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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



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theoretical models of the  
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Types of appraisals that people tend to make. The first type is the primary appraisal, which is where people evaluate a specific future event based on its potential impact on their lives. Primary appraisals

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come in three flavors:  
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relationship between major  
job-related stressors (such  
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control) and a variety of performance indexes. In addition, he explores a number of other factors that may affect the relationship between occupational stress and job performance, including gender

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differences, age, And  
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experience.

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As stress begins to be



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perceived as overwhelming or excessive, the person reaches a fatigue point wherein the performance levels starts to decline. The ultimate end of overwhelming stress, called burnout, can be exhaustion,

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ill-health or breakdown.

Positive Effects. As shown by the graph, performance levels increase when stress management is effective.

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How does Stress Affect

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Performance? – The Inverted-

U

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The inverted-U theory has a great deal of intuitive appeal, yet research results weigh in favor of the negative linear relation. We reviewed studies performed

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over the past 25 years on  
the stress-performance  
relation.

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Has the Inverted-U Theory of  
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Stress contributes to decreased organizational performance, decreased employee overall performance, high error rate and poor quality of work, high staff turnover, and absenteeism due to health

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problems such as anxiety,  
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life imbalance; depression  
and other forms of ailments  
such as frequent headache;  
obesity and cardiac arrests.

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The results are significant  
with negative correlation

between job stress and job  
performances and shows that  
job stress significantly  
reduces the performance of

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employee performance has been recognized as an important area of concern for organizations. Negative stress affects the physical and mental health of the employees that in turn affects their performance on

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Yet the Job Demand-Control (JDC) theory supposes that work-related stress can result from the interaction between several psychological job demands relating to workload such as cognitive and emotional

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demands, interpersonal  
conflict, job control  
relating to decision  
authority (agency to make  
work-related decisions) and  
skill discretion (breadth of  
work-related skills used)  
(Karasek Jr 1979) .

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Theories of work-related  
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The relationship between  
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such as workload,  
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Lack of control and a variety of performance indices are closely examined as are a number of other factors that may affect the relationship between occupational stress and job performance, including



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gender differences, age,  
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experience.

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acknowledges the need of any theory of job stress to assess social relations at the workplace (Karasek and Theorell 1990; Johnson and Hall 1988). Social support “buffering” of psychological strain may depend on the

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degree of social and emotion integration and trust between co-workers, supervisors, etc.—“socio-emotional support” (Israel and Antonnuci 1987).

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Sage. Siegrist, J. (2002).

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Effort-reward imbalance at work and health. In P. Perrewe & D. Ganster (Eds.), *Research in occupational stress and well-being: Vol. 2. Historical and current perspectives on stress and health* (pp. 261-291).

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workplace stress affects the  
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sessions for its employees and create sufficient time for them to be with their families. Key Terms – Distress, Employee Performance, Eustress, Stress, Work place Stress.

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