

WORK STRESS AND JOB PERFORMANCE IN RELATION TO GENDER AND YEARS OF EMPLOYMENT

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Abstract: *Work related stress is a complex issue involving environmental, work life and personal factors. Addressing the cases of workplace stress has been a focus of recent research globally, as workplace stress continues to be persistent in many countries in the world, resulting in economic and social costs for employees, their families, organizations and governments. The organisations bear the cost of workplace stress in terms of absenteeism, reduced productivity and high turnover. This study aims to identify the relationship between work stress and employee performance level. The study also focused on identifying the relationship between work stress and gender and the years of employment. The primary data were collected through a pre-tested structured questionnaire to 205 employees in a private company in Sri Lanka and respondents were selected from the different hierarchy levels and departments of the organization. Study revealed that employed women do experience higher level of occupational stress compared to men in similar capacity. Further, research identified that there were no positive significant relationship between employee experience and work stress. Principal finding of the study lies with work stress and employee performance. Negative significant relationship between work stress and employee performance highlighted that poor employee was associated with high level of work stress.*

Keywords: Work stress, productivity, performance, gender

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