INTRODUCTION

“STRESS” being central point of discussion along with various other issues related to stress & its impact on employees work performance that caught the attention of many concerned people worldwide. “Stress” is felt at all aspects of life. Stress is actually a part of life. The term “Stress” was coined by Dr. Hans Selye in 1936, who defined it as “the non-specific response of the body to any demand for change.” Stress is not remote to work place as it has touched all sectors. Even the school going child is not escaped by the horror consequences of stress. To quote a formal definition, “Stress is defined as an adaptive response to an external situation that results in physical, psychological and/or behavioural deviations for organizational participants.” At times it serves a useful purpose. The stress is of two types – Eustress & Distress. Eustress has positive characteristics that motivates & improves performance. In contrast Distress or negative stress causes anxiety & decrease performance.

The topic “Stress” being comprehensive so I would throw light on the impact of stress on the employees work performance and how it indirectly affects the commercial growth of any institution. Stress is most experienced after the implementation of the new economic reforms of 1991, through the LPG model wherein the economy got globalised. The Globalised world after 1991 brought a drastic change in the lifestyle of the people. The word Globalisation means universalisation, westernisation & modernisation these three aspects have actually affected the very aim of education. Living in modern & globalised world, education has been sought & seen as a passport for achieving good life that promises material gains. Such prospect towards education has given rise to unrealistic expectations. The transformation that has been taking place worldwide at higher education to meet up the expectations, challenges and competitions at domestic & international level has given rise to stress on the employees work place. The transformation being, cuts in government funding, changes in management style that brought additional stress along with the managed stress. The higher level of stress results in lower productivity, increased absenteeism & high turnover of employees. Occupational stress results into physical & psychological ill health of the employees so it has to be determined first to reduce its level to its minimum.

Work life balance is the most significant part of the life that has to be maintained. As said by J.R.D.Tata “Hire the best people and set them free.” Before throwing light on the remedial measures, the main causes of stress are to be determined first. Identification is the first step towards correction. It has been found out that occupational stress has a negative impact on institutional growth. It is the poor & scarceresources that divert the actual goal accomplishment of any educational institutions, which is likely to cause failure & frustration & that leads to low morale & reduced commitment towards work. The ever increasing expectations at the organisational level & individual level conflicts the very purpose of education i.e. the goal of an organisation & an individual employees conflicts. These conflicts gives rise to stress on employees work performance. To cope up with these two conflicts there is a need to design various tools to measure the level of stress. Timely identification of stress level beyond the
prescribed level at any point has to be determined so that the timely measures could be framed. Thus it will reduce the financial crunch of the organization.

The ultimate aim of every economy is human development that focuses on wellbeing of a society, demands the unity & harmony among the people. The fulfillment of such aim would definitely contribute to the commercial growth of the institution in particular & society in general. Due to modernisation & scientific knowledge the society is well versed with the new pattern of living well matched at a global level, but that creates a stress at all level which brings a negative impact on the society due to harrowing & strategic pattern that the man adopts. This new pattern of living isolates a man from the society. Isolation again overpowers stress, which overlaps each other that brings harrowing consequences on the society as a whole. As the members of the society are alienated to an isolated world, it would hamper the growth of society. Growth is essential for the development of a society.

The teacher is considered as a kingpin of education system. Similarity educational institution is the pillar of moulding the raw society into the civilized one. So the educational institution is an aroma in developing the man, but unfortunately this sector is being neglected for long that is considered as an intellectual smith. As the sector is getting neglected, the organs of the institutions i.e. the employees who have to perform various functions in bringing & growing scholars are ultimately facing the brunt of negligence. The negligence towards the employees of educational institutions is the most crucial part of the society that has to be illuminated & focused the most, to reduce the stress among them. If this sector is neglected sustainably, then it would lead to unrealistic consequences. The unrealistic consequences may transform the employees that are been flourished & respected from long time to a profession that is left for leftovers. If this would be the reality, then the very purpose of the educational institution cannot be served. The pillar of the profession would get faded. The economy’s growth & development would hamper that ignores the human development & its well-being.

Today we live in a stressful era, possibly the most stressful time humans have ever experienced. It is the world’s biggest issue that today’s modern man has to deal with, & the biggest reason of illness some of which even lead to death. It is the issue that costs billions to the institution in general & educational institution in particular. Even though we can all relate to stress, we all had an experience of & most of us are concerned about, most of us really don’t understand what it means. It has a considerable impact on the economy as a whole. The findings reveal, stress may lead to hampering productivity. Workplace stress may cause institutions to lose million of rupees through high levels of absenteeism & decreasing productivity among staff. Workplace stress is a serious issue that erodes the profit of any educational institution, reduces efficiency & productivity of its employees. Though stress is not always bad, in fact, many rely & follow it. But, when those stresses exceed a person’s ability to cope, then that is when the problems start. So every educational institution around the globe need to take an initiative to reduce stress so that the employees bounce back from the adversity & keep on going, even when life is throwing curve balls to them. In addition to this, stress management may also help to boost
morale & keep the employees motivated. That's where this research would help the economy to understand how stress affects our productivity and thereby the growth of the economy is hampered. Research would focus on the effects it has on the employee’s productivity & also on the commercial growth of the educational institutions. Various stress causing factors would be studied & suitable coping strategies would also be suggested. Thus this research would be useful to all the educational institutions by adopting various stress management techniques like conducting stress audit & risk assessment, employee stress testing &counselling, celebrating stress awareness days & relaxation therapy & many more.

A physician concluded in 1951 issue of the British Medical Journal that stress in addition to being itself, was also the cause of itself & the result of itself. This means that stress keeps on accumulating & accumulated stress would have various negative effects. So the final aim of the research is to study the effects of stress that is experienced at workplace & what impact it has on the productivity & the profitability of any higher educational institution&the main objective the study is to throw light on the causes, its effects, timely identification & suitable measures to be adopted so that it may reduce the stress at workplace. The study will be beneficial to the management, staff & society at large, to have a better insight for future.

The research problem for the study reads as follows, “Unacceptable high level of stress in the employees is adversely affecting their work performance & also the commercial growth of higher educational institutions.”