Educational Administration: Theory and Practice
2024, 30(4),1175-1187
ISSN: 2148-2403
https://kuey.net/

Research Article

The impact of job stress on employee performance of Fenaka Fuvahmulah

Toong Hai Sam[1*], Hamdha Mohamed[2], Wang Yan[3], Xue Ruiteng[4], Li Chong[5]

[1*]Faculty of Business and Communications, INTI International University, Persiaran Perdana BBN, Putra Nilai, 71800 Nilai, Negeri Sembilan, Malaysia.
[2]Faculty of Business and Communications, INTI International University, Persiaran Perdana BBN, Putra Nilai, 71800 Nilai, Negeri Sembilan, Malaysia.
[3]Hebei Finance University, Faculty of Management, No. 3188, Hengxiang North St.Baoding City, Hebei Province, China.
[4]Rising Capital Sdn. Bhd., 27-1, Jalan Eco Santuari 8/1C, Persiaran Eco Santuari, 42500, Telok Panglima Garang, Selangor, Malaysia.
[5]Shangqiu Normal University, Faculty of Economics and Management, No.55, Pingyuan St. Shangqiu City, Henan Province, China.

*** Corresponding author:** Toong Hai Sam
*Email: toonghai.sam@newinti.edu.my

Citation: Toong Hai Sam,et al (2024), The impact of job stress on employee performance of Fenaka Fuvahmulah, , *Educational Administration: Theory and Practice*, *30*(4), 1175-1187
Doi: 10.53555/kuey.v30i4.1631

ARTICLE INFO

ABSTRACT

This study focuses on how job stress affects workers' efficiency in a workplace setting. Job stress is one of the most crucial aspects of an organization's performance. The most urgent problem facing most businesses is the effect that workrelated pressures have on employee performance. Fenaka Fuvahmulah is one of the businesses that has dealt with the issue of decreasing employee performance. The present research investigates how employee performance at Fenaka Fuvahmuleh is affected by occupational stress. The investigation examines the connection between stress factors & a change in worker performance. To determine the stress-related causes, four major factors are utilized. They work in environments with job overload, conflict, and ambiguous roles. Quantitative methodology & descriptive statistics are employed to conduct this investigation. This study made use of initial information. The sample size for this study was 51 Fenaka Fuvahmulah employees, and an organized survey was used to obtain the information; however, only 36 employees answered the survey. This study's results demonstrated the connection among employee performance & job stress. According to the analysis of the data, employee performance decreases by 20.6% for every percentage point rise in job stress. In addition, it is hoped that other researchers would make use of this data to support the assertion that employee performance is adversely impacted by stress at work.

1 Introduction

In the last few years, stress has become a constant part of existence,
particularly among professionals at various levels, as it affects them directly and indirectly (Boon et al., 2019). Many stressors have an impact on the employee's performance. Sharmilee (2017) states that time pressure and position uncertainty negatively affect employee performance. In addition, Yahaya et al. (2019) found that when employees experience task overload, role conflict, and a lack of manager support, their stress levels and job performance suffer. To reach the corporate goal, it is essential to reduce workplace stress (Boon et al., 2019). Gandham (2020) recommended that employees and management collaborate to reduce workplace stress. Therefore, it is crucial to comprehend what creates stress. Employees endure stress when they are unable to meet the designated demand, as stated by Kazmi, Amjad, and Khan (2008). Yet, these demands have both beneficial and harmful effects on the performance of employees (Yong et al., 2020). As long as an employee can handle stress, it has a beneficial impact on their performance. Although some forms of positive stress are motivating factors in achieving a company's aims, when stress becomes intolerable, it harms work performance (Sedyastuti et al., 2021). According to Dean (2002), Workplace stress is a factor in poor performance. And to back this up, DCS Gaumail (2003) discovered that stress had a significant detrimental impact on employee performance, as well as a rise in absenteeism and staff churn.

The Fenaka Fuvahmulah, has observed a decline in employee performance
over the past few years. In the words of Jehangir (2011), Employee performance suffers as a result of stress since it lowers performance. Ullah (2017), however, stated if a
business maintains a specific amount of stress, Employee performance & stress are positively correlated. Understanding the causes of stress, such as work pressure, subpar working environment, bad employee relations, & role conflict, is crucial (Stevi, 2020). Additionally, it is important to assess how stress affects worker performance and put coping mechanisms in place to keep stress at a manageable level while still having a good impact (Dirani et al., 2020). This study's objective is to ascertain the origins of stress and how it affects worker performance. And the study is founded on earlier research on the subject as well as the study's conclusions.

2 Literature Review

Employee conduct at work includes all aspects of an employee's performance (Jex, 2002). Additionally, Mangkunegara (2009) defined employee performance as the effectiveness and effectiveness attained when doing work-related duties. Wang et al. (2020) emphasized that the accomplishments of the personnel measure performance. Moreover, according to Saeed et al. (2019), work performance is the assigned task and how management aids the employee in performing their job. In the words of Dirani et al. (2020), among the most important variables in achieving the organization's predefined goal is the employee's job performance. In support of this, Qureshi and Ramay (2006) found that employees are regarded as a vital resource for their business because employee performance directly affects how well an organization performs on all fronts, both positively and negatively. (Gong and others, 2022). The degree of goal setting has a substantial impact on how well diverse personnel perform at work (Pantang, 2007), as defining similar goals inspires workers to work toward a common objective, which leads to their success over the long run. Consequently, it may be argued that having loftier goals significantly impacts job performance.

The performance of an employee falls into two areas. Task performance and contextual performance were the two categories into which performance was divided by Borman and Motowidlo (1993). According to Borman and Motowidlo (1997), task performance refers to the efficiency of staff members' contributions to a company's technological foundation. Additionally, contextual performance was defined as a jobrelated performance that is not absolutely necessary but nonetheless helps to shape the social and psychological climate of the business. (Borman and Motowidlo, 1993). Two additional areas' contextual performance: interpersonal facilitation & job commitment. Interpersonal facilitation is the term for helpful, kind, & cooperative behaviors that improve team members' performance. Conversely, self-discipline and motivation show a commitment to the profession by working hard, taking initiative, and following rules in order to forward organizational goals. (Scotter and Motowidlo, 1996).

When employees are under stress, their task, and contextual performance suffers. According to Kloutsiniotis et al. (2022), stressed employees cannot meet the organization's goals, decreasing employee performance. Workers in the service industry, according to Ismail and Hong (2011), endure stress related to their jobs, which lowers employee performance. In a similar vein Stankeviči (2019) concurred that people with stressful professions are likely to see a decline in performance. Stress develops when a person perceives that they cannot adjust adequately to a demand (Lazarus, 1966). According to Palm et al. (2020), stress is a worker's response when specific requirements, weights, and expert or employer opinions need to be taken into account when working on tasks that don't match their degrees of insight (knowledge and abilities). Therefore, making the employee's skills a challenge would make doing that job challenging. Additionally, Asra et al. (2020) implies that stress is a product of a person's interaction with their environment, creating emotional pressure that has an effect on the individual's physical and mental health. Giauque et al. (2019) have verified them definition of stress as anything that interferes with an individual's capacity to maintain psychological, social, or biological components within an adequate range. It is evident from these definitions that stress is an emotional strain. Distressing physiological and emotional responses happen when a worker's abilities, needs, and assets are incompatible with the requirements of their position.

2.1 Hypothesis Development

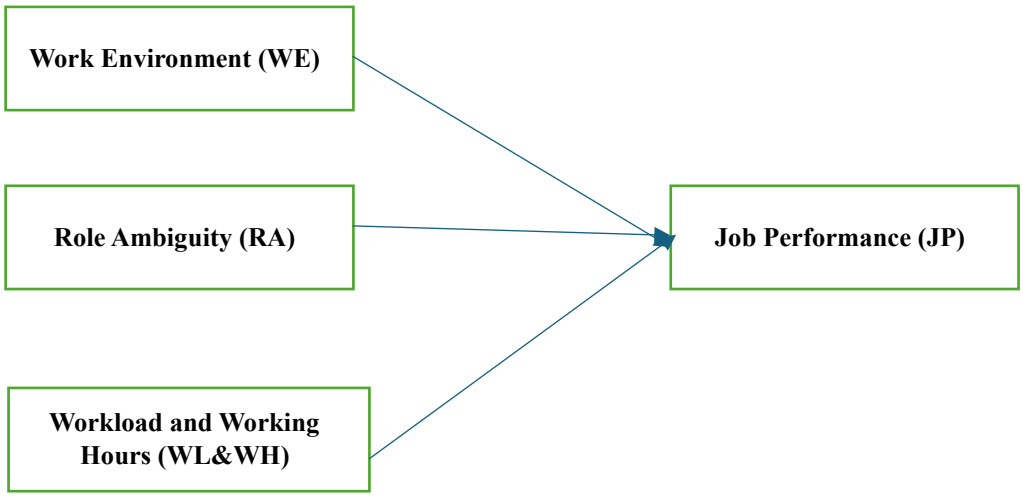
Numerous empirical and conceptual studies have shown that employee
performance is impacted by work related stress in both direct & indirect ways. This notion was put out for examination:

H1: Work Environment has a substantial improvement in staff performance.

H2: Role Ambiguityjob stress has a very good effect on worker performance.

H3: The volume of the work and the number of hours worked both significantly improve employee performance.

2.2 Theoretical Framework



Methodology

The quantitative inquiry that served as the foundation for the current study used a single data collection technique. The study is condensed, as only limited time is allocated. Due to time constraints, cross-sectional research employs survey strategies and quantitative methods, according to Saunders et al. (2009). In addition, this investigation is based on a questionnaire survey employing quantitative data. According to Saunders et al. (2009), a cross-sectional study is preferable.

The sampling and sampling procedure vary depending on the specified research topic. According to Saratankos (2005), adopting the most appropriate sampling strategy assists the researcher in selecting participants from the total population to collect information to resolve the study question. Every respondent & employee are equally likely to be selected from the population using simple random sampling (Philiphs, 2009). In addition, he has advocated this strategy since using the Raosoft sample calculator, 51 people were selected for the sample size, which was estimated with a 10% margin of error & a 90% confidence level. 71% of the sample population, however, participated in the survey.

In addition, the questionnaire only contained closed items. In the opinion of Aanensen et al. (2009), the questionnaire is the most appropriate and economical method for gathering data from big groups. Closed-ended questions were employed to limit respondents' responses to the research objectives The questionnaire's first section comprises demographic information. Second section includes the occupational stress inventory and the occupational role questionnaire. The third section contains questions regarding performance. The final section contains closed-ended questions regarding coping strategies and other pertinent questions.

The initial step in collecting data was obtaining authorization from Fenaka Company. Fenaka's authorization, which served as reassurance, reduced the participant's reluctance to submit information. In addition, individuals' agreement was obtained before completing the questionnaire. And because they provide standardized data gathering and objectively constructed questions, questionnaires are employed to gather data. In addition, it expedites the collection of data from a significant population. The questions were created using Google forms, and 210 web links containing the questionnaires were delivered to the contestants. 100 replies were eventually gathered.

3 Result Analysis

Table 1: Demographic Profile

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	39	39.0	39.0	39.0
Female	61	61.0	61.0	100
Total	100	100	100	
Age	Frequency	Percent	Valid Percent	Cumulative Percent
18-25	4	4.0	4.0	4.0
26-33	29	29.0	29.0	33.0
33-41	40	40.0	40.0	73.0
42-49	16	16.0	16.0	89.0
50 above	11	11.0	11.0	100
Total	100	100	100	
Work Industry	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Government Sector	2	2.0	2.0	2.0
Private Sector	79	79.0	79.0	81.0
Own/Family Business	8	8.0	8.0	89.0
Others (Freelancer)	11	11.0	11.0	100
Total	100	100	100	

Male and female respondents are classified into categories based on their gender, and 39% of female respondents, or 31 out of 100 respondents, participated in the survey. Following this are 61% of the population, or 61 out of 100, men. The respondent's age is broken down into five groups, with age ranges of 18 to 25 years, 36 to 33 years, 33 to 41 years, 42 to 49 years, and over 50 years. 40 out of 100 respondents that completed the questionnaire, or 40% of all respondents, fall between the age range of 33 to 41. This will be followed by a 29%, or 29 out of 100 respondents, who are between the ages of 26 and 33, a 16%, or 16 out of 100 respondents, who are between the ages of 42 and 49, an 11%, or 11 out of 100 respondents, who are between the ages of 50 and plus, and finally, a 4%, or 4 respondents, who are between the ages of 18 and 25. The respondents' industries of employment are broken down into the public sector, the private sector, their own or family business, and freelancers. 79% of respondents, or 79 out of 100, come from the private sector, which represents a sizable portion of the sample. 11 respondents, or 11% of them, who work as freelancers, come in second.
Eight respondents, or 8% of them, are from their own or family businesses, while just two of the 100 respondents—or a very small percentage—come from the government sector. The majority of respondents (79%), who are paid workers, may be influenced by financial or economic hardship.

Table 2: Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
EV	0.905	0.914	0.930	0.727
JP	0.873	0.878	0.908	0.666
RA	0.908	0.912	0.932	0.733
WL&WH	0.905	0.910	0.930	0.726

Table 2 displays the findings of The Smart PLS assessment model, which incorporated average variance extraction, composite reliability, and Cronbach's Alpha. CB alpha was between 0.908 and 0.932, and CR went from 0.865 to 0.925. Both tests' findings were much better than the 0.70 cutoff value proposed by Nunnally & Bernstein (1994). The constructs of the measurement models were all found to be valid. confirmatory factor analysis CFA examined the two-dimensional validity of convergence and discrimination. The average variance extracted (AVE) values were used to test the constructs' convergent validity.
The AVE values ranged from 0.666 to 0.733, as shown in Table 2. These values were far higher than the required threshold of 0.50, demonstrating the validity of all constructs. Discriminant validity was assessed using the Fornell-Larcker criteria (Fornell and Larcker, 1994). It was necessary to use inter-construct correlation to compare the square-rooted values of AVE. Each of the square-rooted AVE values are higher than the equivalent inter-construct correlations, as seen in Table 3. Each construct's discriminant validity is enough to be helpful (see Table 4.2).

Table 3: Discriminant Validity Fornell-Larcker Criterion

	EV	JP	RA	WL&WH
EV	0.852			
JP	0.900	0.816		
RA	0.894	0.907	0.856	
WL&WH	0.887	0.898	0.883	0.852

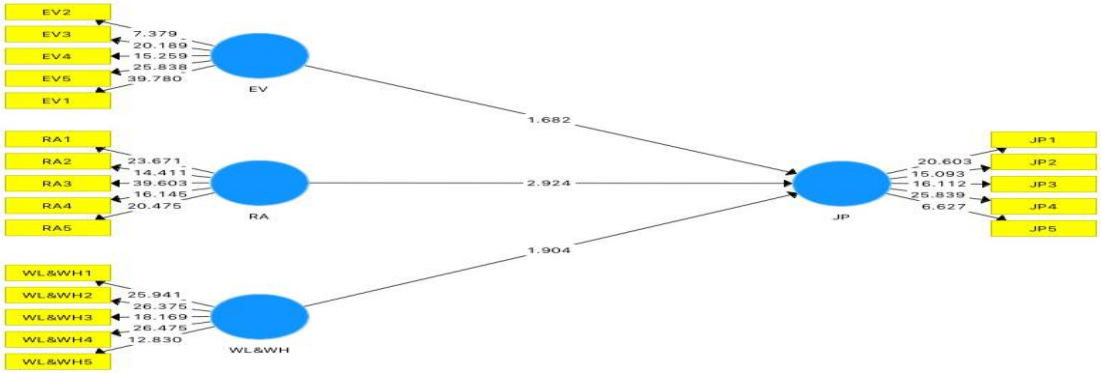


Figure 1- *Graphic of the Measurement Model*

Table 4 displays the results of the path analysis. Work Environment (WE) is
the first IV, and it demonstrates that there are no immediate effects on Job Performance (JP) (= 0.296, t = 1.604, p = 0.109). Job Performance (JP) is significantly and directly impacted by the second IV, Role Ambiguity (RA) (= 0.373, t = 2.966, 0.003). The third IV, Workload and Working Hours (WL&WH), shows there is no direct impact on JP (β
= 0.306, t = 1.811, p = 0.071).

Table 4: Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
EV -> JP	0.296	0.313	0.184	1.604	0.109
RA -> JP	0.373	0.370	0.126	2.966	0.003
WL&WH -> JP	0.306	0.293	0.169	1.811	0.071

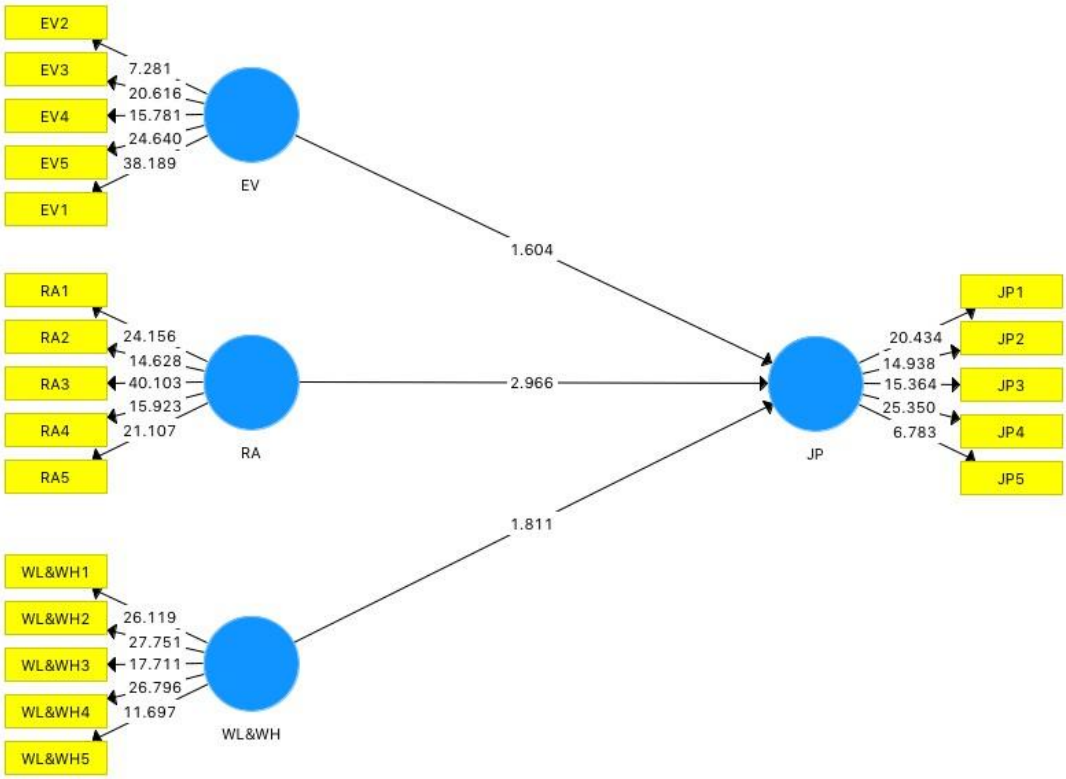


Figure 2- *Graphic of the Structural Model*

4 Discussion

Employees experience stress due to a variety of circumstances. According to this study, the four main pressures are the working environment, role conflict, role ambiguity, work overload, and working hours. Initially the majority of workers concurred that Stress is brought on by a number of factors, including an unfavorable work environment (poor ventilation, lighting, and noise), a rigid work environment, a lack of resources to finish the task, a lack of privacy, & a job that is irrelevant to the employee's skills. Second, the majority of workers in Fenaka, Fuvahmuleh agree that there is role ambiguity. Employees lacked the knowledge required to do the project Because of a shortage of knowledge to carry out the work, a hazy job description, & confusion over the supervisors' tolerance for job performance. Finally, most employees concur that they are working longer hours and experiencing job overload. As evidenced by the data, employees were in a rush to complete their work, were overburdened, faced unrealistic deadlines, worked under pressure, and put in longer hours. Most employees concurred that they were unsure of their authority, met contradictory policies and procedures, received contradicting requests from multiple individuals, and were required to work in groups that operated in various ways. Additionally, it is proven that work-related anxiety and productivity are related. It negatively influences employee performance. As employee stress increases, their performance declines.

5 Implications

The goals of the investigation are to pinpoint the causes of workplace stress, how it affects employees' performance at Fenaka Fuvahmulah, and the way stress and performance at work are related. Although Occupational stress impacts life and functioning and is a common complaint among workers globally (Taylor et al., 2014), there has been an increase in interest in stress as a research issue (Abdollahi, 2002). However, in the Maldives context and Fenaka, Fuvahmulah, it is ignored. In addition, it is challenging to comprehend stress management and the relationship link employee performance & stress. Additionally, Fenaka Fuvahmulah's staff and management can apply stress-reduction strategies that improve worker performance. This study's discovery of the connection allows management to concentrate more on reducing stresses having a more pronounced detrimental effect on performance. Future decisionmaking may benefit from these data. Consequently, this work contributes to the body of prior research. Similarly, this research will aid future researchers in identifying the causes of stress among Fenaka Fuvahmulah personnel.

6 Limitations, Recommendation for Future Works, and Conclusion

6.1 Limitations

In addition to occupational stress, there are a variety of other factors that may
impact a worker's performance. Employee performance is influenced by factors such job satisfaction, motivation, salary, job development, and training (Sultana, 2013; Ittner et al., 2007). Due to time constraints, further aspects are not considered in the research. The staff of Fenaka Corporation's Fuvahmulah branch is the focus of this study. This study will concentrate on how stress affects worker performance in a particular branch. Not every branch of the Fenaka Corporation is examined in this study. As a result, it might not offer a thorough understanding of the subject.

6.2 Recommendation

The stress that employees of Fenaka Corporation in this field in the Maldives suffer has also not been the subject of published research. As a result, previous study by the authors' team was unable to provide data on stress at Fenaka Corporation. A substantial amount of effort is required to conduct an effective investigation. According to the research, Fenaka, Fuvahmulah does not employ stress-reduction techniques. According to the research findings, the causes of stress and the necessity to implement coping methods to reduce stress have been identified. Examples of applicable measures include:

The managers and supervisors are responsible for creating an environment
where employees may do their duties effectively and efficiently. And must pay focus specifically to improving the physical work environment. Supervisors must evaluate their staff's performance, skills, and knowledge to ensure they can complete the assignment by the deadline. The supervisor's position must be made clear to the employee, and if there is a dispute between the responsibilities, it must be discussed with the employee and resolved. In addition, managers must design work plans to ensure employees are aware of their responsibilities. Management must offer a detailed job description that includes duties and roles. Regular training in time management must be provided to staff so they can complete their work by the deadline. Managers must redesign work environments, so employees do not feel overburdened, under pressure, and work longer hours. In addition, supervisors should anticipate obstacles and by distributing work evenly, you'll be able to handle a heavy workload and satisfy high demands on absence and busy days. In addition, managers must evaluate the working hours and shift work structure to ensure that employees are equitably assigned shift assignments. Supervisors must provide assistance and communicate with staff or arrange weekly meetings if necessary.

6.3 Further studies & limitations

This study is based on the perspectives of employees. In addition, it assesses
the stressors that influence the performance of an organization's branch employees. But when discussing the result, four criteria are taken into account. Further research may concentrate on the entire island or encompass the organization's branches. In addition, stress is not the only factor that affects employee performance. Thus it is vital to integrate additional variables and take this into account. Other aspects include compensation, leadership style, and motivation, among others. Include also the mediating variables, as they substantially impact the study's outcome.

7 Reference

1. Abdollahi, M. (2002). Understanding police stress research. Journel of Forensic Psychology Practice, 2(2), 1-20. Sultana,2013
2. Aguinis, H., 2009. An expanded view of performance management (Doctoral dissertation).

3. Ahmed, A. and Ramzan, M., 2013. Effects of job stress on employee's job performance a study on banking sector of Pakistan. IOSR Journal of Business and Management. e-ISSN, pp.61-68.
4. Al-Anzi, N.M., 2009. Workplace environment and its impact on employee performance. Theses. Malaysia. Project Manajement Departement in Saudi Aramco. Open University of Malaysia.
5. Ali, Q., Ali, A., Waseem, M., Muzaffar, A., Ahmad, S., Ali, S., Awan, M.F., Samiullah, T.R., Nasir, I.A. and Tayyab, H., 2014. Correlation analysis for morphophysiological traits of maize (Zea mays L.). Life Science Journal, 11(12s), pp.9-13.
6. Alkubaisi, M.M., 2015. How can Stress Affect Your Work Performance? Quantitative Field Study on Qatari Banking Sector. Business and Management Research, 4(1), p.99.
7. Alpert, C.J., Gandham, R.G., Neves, J.L. and Quay, S.T., 2000. Buffer library selection. In Computer Design, 2000. Proceedings. 2000 International Conference on (pp. 221-226). IEEE.
8. Alvesson, M., 2012. Understanding organizational culture. Sage.Rivai and Jauvani (2009)
9. Ammar, A., Mokdad, B., Chinesta, F. and Keunings, R., 2006. A new family of solvers for some classes of multidimensional partial differential equations encountered in kinetic theory modeling of complex fluids. Journal of nonNewtonian fluid Mechanics, 139(3), pp.153-176.
10. Amrutha, V. N., & Geetha, S. N. (2020). A systematic review on green human resource
11. management: Implications for social sustainability. *Journal of Cleaner Production*, *247*, 119131.
12. Amrutha, V. N., & Geetha, S. N. (2020). A systematic review on green human resource management: Implications for social sustainability. Journal of Cleaner Production, 247, 119131.
13. Armstrong, M. and Baron, A., 1998. Performance management: The new realities. State
14. Mutual Book & Periodical Service.
15. Asra, M., Lin, X., Haq, I. U., Pasha, A. B., Shao, Y., Qin, R., ... & Wang, Z. (2020). Malnutrition associated factors on children under 5 years old in Lhaviyani Atoll, Maldives. *Journal of Biomedical Research*, *34*(4), 301.
16. Avey, J.B., Luthans, F. and Jensen, S.M., 2009. Psychological capital: A positive resource for combating employee stress and turnover. Human resource management, 48(5), pp.677-693.
17. Babbie, E. and Wagenaar, T., 2010. Unobtrusive research. The practice of social research, 320.
18. Bakker, A.B. and Demerouti, E., 2007. The job demands-resources model: State of the
19. art. Journal of managerial psychology, 22(3), pp.309-328.
20. Bamba, M., 2016. Stress management and job performance in the industries sector of Mali. Journal of Service Science and Management, 9(03), p.189.
21. Bandura, A. and Locke, E.A., 2003. Negative self-efficacy and goal effects revisited. Journal of applied psychology, 88(1), p.87.
22. Bartlett, C.A. and Ghoshal, S., 1995. Changing the role of top management: beyond systems to people. Harvard Business Review, 73(3), pp.132-142.
23. Berg, A., Dahl, A.A., Bruland, Ø.S., Bjøro, T., Aanensen, M.S. and Fosså, S.D., 2009. Definitive radiotherapy with adjuvant long-term antiandrogen treatment for locally advanced prostate cancer: health-related quality of life and hormonal changes. Prostate cancer and prostatic diseases, 12(3), p.269.
24. Berg, A.O., Armstrong, K., Botkin, J., Calonge, N., Haddow, J., Hayes, M., Kaye, C., Phillips, K.A., Piper, M., Richards, C.S. and Scott, J.A., 2009. Recommendations from the EGAPP Working Group: genetic testing strategies in newly diagnosed individuals with colorectal cancer aimed at reducing morbidity and mortality from Lynch syndrome in relatives. Genetics in Medicine, 11(1), pp.35-41.
25. binti Ismail, I. and binti Gani, Z., 2015, November. Ergonomic: Effect and employees' sensitivity towards it. In Innovation & Commercialization of Medical Electronic Technology Conference (ICMET), 2015 (pp. 55-60). IEEE.
26. Bliese, P.D. and Jex, S.M., 2002. Incorporating a mulitilevel perspective into
27. occupational stress research: Theoretical, methodological, and practical implications. Journal of occupational health psychology, 7(3), p.265.
28. Bloisi, W., Cook, C.W. and Hunsaker, P.L., 2007. Management and organizational behaviour.
29. Boon, C., Den Hartog, D. N., & Lepak, D. P. (2019). A systematic review of human resource management systems and their measurement. *Journal of management*, *45*(6), 2498-2537.
30. Boon, C., Den Hartog, D. N., & Lepak, D. P. (2019). A systematic review of human resource management systems and their measurement. Journal of management, 45(6), 2498-2537.
31. Borman, W.C. and Motowidlo, S.J., 1997. Task performance and contextual performance: The meaning for personnel selection research. Human performance, 10(2), pp.99-109.
32. Borman, W.C. and Motowidlo, S.M., 1993. Expanding the criterion domain to include
33. elements of contextual performance. Personnel Selection in Organizations; San Francisco: Jossey-Bass, p.71.
34. Brannon, L. and Feist, J., 2007. Introduction to health psychology. ND: Thomson.
35. Bunker, KA, 1994. Coping with total life stress.
36. Bratton, J., Gold, J., Bratton, A., & Steele, L. (2021). Human resource management. Bloomsbury Publishing.
37. Bratton, J., Gold, J., Bratton, A., & Steele, L. (2021). *Human resource management*. Bloomsbury Publishing.

38. Carnevale, J. B., & Hatak, I. (2020). Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. *Journal of business research*, *116*, 183-187.
39. Carnevale, J. B., & Hatak, I. (2020). Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. Journal of business research, 116, 183-187.
40. Carroll, S.B., Grenier, J.K. and Weatherbee, S.D., 2013. From DNA to diversity: molecular genetics and the evolution of animal design.
41. Castilla, C. and Vázquez, C., 2011. Stress-related symptoms and positive emotions after
42. a myocardial infarction: A longitudinal analysis. European Journal of Psychotraumatology, 2(1), p.8082.
43. Cesta, A., Oddi, A. and Smith, S.F., 2002. A constraint-based method for project
44. scheduling with time windows. Journal of Heuristics, 8(1), pp.109-136.
45. Coetzer, W.J. and Rothmann, S., 2006. Occupational stress of employees in an
46. insurance company. South African Journal of Business Management, 37(3), pp.29-39.
47. Combe, B., Landewe, R., Daien, C.I., Hua, C., Aletaha, D., Álvaro-Gracia, J.M.,
48. Bakkers, M., Brodin, N., Burmester, G.R., Codreanu, C. and Conway, R., 2017. 2016 update of the EULAR recommendations for the management of early arthritis. Annals of the rheumatic diseases, pp. annrheumdis-2016.
49. Conley, S. and Woosley, S.A., 2000. Teacher role stress, higher order needs and work
50. outcomes. Journal of Educational Administration, 38(2), pp.179-201.
51. Cornett, M.M., Marcus, A.J., Saunders, A. and Tehranian, H., 2007. The impact of institutional ownership on corporate operating performance. Journal of
52. Banking & Finance, 31(6), pp.1771-1794.
53. Cox, T., Griffiths, A. and Randall, R., 2002. Interventions to control stress at work in hospital staff. HSE (Health and Safety Executive).
54. Creswell, J.W. and Clark, V.P., 2007. Designing and conducting mixed methods
55. research. 2007. Google Scholar.
56. Cronbach, L.J., 1951. Coefficient alpha and the internal structure of tests. psychometrika, 16(3), pp.297-334.
57. Davidescu, A. A., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job
i. satisfaction, and job performance among Romanian employees—
58. Implications for sustainable human resource management. *Sustainability*, *12*(15), 6086.
59. Davidescu, A. A., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job
60. satisfaction, and job performance among Romanian employees— Implications for sustainable human resource management. Sustainability, 12(15), 6086.
61. Dean, F.B., Hosono, S., Fang, L., Wu, X., Faruqi, A.F., Bray-Ward, P., Sun, Z., Zong, Q., Du, Y., Du, J. and Driscoll, M., 2002. Comprehensive human genome amplification using multiple displacement amplification. Proceedings of the National Academy of Sciences, 99(8), pp.5261-5266.
62. Deeba, F., Raza, I., Muhammad, N., Rahman, H., ur Rehman, Z., Azizullah, A., Khattak, B., Ullah, F. and Daud, M.K., 2017. Chlorpyrifos and lambda cyhalothrininduced oxidative stress in human erythrocytes: In vitro studies. Toxicology and industrial health, 33(4), pp.297-307.
63. Dennis Jr, J.E. and Schnabel, R.B., 1996. Numerical methods for unconstrained
64. optimization and nonlinear equations (Vol. 16). Siam.
65. Dirani, K. M., Abadi, M., Alizadeh, A., Barhate, B., Garza, R. C., Gunasekara, N., ... & Majzun, Z. (2020). Leadership competencies and the essential role of human resource development in times of crisis: a response to Covid-19 pandemic. *Human Resource Development International*, *23*(4), 380-394.
66. Dirani, K. M., Abadi, M., Alizadeh, A., Barhate, B., Garza, R. C., Gunasekara, N., ... & Majzun, Z. (2020). Leadership competencies and the essential role of human resource development in times of crisis: a response to Covid-19 pandemic. Human Resource Development International, 23(4), 380-394.
67. Edwards, D. and Burnard, P., 2003. A systematic review of stress and stress management interventions for mental health nurses. Journal of advanced nursing, 42(2), pp.169-200.
68. Edwards, J.R., Caplan, R.D. and Van Harrison, R., 1998. Person-environment fit theory. Theories of organizational stress, 28, p.67.
69. Ekienabor, E.E., 2016. Impact of job stress on employees' productivity and commitment.
70. International Journal for Research in Business, 2(5), pp.124-134.
71. Elloy, D.F. and Smith, C.R., 2003. Patterns of stress, work-family conflict, role conflict, role ambiguity and overload among dual-career and single-career couples:
72. An Australian study. Cross Cultural Management: An International Journal, 10(1), pp.55-66.
73. Elloy, D.F. and Smith, C.R., 2003. Patterns of stress, work-family conflict, role conflict, role ambiguity and overload among dual-career and single-career couples:
74. An Australian study. Cross Cultural Management: An International Journal, 10(1), pp.55-66.
75. Etikan, I., Musa, S.A. and Alkassim, R.S., 2016. Comparison of convenience sampling and purposive sampling. American Journal of Theoretical and Applied
76. Statistics, 5(1), pp.1-4.

77. Ferri, P., Guadi, M., Marcheselli, L., Balduzzi, S., Magnani, D. and Di Lorenzo, R., 2016. The impact of shift work on the psychological and physical health of nurses in a general hospital: a comparison between rotating night shifts and day shifts. Risk management and healthcare policy, 9, p.203.
78. Folkman, S. and Lazarus, R.S., 1988. Coping as a mediator of emotion. Journal of personality and social psychology, 54(3), p.466.
79. Folkman, S. and Moskowitz, J.T., 2004. Coping: Pitfalls and promise. Annu. Rev. Psychol., 55, pp.745-774.
80. French, J.R., Caplan, R.D. and Van Harrison, R., 1982. The mechanisms of job stress and strain (Vol. 7). Chichester [Sussex]; New York: J. Wiley.
81. Gaumail D C S (2003) Social Work Research and Evaluation: Quantitative and Qualitative Approaches. Itasca F E Peacock Publisher.
82. Giauque, D., Anderfuhren-Biget, S., & Varone, F. (2019). Stress and turnover intents in
83. international organizations: social support and work–life balance as resources.
84. The International Journal of Human Resource Management, 30(5), 879-901.
85. Glaser, R., Kiecolt-Glaser, J.K., Marucha, P.T., MacCallum, R.C., Laskowski, B.F. and Malarkey, W.B., 1999. Stress-related changes in proinflammatory cytokine production in wounds. Archives of general psychiatry, 56(5), pp.450-456.
86. Gong, Y., Zhao, M., Wang, Q., & Lv, Z. (2022). Design and interactive performance of human resource management system based on artificial intelligence. PloS one, 17(1), e0262398.
87. Hamdy, A., Hussein, A. and Ammar, R., 2006, June. An efficient workload allocation
88. to improve scheduling real-time tasks. In Computers and Communications, 2006. ISCC'06. Proceedings. 11th IEEE Symposium on (pp. 863-869). IEEE.
89. Härmä, M., Kompier, M.A. and Vahtera, J., 2006. Work-related stress and health—risks, mechanisms and countermeasures. Scandinavian journal of work, environment & health, pp.413-419.
90. Hassan, Z. (2022). Employee retention through effective human resource management
91. practices in Maldives: Mediation effects of compensation and rewards system.
92. Journal of Entrepreneurship, Management and Innovation, 18(2), 137-174.
93. Hassan, Z. (2022). Employee retention through effective human resource management
94. practices in Maldives: Mediation effects of compensation and rewards system.
95. Journal of Entrepreneurship, Management and Innovation, 18(2), 137-174.
96. Heale, R. and Twycross, A., 2015. Validity and reliability in quantitative studies. Evidence-based nursing, pp.ebnurs-2015.
97. Hertel, G., Thielgen, M., Rauschenbach, C., Grube, A., Stamov-Roßnagel, C. and Krumm, S., 2013. Age differences in motivation and stress at work. In Agedifferentiated work systems (pp. 119-147). Springer, Berlin, Heidelberg.
98. Holmes, T.H. and Rahe, R.H., 1967. The social readjustment rating scale. Journal of
99. psychosomatic research, 11(2), pp.213-218.Lazarus & Lazarus (1996)
100. Ibem, E.O., Anosike, M.N., Azuh, D.E. and Mosaku, T.O., 2011. Work Stress among Professionals in Building Construction Industry in Nigeria. Construction Economics and Building, 11(3), pp.45-57. (Genaidey et al, 2007).
101. Idris, M.A. and Dollard, M.F., 2011. Psychosocial safety climate, work conditions, and
102. emotions in the workplace: A Malaysian population-based work stress study. International Journal of Stress Management, 18(4), p.324.
103. Ismail, M.I. and Teck-Hong, T., 2011. Identifying work-related stress among employees
104. in the Malaysian financial sector. World, 3(2), pp.229-243.
105. Ittner, C.D., Larcker, D.F. and Pizzini, M., 2007. Performance-based compensation in
106. member-owned firms: An examination of medical group practices. Journal of Accounting and Economics, 44(3), pp.300- 327.Wang,2011
107. Jahanzeb, H., 2010. The impact of job stress on job satisfaction among academic faculty
108. of a mega distance learning institution in Pakistan. A case study of Allama Iqbal Open University. Mustang Journal of Business and Ethics, 1, p.31.
109. Jansen, N.W., Kant, I., Nijhuis, F.J., Swaen, G.M. and Kristensen, T.S., 2004. Impact of worktime arrangements on work-home interference among Dutch employees. Scandinavian journal of work, environment & health, pp.139-148.
110. Jehangir, M., Kareem, N., Khan, A., Jan, M.T. and Soherwardi, S., 2011. Effects of job
111. stress on job performance and job satisfaction. Interdisciplinary journal of contemporary research in business, 3(7), pp.453-465.
112. Jehangir, M., Kareem, N., Khan, A., Jan, M.T. and Soherwardi, S., 2011. Effects of job stress on job performance and job satisfaction. Interdisciplinary journal of contemporary research in business, 3(7), pp.453-465.
113. Jex, S.M., 1998. Stress and job performance: Theory, research, and implications for managerial practice. Sage Publications Ltd.
114. Jeyaraj, S.S., 2013. Occupational stress among the teachers of the higher secondary schools in Madurai District, Tamil Nadu. IOSR Journal of Business and Management, 7(5), pp.63-79.

115. Kahn, R.L., Wolfe, D.M., Quinn, R.P., Snoek, J.D. and Rosenthal, R.A., 1964. Organizational stress: Studies in role conflict and ambiguity.
116. Karasek Jr, R.A., 1979. Job demands, job decision latitude, and mental strain: Implications for job redesign. Administrative science quarterly, pp.285-308.
117. Kazmi, R., Amjad, S. and Khan, D., 2008. Occupational stress and its effect on job
118. performance. A case study of medical house officers of district Abbottabad. J Ayub Med Coll Abbottabad, 20(3), pp.135-139.
119. Khan, M.M.R., 1964. Ego distortion, cumulative trauma, and the role of reconstruction in the analytic situation. International Journal of Psycho-Analysis, 45, pp.272-279.
120. Khattak, J.K., Khan, M.A., Haq, A.U., Arif, M. and Minhas, A.A., 2011. Occupational
121. stress and burnout in Pakistans banking sector. African Journal of Business Management, 5(3), pp.810-817.
122. Kloutsiniotis, P. V., Mihail, D. M., Mylonas, N., & Pateli, A. (2022). Transformational
123. Leadership, HRM practices and burnout during the COVID-19 pandemic:
124. The role of personal stress, anxiety, and workplace loneliness. International Journal of Hospitality Management, 102, 103177.
125. Kong, S., Wang, Y., Hu, Q. and Olusegun, A.K., 2014. Magnetic nanoscale Fe–Mn
126. binary oxides loaded zeolite for arsenic removal from synthetic groundwater. Colloids and surfaces A: Physicochemical and engineering aspects, 457, pp.220-227
127. Kotur, B.R. and Anbazhagan, S., 2014. The influence of age and gender on the
128. leadership styles. IOSR Journal of Business and Management, 16(1), pp.3036.
129. Kristof, A.L., 1996. Person - organization fit: An integrative review of its
130. conceptualizations, measurement, and implications. Personnel psychology, 49(1), pp.1-49.
131. Kumar, K., 2008. A study on the impact on stress and anxiety through Yoga nidra.
132. Landon, B.E., Reschovsky, J. and Blumenthal, D., 2003. Changes in career satisfaction
133. among primary care and specialist physicians, 1997-2001. Jama, 289(4), pp.442-449.
134. Langston, P.A., Al-Awamleh, M.A., Fraige, F.Y. and Asmar, B.N., 2004. Distinct
135. element modelling of non-spherical frictionless particle flow. Chemical
136. Engineering Science, 59(2), pp.425-435. Wang et al., (2015)
137. Lazarus, R.S., 1966. Psychological stress and the coping process. Steve (2011) Bowing, RB and Harvey D. (2001) Human
138. Resource Management an Experiential Approach. 2nd Edition, Prentice Hall,
139. Upper Saddle River.
140. Lazarus, R.S., 1995. Psychological stress in the workplace. Occupational stress: A handbook, 1, pp.3- 14.
141. Lazarus, R.S., 1996. The role of coping in the emotions and how coping changes over
142. the life course. In Handbook of emotion, adult development, and aging (pp. 289-306).
143. Leman, Abdul Mutalib, A. R. Omar, Won Jung, and M. Z. M. Yusof. "The development
144. of an industrial air pollution monitoring system for safety and health enhancement and a sustainable work environment using QFD approach." Asian Journal on Quality 11, no. 2 (2010): 165-182.
145. Lockley, S.W. Barger, L. K., Ayas, N. T., Rothschild, J. M., Czeisler, C. A. and Landrigan, C. P., 2007. Effects of health care provider work hours and sleep deprivation on safety and performance. Joint Commission journal on quality and patient safety / Joint Commission Resources, 33(11 Suppl), pp.7– 18.
146. Lopes, C. and Kachalia, D., 2016. Impact of Job Stress on Employee Performance in Banking Sector. International Journal of Science Technology and Management, 5(3), pp.103-115.
147. Luthans, F., Youssef, C.M., Sweetman, D.S. and Harms, P.D., 2013. Meeting the leadership challenge of employee well-being through relationship PsyCap and health PsyCap. Journal of leadership & organizational studies, 20(1), pp.118-133.
148. Macdonald, S., Lothian, S. and Wells, S., 1997. Evaluation of an employee assistance program at a transportation company. Evaluation and program planning, 20(4), pp.495-505.
149. Macke, J., & Genari, D. (2019). Systematic literature review on sustainable human
150. resource management. *Journal of cleaner production*, *208*, 806-815.
151. Macke, J., & Genari, D. (2019). Systematic literature review on sustainable human
152. resource management. Journal of cleaner production, 208, 806-815.
153. Magnuson, C.D. and Barnett, L.A., 2013. The playful advantage: How playfulness
154. enhances coping with stress. Leisure Sciences, 35(2), pp.129-144.Chang, Qian and Yarnal (2013)
155. Mane, S., Bringans, S., Johnson, S., Pareek, V. and Utikar, R., 2017. Reverse phase HPLC method for detection and quantification of lupin seed γ-conglutin. Journal of Chromatography B, 1063, pp.123-129.
156. Mano-Negrin, R. and Tzafrir, S.S., 2004. Job search modes and turnover. Career
157. development international, 9(5), pp.442-458.
158. Manzoor, F., Wei, L., Bányai, T., Nurunnabi, M., & Subhan, Q. A. (2019). An examination of sustainable HRM practices on job performance: An application of training as a moderator. Sustainability, 11(8), 2263.
159. Manzoor, QA, 2012. Impact of employees motivation on organizational effectiveness. Business management and strategy, 3(1), pp.1-12.
160. Maroof Hassan, T.H., Ahmed, S.M., Fraz, TR and Rehmat, Z., 2014. Perceived stress

161. and stressors among house officers. Indian journal of occupational and environmental medicine, 18(3), p.145.
162. Marwat, Z.A., Qureshi, T.M. and Ramay, M.I., 2006. Impact of human resource management (HRM) practices on employee's performance. International Journal. (Armstrong and Baron, 1998).
163. McFadden, P., Campbell, A. and Taylor, B., 2014. Resilience and burnout in child protection social work: Individual and organizational themes from a systematic literature review. The British Journal of Social Work, 45(5), pp.1546-1563.
164. Mead R. (2000). What is Stress? Roger Mead Associates, Stress Management, Coaching and Training for Individuals and Groups. Retrieved on August 8, 2018 from, http://www.jpps.com.pk/article/ Kazmi, R., Amjad, S. and Khan, D., 2008. Occupational stress and its effect on job performance. A case study of medical house officers of district Abbottabad. J Ayub Med Coll Abbottabad, 20(3), pp.135-139.
165. Menezes, M. (2005). The Impact of Stress on productivity at Education Training & Development Practices: Sector Education and Training Authorit
166. Moos, R.H. and Schaefer, J.A., 1993. Coping resources and processes: Current concepts and measures.
167. Munir, K., 2011. Impact of stressors on the performance of employees.
168. Nahum-Shani, I. and Bamberger, P.A., 2009. Work hours, retirement and supportive relations among older adults. Journal of organizational behavior, 30(1), p.1.
169. Nahum-Shani, I. and Bamberger, P.A., 2009. Work hours, retirement and supportive relations among older adults. Journal of organizational behavior, 30(1), p.1.Ivancevich, Matteson, Freedman and Phillips (1990)
170. Nahum-Shani, I. and Bamberger, P.A., 2009. Work hours, retirement and supportive relations among older adults. Journal of organizational behavior, 30(1), p.1.
171. Nederhof, E., Ormel, J. and Oldehinkel, A.J., 2014. Mismatch or cumulative stress: The
172. pathway to depression is conditional on attention style. Psychological Science, 25(3), pp.684-692.
173. Noordin Yahaya et al (2010). The Effect of Various Modes of Occupational Stress, Job
174. Satisfaction, Intention to Leave and Absentism Companies Commission of
175. Malaysia. Australian Journal of Basic and Applied Sciences, 4(7): 1676-1684.
176. Nyaguthi, k.j., 2012. Perceived effects of occupational stress on employee job
177. performance among non-teaching staff at the university of nairobi (doctoral dissertation, school of business, university of nairobi).
178. O'Donovan, D. (2019). HRM in the organization: An overview. Management science: Foundations and innovations, 75-110
179. Palm, K., Bergman, A., & Rosengren, C. (2020). Towards more proactive sustainable
180. human resource management practices? A study on stress due to the ICTmediated integration of work and private life. Sustainability, 12(20), 8303.
181. Pantang, W., 2007. Effect of Self-Efficacy and Goal Setting on Performance of Jean Factory's Employee. Unpublished master's thesis). Thammasart University, Bangkok, Thailand.(In Thai).
182. Parkes, K.R., 1999. Shiftwork, job type, and the work environment as joint predictors
183. of health-related outcomes. Journal of occupational health psychology, 4(3), p.256.
184. Pelletier, D.L., 1994. The relationship between child anthropometry and mortality in developing countries: implications for policy, programs and future research. The Journal of nutrition, 124(suppl_10), pp.2047S-2081S.
185. psychology, 12, pp.453-491. M., 2003. Stress in organizations.
a. Comprehensive handbook of
186. psychology, 12, pp.453-491. M., 2003. Stress in organizations.
a. Comprehensive handbook of
187. psychology, 12, pp.453-491. M., 2003. Stress in organizations. Comprehensive handbook of
188. Queinnec, Y., Barthe, B. and Verdier, F., 2000. Réduction du temps de travail et
189. organization de l'activité de travail: des rapports ambigus et complexes. Où va le temps de travail, pp.133-142.
190. Ritchie, S. and Martin, P., 1999. Motivation management. Gower Publishing Company, Limited.
191. Robbins, MEC and Zhao, W., 2004. Chronic oxidative stress and radiation-induced
192. late normal tissue injury: a review. International journal of radiation biology, 80(4), pp.251-259.
193. Ross, R.R., Altmaier, E.M. and Russell, D.W., 1989. Job stress, social support, and
194. burnout among counseling center staff. Journal of counseling psychology, 36(4), p.464.Marshall & Cooper (1981)
195. Saeed, B. B., Afsar, B., Hafeez, S., Khan, I., Tahir, M., & Afridi, M. A. (2019). Promoting employee's proenvironmental behavior through green human resource management practices. *Corporate Social Responsibility and Environmental Management*, *26*(2), 424-438.
196. Saeed, B. B., Afsar, B., Hafeez, S., Khan, I., Tahir, M., & Afridi, M. A. (2019). Promoting employee's proenvironmental behavior through green human resource management practices. Corporate Social Responsibility and Environmental Management, 26(2), 424-438.

197. Safaria, T., bin Othman, A. and Wahab, M.N.A., 2011. The Role of Leadership Practices on Job Stress among Malay Academic Staff: A Structural Equation Modeling Analysis. International Education Studies, 4(1), pp.90-100.
198. Saks, A.M., 2006. Antecedents and consequences of employee engagement. Journal of
199. managerial psychology, 21(7), pp.600-619.
200. Sarantakos, S., 2005. Social Research. 3rd. Hampshire: Palgrave Macmillan.
201. Saunders, M., Lewis, P., Thornhill, A. and Wilson, J., 2009. Business research methods. Financial Times, Prentice Hall: London.
202. Schwarzer, R. and Hallum, S., 2008. Perceived teacher self-efficacy as a predictor of job stress and burnout: Mediation analyses. Applied psychology, 57, pp.152171.
203. Sciegaj, M., Garnick, D.W., Horgan, C.M., Merrick, E.L., Goldin, D., Urato, M. and Hodgkin, D., 2001. Employee assistance programs among Fortune 500 firms. Employee Assistance Quarterly, 16(3), pp.25-35.
204. Sedyastuti, K., Suwarni, E., Rahadi, D. R., & Handayani, M. A. (2021, April). Human
205. Resources Competency at Micro, Small and Medium Enterprises in Palembang Songket Industry. In *2nd Annual Conference on Social Science and Humanities (ANCOSH 2020)* (pp. 248-251). Atlantis Press.
206. Sedyastuti, K., Suwarni, E., Rahadi, D. R., & Handayani, M. A. (2021, April). Human
207. Resources Competency at Micro, Small and Medium Enterprises in Palembang Songket Industry. In 2nd Annual Conference on Social Science and Humanities (ANCOSH 2020) (pp. 248-251). Atlantis Press.
208. Shafagatova, A., & Van Looy, A. (2021). Alignment patterns for process-oriented appraisals and rewards: using HRM for BPM capability building. Business Process Management Journal, 27(3), 941-964.
209. Shah, F., Huang, J., Cui, K., Nie, L., Shah, T., Chen, C. and Wang, K., 2011. Impact of
210. high-temperature stress on rice plant and its traits related to tolerance. The Journal of Agricultural Science, 149(5), pp.545-556.
211. Shah, S.S.H., Aziz, J., Jaffari, A.R., Waris, S., Ejaz, W., Fatima, M. and Sherazi, S.K., 2012. The impact of brands on consumer purchase intentions. Asian Journal of Business Management, 4(2), pp.105-110.
212. Shaheen, I., Batool, Q., Sajid, M.A. and Nabi, G., 2013. Impact of stress on the performance of employees of banks in Kotli. International Journal of Marketing and Technology, 3(6), p.85.
213. Shahid, M. N. et al. 2012. Work stress and employee performance in banking sector
214. evidence from district Faisalabad Pakistan. Asian Journal of Business and Management Sciences., 1(7): 38-48.
215. Shahu, R. and Gole, S.V., 2008. Effect of job stress and job satisfaction on performance:
216. An empirical study. AIMS International Journal of Management, 2(3), pp.237-246.
217. Singh, K., 2007. Quantitative social research methods. Sage.
218. Smollan, R.K., 2015. Causes of stress before, during and after organizational change: a
219. qualitative study. Journal of Organizational Change Management, 28(2), pp.301-314.
220. Sonnentag, S. and Frese,
221. Sonnentag, S. and Frese,
222. Sonnentag, S. and Frese,
223. Sperry, R.W., 1984. Consciousness, personal identity and the divided brain. Neuropsychologia.
224. Stankevičiūtė, Ž., & Savanevičienė, A. (2019). Can sustainable HRM reduce work-
225. related stress, work-family conflict, and burnout?. International Studies of Management & Organization, 49(1), 79-98.
226. Stević, Ž., & Brković, N. (2020). A novel integrated FUCOM-MARCOS model for
227. evaluation of human resources in a transport company. *Logistics*, *4*(1), 4.
228. Stević, Ž., & Brković, N. (2020). A novel integrated FUCOM-MARCOS model for evaluation of human resources in a transport company. Logistics, 4(1), 4.
229. Sundara-Rajan, K., Bestick, A., Rowe, G.I., Klute, G.K., Ledoux, W.R., Wang, H.C.
230. and Mamishev, A.V., 2012. An interfacial stress sensor for biomechanical applications. Measurement Science and Technology, 23(8), p.085701.
231. Trayambak, S., Kumar, P. and Jha, A.N., 2012. A conceptual study on role stressors, their impact and strategies to manage role stressors. IOSR Journal of Business and Management, 4(1), pp.44-48.
232. Van der Klink, J.J., Blonk, R.W., Schene, A.H. and Van Dijk, F.J., 2001. The benefits
233. of interventions for work-related stress. American journal of public health,
234. 91(2), p.270.Manzoor, Awan and Mariam (2012)
235. Van Scotter, J.R. and Motowidlo, S.J., 1996. Interpersonal facilitation and job
236. dedication as separate facets of contextual performance. Journal of applied psychology, 81(5), p.525.
237. Villanueva, D. and Djurkovic, N., 2009. Occupational stress and intention to leave
238. among employees in small and medium enterprises. International Journal of
239. Stress Management, 16(2), p.124.
240. Wang, B., Liu, Y., Qian, J., & Parker, S. K. (2021). Achieving effective remote working during the COVID-19 pandemic: A work design perspective. *Applied psychology*, *70*(1), 16-59.
241. Warraich, U., Ahmed, R., Ahmad, N. and Khoso, I., 2014. Impact of stress on job performance: An empirical study of the employees of private sector universities of Karachi, Pakistan.

242. Weiss, H.M., Ilgen, D.R. and Sharbaugh, M.E., 1982. Effects of life and job stress on
243. information search behaviors of organizational members. Journal of Applied Psychology, 67(1), p.60.
244. Werdhiastutie, A., Suhariadi, F., & Partiwi, S. G. (2020). Achievement motivation as antecedents of quality improvement of organizational human resources. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal) Volume*, *3*, 747-752.
245. Werdhiastutie, A., Suhariadi, F., & Partiwi, S. G. (2020). Achievement motivation as
246. antecedents of quality improvement of organizational human resources. Budapest International Research and Critics Institute-Journal (BIRCI-Journal) Volume, 3, 747-752.
247. Yong, J. Y., Yusliza, M. Y., & Fawehinmi, O. O. (2020). Green human resource management: A systematic literature review from 2007 to
248. 2019. *Benchmarking: An International Journal*, *27*(7), 2005-2027.
249. Yong, J. Y., Yusliza, M. Y., & Fawehinmi, O. O. (2020). Green human resource management: A systematic literature review from 2007 to 2019. Benchmarking: An International Journal, 27(7), 2005-2027.
250. Yongkang, Z., Weixi, Z., Yalin, H., Yipeng, X. and Liu, T., 2014. The relationship among role conflict, role ambiguity, role overload and job stress of Chinese middle-level cadres. Chinese Studies, 3(01), p.8.
251. Zarahn, E., Rakitin, B., Abela, D., Flynn, J. and Stern, Y., 2007. Age-related changes in
252. brain activation during a delayed item recognition task. Neurobiology of aging, 28(5), pp.
253. Zhang, F., & Parker, S. K. (2019). Reorienting job crafting research: A hierarchical structure of job crafting concepts and integrative review. Journal of organizational behavior, 40(2), 126-146.