Impact of Stress on Employee Performance of its Projects in Pakistan

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Abstract

The purpose of this study is to find out the impact of stress on the employees' performance of information technology projects in Pakistan. The sample consists of relevant individuals involved in the information technology projects located in Pakistan. The data was collected through convenience sampling method. Regression and correlation analysis was undertaken to find out the relationship between independent and dependant variables and to find out the impact of stress factors (work load, work environment and work family conflict) on employees' performance of IT projects. The results show that there is a positive and significant impact of work environment on the employees' performance in IT projects of Pakistan. A positive but statistically insignificant impact of work load and an insignificant and a negative impact of work family conflict on employees' performance have also been found in this study. The results reveal that in information technology sector in Pakistan, the concern of employees is just for a good working environment and not the work load or work family conflict. This is because of less job opportunities available in the country. This research is expected to help organizations to adopt strategies to minimize stress on IT employees for their better performance.

Keywords
Stress, Work load, Work environment, Work family conflict, Employee performance, Information technology projects