

EMPLOYEES STRESS AND ITS IMPACT ON THEIR
PERFORMANCE IN DIVISIONAL SECRETARIAT
TRINCOMALEE DISTRICT



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ABSTRACT

Stress is the most important problem in every man or women in any organization. In this research intend the title” **Employees’ stress and its impact on their performance in Divisional Secretariat- Trincomalee**”.

The objective of this research is to find out the level of stress and its impact on the employees’ behavior. Undesirable level of stress affects overall performance of the organization. In order to getting the work done effectively, organization or manager should properly manage the level of stress.

For my research, one of the most important factor the “stress” is taken and to know how they affect on the employees performance. In order to conduct this study effectively, Divisional Secretariat Trincomalee was selected.

In this research, four factors were viewed that determine the stress level of employees such as, Environmental factors, organizational factors and individual factors and performance.

In this research, the main problem is that employee’s stress is affects their work performance. In order to analyze this problem, data was collected form the employees of Divisional Secretarial Trincomalee by questionnaire, and observation. The gathered data was analyzed based on the statistical tools such as mean, standard deviation, pie chart and bar chart. For this using the Computer packages of SPSS and Excel.

Employees in Divisional Secretariat- Trincomalee complain about high and moderate levels of stress at work. As stress levels have increased, employers have faced complaint from public, affected by sickness, increased absenteeism, and reduced productivity of an employee.

Early warning system is the recommendation to reduce the stress problem such as reducing work load, give proper training, introducing new technology, and arrange the organizational environment in a comfortable to the employees, according to the country economic changes give the proper allowances and attractive salary packages.

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