

# **The Impact of Stress on Employees' Performance**

**(With special reference to school teachers in  
Dehiatthakandiya Educational Zone)**

**R.G.A.Kumari**

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**Department of Management  
Faculty of Management & Commerce  
South Eastern University of Sri Lanka**

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## ABSTRACT

The goal of the study was to investigate the impact of stress on employee performance with reference at Dehiatthakandiya Education Zone. Stress is a universal element and persons from nearly every walk of life have to face stress. In today's knowledge economy the importance of education has been increasing. Within education system, teachers have vital position, as the successes of educational institution is mostly depend on teachers, who educate most valued assets of country, i.e. students; therefore the teachers' performance is fundamental concern of all educational institutions. The teachers' performance is negatively influenced by different stress contributing factors that impede the performance of teachers, resulting in lower individual as well as institutional performance. For this study basic research was utilized. Research was conducted within the framework of a survey. To conduct the study 260 teachers were selected as sample. Disproportionate stratified random sampling used to collect the sample. After analyzed the data through different parametric test, it was concluded that number of factors under workload, work environment, student's behavior, administration and self are creating much stress among the public school teachers. Impact of stress on performance measured by univariate and bivariate analysis using SPSS 16.0 version in this study shows that there is a negative relationship ( $r = -0.527$ ) between stress and teacher performance and 27.8% variance in the teacher performance is explained by stress. These findings proved that stress negatively impact on teacher performance. The educational institutions should focus on teachers' problems through understanding teachers' problems and also providing proper support to the teachers for dealing problems. On other side the teachers by themselves should learn to adjust to the demands of teaching profession.

**Keywords:** Stress, Employee Performance, Impact, DEZ, Education, School Teachers, Workload, Work Environment, Student Behavior, Administration