | .672 |
| 13 | | Meditation | 3.37 | | 1.384 |
| 14 | | Practicing Yoga | 4.39 | | .672 |
| 15 | | Outing | 4.39 | | .672 |
| 16 | | Others please specify | 1.28 | | .449 |