

A STUDY ON EMPLOYEES' STRESS AND ITS IMPACT ON THEIR
PERFORMANCE: SPECIAL REFERENCE TO INSURANCE
COMPANIES IN TRINCOMALEE TOWN & GRAVETS,
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ABSTRACT

Many executives feel they could make better decisions and perform more effectively if they worked under less stress. Stress has also been linked to absenteeism, turnover, and industrial accidents. Insurance companies are under a great deal of stress and due to many antecedents of stress such as Overload, Role ambiguity, Role conflict, Responsibility for people, Participation, Lack of feedback, Keeping up with rapid technological change. This study examines the relationship between Employees stress and job performance of Insurance company employees in Trincormalee Town & Gravets. It also tried to identify the impact of Job related stress, Organizational related stress, and Individual related stress on performance.

The study employee's stress and its impact on job performance by using 100 sample of all the employees. The data obtained through questionnaire was analyzed by statistical test correlation and regression and reliabilities were also confirmed. Regression analysis is applied to test the impact of stress on performance. Stress has a significant negative effect on performance. The results suggest that organization should facilitate supportive culture within the working atmosphere of the organization.

Key words: Job related stress, Organizational related stress, Individual related stress and performance.

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