

# Emotional Intelligence Occupational Stress Job Performance Of Teachers

Emotional Intelligence Occupational Stress Job Performance Of Teachers The Untapped Power of Emotional Intelligence Boosting Teacher Wellbeing and Performance The chalk dust may have been replaced by interactive whiteboards but one constant remains in the teaching profession stress Burnout rates are alarmingly high impacting not only teachers wellbeing but also student learning outcomes However a crucial often overlooked element in addressing this crisis is emotional intelligence EQ Research increasingly demonstrates a strong correlation between a teachers EQ their ability to manage occupational stress and ultimately their job performance This article delves into this critical connection offering datadriven insights realworld examples and practical strategies for fostering a more emotionally intelligent and resilient teaching workforce

### The Stressful Reality A DataDriven Perspective

The teaching profession consistently ranks high on stress levels A 2022 survey by the American Federation of Teachers found that 90 of teachers reported feeling stressed with many citing excessive workload lack of resources and increasing pressure to meet standardized testing goals as major contributors This stress manifests in various ways from absenteeism and burnout to decreased job satisfaction and ultimately higher teacher turnover rates The economic consequences are significant impacting school budgets and creating instability for students The impact extends beyond individual teachers A study published in the Journal of Educational Psychology demonstrated a direct link between teacher stress and student achievement Stressed teachers are less likely to create engaging learning environments provide individualized support and maintain positive classroom management ultimately hindering student learning

### The EQ Advantage Navigating Stress and Thriving

Emotional intelligence encompassing selfawareness selfregulation social awareness and relationship management provides a crucial buffer against occupational stress Teachers with high EQ possess the skills to

- 1 Recognize and manage their own emotions A teacher aware of their stress triggers can proactively implement coping mechanisms preventing burnout
- 2 Empathize with students and colleagues Understanding and responding to the emotional needs of diverse learners fosters a positive and supportive classroom environment
- 3 Build strong relationships Effective communication and conflict resolution skills are essential for navigating the complex dynamics of a school setting
- 4 Adapt to changing circumstances The ability to remain flexible and resourceful in the face of challenges is crucial in the everevolving landscape of education

### Case Studies The Power of EQ in Action

Consider Sarah a seasoned high school history teacher grappling with large class sizes and demanding curriculum expectations Initially overwhelmed she began incorporating mindfulness techniques and actively sought mentorship from a colleague known for her exceptional classroom management skills By improving her selfawareness and developing stronger interpersonal skills Sarah successfully created a more supportive learning

environment reducing student stress and improving her own job satisfaction Conversely a study conducted in a lowincome urban school demonstrated a correlation between lower teacher EQ and higher rates of disciplinary incidents Teachers lacking empathy and effective communication skills struggled to manage challenging student behaviors leading to increased stress and a less effective learning environment Expert Insights Shaping the Future of Teacher Wellbeing Dr Susan David a renowned psychologist and author of Emotional Agility emphasizes the importance of emotional awareness in the workplace She states Teachers who can understand and manage their own emotions are better equipped to handle the inevitable challenges of the profession and create a more positive learning environment for their students Industry Trends Investing in EQ Development Recognizing the crucial role of EQ many school districts are beginning to incorporate emotional intelligence training into teacher professional development programs These programs often involve workshops mentorship initiatives and the use of evidencebased strategies to develop teachers selfawareness emotional regulation and social skills This trend reflects a growing understanding that investing in teachers emotional wellbeing is an investment in the future of education A Call to Action Prioritizing Emotional Intelligence in Education 3 Its time for a paradigm shift We must move beyond simply addressing the symptoms of teacher stress and proactively cultivate emotional intelligence within the teaching profession This requires a multipronged approach Invest in comprehensive EQ training Provide teachers with access to highquality professional development programs focused on emotional intelligence Promote a culture of support and collaboration Create school environments where teachers feel valued respected and empowered to seek support when needed Reduce workload and enhance resource allocation Addressing systemic issues contributing to teacher stress is crucial for longterm sustainability Empower teachers to prioritize selfcare Encourage teachers to engage in mindfulness practices stressreduction techniques and seek mental health support when needed 5 ThoughtProvoking FAQs 1 How can schools assess teachers EQ levels Several validated assessments exist but a holistic approach combining selfreflection 360degree feedback and observation in the classroom is most effective 2 Is emotional intelligence training effective in reducing teacher burnout Studies show a positive correlation between EQ training and reduced burnout improved job satisfaction and enhanced student outcomes 3 Can emotional intelligence be taught Yes EQ is a skill that can be developed and refined through targeted training and practice 4 How can principals foster a more emotionally intelligent school culture By modeling emotionally intelligent behavior providing opportunities for collaborative problemsolving and promoting open communication 5 What role do parents play in supporting teachers emotional wellbeing Parents can demonstrate empathy and understanding communicate positively with teachers and actively participate in school events to foster a collaborative partnership By prioritizing the development and cultivation of emotional intelligence within the teaching profession we can create a more resilient supportive and ultimately more effective education system that benefits both teachers and students for years to come The time for action is now 4

Stress and Job PerformanceNew Developments in Theoretical and Conceptual Approaches to Job StressOCCUPATIONAL STRESS, JOB PERFORMANCE AND JOB SATISFACTIONLife Stress, Work Stress, and Job PerformanceRelationship of Job Stress to Job PerformanceFrom Stress to Wellbeing Volume 1Stress in the Workplace

and Job PerformanceThe 19th International Conference on Industrial Engineering and Engineering ManagementInnovation, Entrepreneurship, and Success: Insights from Diverse VenturesThe Job Performance of Thai Police OfficersProceedings of the 20th Congress of the International Ergonomics Association (IEA 2018)Stress, Job Performance and Satisfaction in Health InstitutionsWork Stress and Job PerformanceThe Causes of Work Related Stress and Its Impact on Job PerformanceImpact of Job Stress on Job Performance of Employees in PakistanPredicting Job Performance and Job SatisfactionStress and Employees' Job PerformanceJob Performance, Job Satisfaction, and StressHuman Behavior at WorkEffects of Stress on Job Performance, Job Satisfaction, and Job Involvement for Personnel in Government and Private Industry Steve M. Jex Daniel C. Ganster Dr. M. Santhi Cameron Carlton–Gregory Manderson Muhammad Jamal C. Cooper Ershi Qi Anna Ujwary–Gil Thakoon Nimsombun Sebastiano Bagnara Adedayo Irinoye Jungwee Park Dr. Prakash B. Kunderagi Syed Jaffar Esther Inegbedion Barbara A. Brock Keith Davis Jerry W. West

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what is the relationship between occupational stress and job performance the amount of money workplace stress is extracting from the economy is estimated to be in the billions of dollars such estimates are based on the assumption that workplace stress leads to increased healthcare costs higher rates of absenteeism and turnover accidents and lower levels of performance and organizational productivity in stress and job performance author steve m jex provides a comprehensive research based examination of the relationship between occupational stress and job performance he presents a concise overview of the field a clear explanation of terms and concepts and a summary of relevant theoretical models of the stress process he examines the relationship between major job related stressors such as workload interpersonal conflict and lack of control and a variety of performance indices in addition he explores a number of other factors that may affect the relationship between occupational stress and job performance including gender differences age personality and job experience the book concludes with a look at issues that need to be considered in future research

investigations written in a non technical accessible style stress and job performance is recommended for students scholars and readers who do not have an extensive background in the behavioral sciences

promotes theory and research in the area of occupational stress health and well being and brings together and showcases the work of some of the best researchers and theorists who contribute to this area this collection gives a critical assessment of knowledge and major gaps in knowledge on occupational stress and well being

an organization without working professionals cannot be built human resource is a real asset to the organization how best it can be utilized lies in the hands of managers who strive for the attainment of organizational goals they have to adopt a comprehensive approach to manage people develop their skills and create a work spirit in the minds of employees in the present uncertain economic environment many employees are finding it difficult to get out of the work redundancies further to perform duties at a higher level for a long period the employees are stained in the process of work accomplishment most of the employees in many organizations face stress in satisfying the demands of the employers the word stress is a complex phenomenon experienced by most of the individuals and it is related to their emotions stress is a discomfort of an individual

abstract as organizations become increasingly complex research into the sources and effects of employee stress is increasingly warranted the present study examined the relationship between personal life stress work stress and job performance in addition the role of conscientiousness as a possible moderating variable was analyzed several studies regarding the relationship between stress and work performance were reviewed in the present study participants completed measures of life stress job stress and personality supervisors rated the job performance of participants a significant relationship was found between personal life stress and job stress such that each type of stress was higher when the other was present neither personal life stress nor job stress were related to job performance conscientiousness was not found to moderate the stress job performance relationships implications of the study and future directions are explored

a comprehensive collection by professor cary cooper and his colleagues in the field of workplace stress and wellbeing which draws on research in a number of areas including stress strain relationships sources of workplace stress and stressful occupations volume 1 of 2

the international conference on industrial engineering and engineering management is sponsored by the chinese industrial engineering institution cmes which is the only national level academic society for industrial engineering the conference is held annually as the major event in this arena being the largest and the most authoritative

international academic conference held in china it provides an academic platform for experts and entrepreneurs in the areas of international industrial engineering and management to exchange their research findings many experts in various fields from china and around the world gather together at the conference to review exchange summarize and promote their achievements in the fields of industrial engineering and engineering management for example some experts pay special attention to the current state of the application of related techniques in china as well as their future prospects such as green product design quality control and management supply chain and logistics management to address the need for amongst other things low carbon energy saving and emission reduction they also offer opinions on the outlook for the development of related techniques the proceedings offers impressive methods and concrete applications for experts from colleges and universities research institutions and enterprises who are engaged in theoretical research into industrial engineering and engineering management and its applications as all the papers are of great value from both an academic and a practical point of view they also provide research data for international scholars who are investigating chinese style enterprises and engineering management

expatriation enhanced competencies a multiple case study of technology based entrepreneurs abstract purpose facing the research gap of entrepreneurial learning by self expatriated technology based entrepreneurs the purpose of this research is to explore those entrepreneurs beliefs and experiences across expatriation to identify the enhancement of their competencies methodology within a qualitative and exploratory multiple case theory building approach data was collected from twelve technology entrepreneurs from brazil mexico germany and israel that went to the following destination countries spain united kingdom united states germany ireland turkey and the netherlands with interview data as the primary source the data analysis rests on a qualitative content analysis findings data allows structuring techpreneurs experience of expatriation along the following steps a arrival in the destination country and initial process of socialization b engaging in activities to get familiar with the culture of the destination country c the gradual comprehensive understanding of the new context and d comparisons between the home and destination country expatriation had an evident impact on the technology based entrepreneurs that materializes in three groups of competencies entrepreneurial competencies knowledge and innovative competencies and international competencies entrepreneurial competencies relate to relational and behavioral skills and the learning of doing business in different contexts concerning knowledge and innovative competencies creativity learning new techniques and international innovation environment stand at the fore finally international competencies relate to the acceptance of different cultures multicultural learning and perception of cultural differences developing a sense of an international community and an international innovation culture implications this study evidenced the influence of expatriation experiences on the training of skills of technology based entrepreneurs in a specific approach to entrepreneurial innovative and intercultural competencies the research portrays self expatriation as an opportunity for technology based entrepreneurs to develop different competencies being helpful to innovate to manage business and to operate in international markets universities and innovators may recognize their

discretion to develop programs for people like former students who want to self expatriate in the same vein government can design policy to attract self expatriate in innovations hubs considering that local inhabitants can benefit from the cultural exchange originality and value this study contributes to better understanding the influence of self expatriation experiences on the development of skills of technology based entrepreneurs compared to previous studies it advances research through providing a wider range of learning from expatriation experiences beyond the effect of internationalization on market knowledge and cultural aspects furthermore this study focuses the process not the results of self expatriation to understand entrepreneurs learning keywords technology based entrepreneurs innovation entrepreneurs skills competencies expatriation a phenomenological exploration of technology start up failure in sri lanka purpose the main purpose of this qualitative study was to explore tech start up failures in sri lanka to emerge themes that explain the critical factors that are impacting failures of sri lankan tech start ups and also to identify recommendations that could help evade those factors the paper also presents the finding to enrich tech entrepreneurs to build their strategies with an understanding of factors that leads to failure and to make well educated decisions methodology the study is based on a qualitative research approach that helps to present findings in a theoretical way a phenomenological analysis has been used to identify understand and analyze the phenomena of tech start up failures twelve start up leaders participated in this study and shared their lived experiences of tech start up failures in sri lanka interviews were conducted with them based on twelve interview questions and twelve core themes emerged based on the participants lived experiences in analyzing data the modified van kaam approach was used utilizing a seven step framework that considers the structural and textual aspects of experiences as well as the perceptual characteristics of the phenomenon findings the themes answered the key research question of the study what are the critical factors that are impacting on failures of tech start ups in sri lanka the cause of tech start up failures according to the current study varied including financial uncertainty no market research no product market fit paranoid behaviors of innovators lack of timely response to changing conditions and location of the venture implications the paper concisely presents twelve critical reasons for tech start up failures the results of the research will enable sri lankan tech start ups to identify key factors of failure for the growth of their surviving strategies identifying secret obstacles in the industry helps entrepreneurs prepare for pitfalls and provides guidelines for policymakers to make informed choices when implementing national policies more importantly it has been discovered that the major areas that require more attention are leadership funding marketing and innovation finally four groups of recommendations have been discussed under financing market research leadership and inventors originality and value the comparison of the current study themes with the findings of related studies is inconclusive because the literature on tech start up failures in other countries and in sri lanka is minimal some of the themes align with the findings of research conducted in other countries although there were some themes that were explored uniquely keywords entrepreneurship tech entrepreneur start up failure critical success factors software start up survival strategies technology start up going green to keep talent exploring the relationship between sustainable business practices and turnover intention purpose this study explores the association between sustainable business practices sbp and turnover

intention to understand the role of sustainability initiatives in influencing employee retention and organizational commitment methodology the present study conducted a systematic literature review following the preferred reporting items for systematic reviews and meta analyses prisma statement from an initial selection of 326 articles a rigorous double blind screening process identified 31 key papers for in depth analysis findings the systematic review provides compelling evidence that sbp have a robust positive association with employee outcomes especially in reducing turnover this relationship is notably mediated by job satisfaction and organizational commitment and moderated by psychological safety and ethical leadership elements further key gaps were discerned including the necessity to explore the varied impact of sbp across industries the enduring effects of sbp on turnover the influence of cultural and contextual facets and the urgency for methodological advancements in cross cultural research in response to these gaps four hypotheses were conceptualized to provide deeper insights into the complex interplay between sbp turnover and overarching cultural contextual variables implications theoretically this research adds to the existing literature by empirically validating the relationship between sbp and turnover highlighting critical mediators and moderators and suggesting avenues for future research incorporating the identified gaps and proposed hypotheses provides a structured direction for subsequent investigations the findings emphasize the importance of integrating sbp into organizational strategies to promote sustainability while enhancing workforce well being and retention organizations can align with sustainability goals and boost employee satisfaction by focusing on organizational commitment open communication and leadership grounded in ethical and sustainable principles originality and value this research provides a comprehensive overview of the interplay between sbp and turnover integrating insights from various studies by emphasizing understudied mediators and moderators identifying research gaps and outlining derived hypotheses the study sets the stage for future inquiries its practical recommendations are essential for organizations that balance sustainability goals with workforce stability benefiting organizational performance and employee satisfaction keywords sustainable business practices turnover intention to job satisfaction employee engagement organizational commitment employee involvement employee empowerment systematic literature review prisma future research directions hypotheses research gaps green hrm what are the real motivations and experiences of silver entrepreneurs empirical evidence from poland purpose along with demographic changes it is increasingly frequent that many mature people resign from their full time jobs and decide to start their own businesses at a later age entrepreneurial activity among this group of so called silver entrepreneurs can be caused by many motives but these factors usually remain unknown to current employers or do not constitute a valid reason for understanding and keeping a mature person in the workplace the purpose of this paper is to present new scientific results concerning entrepreneurial motivations both internal and external and the previous experiences of silver entrepreneurs from eastern europe based on an example from poland methodology we analyzed a unique sample of 1 003 owners of micro and small enterprises from poland the sample included only people over fifty our empirical study used a survey to explore the motivations and experiences of silver entrepreneurs that influenced their decision to start a business later in life we linked attitude toward the behavior with motivation and utilized the pull and push factors we utilized logistic regression to determine the factors related to starting a

business above fifty we also used the ordinary least square regression to determine the relationship between the explanatory variables and the age of starting a business by the respondents findings we found that the main pull factor positively influencing the start of business activity by silver entrepreneurs is the fulfillment of dreams as a broadly understood need for self realization however the push factors such as the occurrence of ageism in the workplace as well as the loss of employment and lack of other opportunities on the labor market significantly reduced the probability of starting a company at the age of over fifty on the basis of the positive impact of a pull factor it can be concluded that entrepreneurial activity at a later age is the result of opportunity based entrepreneurship due to the negative impact of the job loss factor people made redundant started their business activity at an earlier age before the age of fifty regarding external entrepreneurial motivations the support received from family is the most important factor related to the individual s environment affecting starting a business by silver entrepreneurs however the support from friends and the support from government bodies were not significant factors influencing starting a business at a later age implications findings from our study have implications for both employers and groups who support entrepreneurship first from the point of view of employers the occurrence of ageism in the previous workplace could have resulted in resignation from full time employment at an earlier age and a faster start of business activity it is surprising that negative behavior towards older employees may also be associated with resignation from work by younger people from the point of view of government bodies and other stakeholder groups related to the development of entrepreneurship it is interesting that the support received from government bodies in conducting business activities was statistically insignificant for each group of respondents this suggests the need to identify effective support and to design a comprehensive strategy for the development of silver entrepreneurship originality and value the vast majority of previous studies used secondary data or focused mainly on western europe in particular the united kingdom finland and france our contribution is to provide empirical evidence about the silver entrepreneurs from eastern europe especially poland our research included individuals who actually run their own businesses opposite to previous studies that take into account people who are just considering starting a business this is particularly important in relation to research on the entrepreneurial intentions of mature people to undertake entrepreneurial activities at a later age and the real motivations of silver entrepreneurs keywords silver entrepreneurs ageing entrepreneurship entrepreneurial motivations push pull factors team members direct participation in decision making processes and the quality of decisions purpose do teams manage to reach better decisions than those made by individuals numerous studies have delivered inconclusive results meanwhile participation in decision making can take various forms and is not limited to consensus group decisions and the influence of the various forms of participation on the quality of decisions has been less frequently examined the aim of the research was to determine the effect on decision quality of changing the form of direct participation in the decision making process in the case of complex multi stage problems methodology the article presents the results of a long term experiment in which 598 teams of 2 673 people took part the participants were asked to solve a decision problem using three decision making styles autocratic consultative and group the participants played the role of members of a newly established project team that



must plan its own work the task concerned a problem that requires the analysis of a number of dependencies between sub problems in contrast to eureka type problems the decision problem was new to the participants making it impossible to apply known solutions a creative approach was therefore required the decision was then compared with the optimal solution established by experts decision quality was based on the deviation of the proposed solution from the optimal solution findings the results of the experiment confirm the significant synergistic potential of increasing direct participation in decision making for complex multi stage problems a significant proportion of teams made better decisions as a result of increasing direct participation replacing autocratic decisions with consultative and group decisions the quality of consultative decisions was roughly in the middle of autocratic and group decisions by using group decision making teams made better decisions than the average individual decision and came closer to the decision quality achieved by the best team members this effect was universal observed both in the strongest and weakest teams it should be remembered that while group decision making has the potential for synergy it is not always achieved group decision making markedly reduced the risk of making highly misguided decisions and it can be reasoned that direct participation protects against serious mistakes more than it guarantees the best possible results implications team leaders should be familiar with different decision making styles their advantages and disadvantages and the scope of their application this research suggests that increasing team members participation to a consultative role and even better a full participatory role increases the quality of the decision with the growing complexity of organizations that have to deal with accelerating change technology development and increased competition creating structures that can flexibly respond to the challenges of the environment requires the participation of team members at all managerial levels the use of consultative and group decision making styles for complex and multi stage problems supports this process the group decision making style can bring better quality but it has its limitations and it is not always possible to use it it requires a team of highly competent people who identify themselves with the interests of the organization otherwise the consultative form will bring better results originality and value for the first time an empirical study analyses the case of consultative decision making in which the team leader consults the individual opinions independently to finally come up with a final team decision this approach is widely used by team leaders and managers in the field this study shows that this approach constitutes an improvement over the individual autocratic one but still falls short of the group decision making approach finally this study which has been done with the largest number of participant teams 598 teams 2 673 individuals professionally active post graduate students and over a 24 year period allows a sound statistical confirmation of the proposed decision quality improvement when moving from individual to consultative and group decision making styles keywords participation in decision making pdm decision quality consultative decision making group decision making bankers job stress job performance and job commitment trajectories during the covid 19 pandemic purpose the global covid 19 pandemic has profoundly impacted multiple sectors across industries and regions including medical services financial institutions and others the escalating global pandemic in both emerging and developed nations has resulted in the implementation of stringent lockdown measures and unparalleled disruptions to economic activities consequently individuals have become

accustomed to relying on banking operations as a routine aspect of their lives regardless of the circumstances learning how bankers engage with customers in response to the given circumstances would be intriguing hence the study aimed to unearth the relationship between bankers job stress job performance and job commitment as well as the stress based job performance and its impact on job commitment during the second to third wave of the covid 19 pandemic in an emerging market methodology a number of 287 data response rate 71 75 percent were collected by online platforms due to the covid 19 pandemic through the simple random sampling technique the exploratory factor analysis confirmatory factor analysis and structural equation modeling were run to test the proposed research framework with the help of ms excel 2007 spss 22 0 and amos 23 0 findings the findings showed that bankers work related stress has a positive impact on job performance but no relationship with job commitment acute stress has a negative impact on job commitment but no significant relationship with job performance and stress based job performance has a significant positive impact on job commitment during the covid 19 pandemic implications the outcomes of this study provide value to the field of behavioral science by introducing the phenomena of covid 19 in the context of bankers and emerging economies the demographic variables and the revealed relationships of bankers job stress job performance and job commitment trajectories would help policymakers rethink stress management practices and policy building in the bank job and the long term relationship building with their existing employees originality and value the novelty of the research is the covid 19 phenomenon and an emerging economy s bankers context keywords work related stress acute stress job performance job commitment bankers covid 19 pandemic entrepreneurship education for women through project based flipped learning the impact of innovativeness and risk taking on course satisfaction purpose the primary aim of this research is to explore the correlation between learners characteristics and the perceived value and satisfaction associated with project based flipped learning pbfl methodologies a secondary objective involves investigating how these pbfl methodologies can be employed to enhance the quality of entrepreneurship education for women methodology during the first semester of 2018 a total of 80 students enrolled in the communication society class were engaged in a longitudinal study involving bi weekly online surveys prior to the semester s conclusion the survey instruments utilized likert scale measurements with a 5 point scoring system the data acquired was subsequently analyzed using structural equation modeling which facilitated the examination of both the pre and post change scores and the structural properties of their relationships with overall course satisfaction in terms of statistical evaluation the study employed generalized structured component analysis gsca a powerful component based sem technique thus ensuring a robust and academically rigorous interpretation of the data findings our research sought to understand the effects of learners characteristics specifically innovativeness and risk taking on course satisfaction in project based flipped learning pbfl we found that female learners innovativeness positively influenced their perception of the project s entertainment and educational value which in turn increased preference for pbfl and course satisfaction interestingly risk taking did not significantly influence perceived project value which provides insights into the role of personality traits in learning outcomes implications our study invigorates entrepreneurship education theory by highlighting the key role of

learner innovativeness in pbfl course satisfaction urging a nuanced examination of personality traits in educational contexts further we question the established importance of risk taking necessitating a critical reassessment in this domain these pivotal theoretical contributions challenge prevailing assumptions enrich scholarly discourse and open new avenues for research on the practical side our findings emphasize the imperative of fostering innovativeness in women s entrepreneurship education these insights underscore the need for a strategically tailored creative learning environment with the potential to enhance learner engagement and satisfaction significantly in sum our research generates transformative theoretical insights and provides actionable strategies for improving the practice of entrepreneurship education originality and value our research presents a novel approach to fostering women entrepreneurs in the media sector through pbfl this unique focus on the intersection of gender media entrepreneurship and pbfl distinguishes our study from existing literature furthermore our findings offer educators invaluable guidance for enhancing female entrepreneurship education thereby enriching the pedagogical landscape of this domain keywords entrepreneurship education women entrepreneurship project based flipped learning innovativeness risk taking course satisfaction

this book presents the proceedings of the 20th congress of the international ergonomics association iea 2018 held on august 26 30 2018 in florence italy by highlighting the latest theories and models as well as cutting edge technologies and applications and by combining findings from a range of disciplines including engineering design robotics healthcare management computer science human biology and behavioral science it provides researchers and practitioners alike with a comprehensive timely guide on human factors and ergonomics it also offers an excellent source of innovative ideas to stimulate future discussions and developments aimed at applying knowledge and techniques to optimize system performance while at the same time promoting the health safety and wellbeing of individuals the proceedings include papers from researchers and practitioners scientists and physicians institutional leaders managers and policy makers that contribute to constructing the human factors and ergonomics approach across a variety of methodologies domains and productive sectors this volume includes papers addressing the following topics ergonomics in design activity theories for work analysis and design and affective design

the emergence of new diseases has brought new challenges to the health workers global disasters both natural and man made have increased the stress levels of man thereby affecting their job performance and satisfaction the emergency nature of medical services put the health workers in a special circumstance that necessitates some acceptable standard of performance the members of the health team are under ethical obligations to save lives this motivates the workers to go extra mile in the service of humanity in this respect the joy derived from putting smile on the faces of patients in pain gives inner satisfaction to the health workers this project studied medical doctors and nurses in the hospital setting these groups of health workers have the knowledge and skill to manage other people s health to the detriment of theirs the project

identified and examined the sources of employee stress with a view to assisting organizations to reduce operating costs increase employee performance morale and retention this will also serve as a data bank and intellectual source for future researches and policy formulations by management practitioners

this study is to know about work related stresses and its impact on job performance of employees guest lectures of government colleges of belagavi district karnataka today's work is not completely free from stress stress at a workplace is getting more more attention stress can be defined as the psychological physiological reaction which takes place at the workplace which is in the result of an imbalance in employees work life personal life of the employees the researcher has used convenient sampling method to choose 100 respondents chosen for the study simple percentage frequency average mean were used for analysis of data job stability security poor pay career development is the most ranked stressors and that impact more on their performance

stress is a phenomenon that bombards us in our daily life and it affects all segments of human life including child youth and old stage various conditions cause stress in one's life like fear of losing a job financial instability emotional event or due to any personnel reason mostly stress impacts a performance of individual in a negative way regardless he/she is working in an organization or doing any other social life work stress has impact on job performance of an employee working in an organization there is level of absorbing stress of each individual and it varies from person to person for one individual demotion of job would be high stressful as compared to other similarly ways to handle stress also vary on individual basis some people have more willpower to face high problematic situations with little stress and some people have to demonstrate minor problem as a high stress problem

a great deal of research has been conducted on the individual differences that predict job performance however less research has focused on the individual differences that may better equip employees to deal with stress inducing situations the current study explored the effects of polychronicity on job performance and job satisfaction polychronicity refers to an individual's preference for engaging in multiple tasks simultaneously as well as the belief that this preference is the best way to get things accomplished the current study also examined the effects of an individual's polychronicity on their interpretation of the stressor role overload and how this impacts job performance when individuals become overwhelmed by their work demands and feel as if they do not have the resources to deal with them they experience role overload the challenge hindrance stressors framework suggests that an individual's interpretation of a stressor as either a challenge or a hindrance influences whether that stressor will have a negative or positive effect on their work individuals with more polychronic orientations may be more predisposed to interpret a stressor such as role overload in a more positive way as a challenge researchers have suggested that individuals with more polychronic tendencies may be less likely to feel the stress of role overload such

individuals may consequently also experience more job satisfaction as a result the current study investigated the effects an individual's polychronic orientation has towards alleviating workplace stress and increasing job satisfaction and job performance thus the purpose of this paper is to extend the research on employee characteristics such as polychronicity and the big five personality dimensions within a stressful environment the current study utilized an online questionnaire through the amazon mechanical turk service mturk the sample for the present study was drawn from a diverse worker pool consisting of 100 000 users from over 100 different countries the final sample size was 194 participants who completed the posted survey and received monetary compensation of 0.50 correlations were used to explore relationships between the big five traits and job performance as well as the relationships between demographic variables and the variables of interest hierarchical regression analyses were used to test for the moderating effects of role overload on the polychronicity job performance relationship and the polychronicity job satisfaction relationship the results indicated that polychronicity was significantly and positively related to job performance job satisfaction and role overload polychronicity was also found to be significantly positively related to neuroticism exploratory analyses revealed that role overload moderated the relationship between polychronicity and subjective stress and that polychronicity significantly accounted for variance in job satisfaction and job performance over and above the big five personality dimensions of conscientiousness extraversion and neuroticism the findings in this study have practical implications for management's motivational tactics and selection procedures future research could include an assessment of whether individuals are interpreting their stress as either a challenge or a hindrance and it could include an assessment of other stressors that role overload is commonly paired with such as role ambiguity and role conflict

this study was designed to critically assess and determine the impact of stress on employees job performance and to examine the causes coping styles and strategies for managing stress among the staff of nigerite limited the sample consisted of one hundred and fifty eight employees from nigerite limited the methodology was a cross sectional survey stratified random sampling was used to select the respondents from the organization under focus nigerite company four hypotheses were tested research data were analyzed using the t test for equality of means statistical package for the social sciences spss was used to perform data analysis the research findings indicate that some of the major family stressors encountered by employees in nigeria include changes in financial condition racial class sex and religious discrimination some of the major organizational stressors include occupational role task and interpersonal demands lack of participation in decision making as well as perceived unfair evaluation of employees performance family stressors do not impact employees performance significantly and organizational stressors impact employees performance significantly

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