

# Stress Pattern and Work Performance Among Nurses in Health Care Facilities in Akoko Edo Local Government Area of Edo State, Nigeria

Elizabeth Edem Okon<sup>1</sup>, Immaculata Etim Bassey<sup>1</sup>, Emmanuel Etim Bassey<sup>2</sup>,  
John Edwin Effiom<sup>3</sup>

<sup>1</sup>Department of Nursing science, Faculty of Basic Medical Sciences, Igbinedion University, Okada

<sup>2</sup>Department of Emergency Medicine, Faculty of Emergency Medicine, Medicine and Health, Whiston Hospital, Prescot, United Kingdom

<sup>3</sup>Department of Social Science Education, Faculty of Arts and Social Science Education, University of Calabar, Calabar-Nigeria

doi: <https://doi.org/10.37745/ijnmh.15/vol10n42333>

---

**Citation:** Okon E.E., Bassey I.E., Bassey E.E., Effiom, J.E. (2024) Stress Pattern and Work Performance Among Nurses in Health Care Facilities in Akoko Edo Local Government Area of Edo State, Nigeria, *International Journal of Nursing, Midwife and Health Related Cases*, 10 (4), 23-33

---

**Abstract:** *The essence of this study is to examine stress pattern and work performance among nurses in health care facilities in Akoko Edo Local Government Area of Edo State, Nigeria. One purpose of the study was stated and concerted into one research question and one statement of hypothesis. Literature review was carried out based on the variable understudy. The descriptive correlational research design was adopted in this study. the stratified and accidental sampling techniques were adopted in selecting the 139 respondents sampled for the study from the population. A validated 20 items four-point likert scale questionnaire was the instrument used for data collection. The face and content validity of the instrument was established by experts in Test and Measurement. The reliability estimates of 0.81 of the instruments were established using the Cronbach Alpha method. Pearson's Product Moment Correlation statistical tool was used to test the hypothesis formulated for the study. The hypothesis was tested at a 0.05 level of significance. The results obtained from the data analysis revealed that there is a significant relationship between stress pattern and work performance among nurses in health care facilities in Akoko Edo Local Government Area of Edo State, Nigeria. The finding concludes that there is a significant relationship between stress pattern and work performance among nurses in health care facilities in Akoko Edo Local Government Area of Edo State, Nigeria. Based on the finding of the study it was recommended among other recommendations the health sector in Akoko Edo Local Government Area should identify those factors that are responsible for stress and devise means of reducing them to the barest minimum to enhance high productivity among staff.*

**Keywords:** nurses, job performance, stress, staff, primary health care centre (PHC)

---

## INTRODUCTION

To stay up with the quick advancement of technology, many businesses strive for excellence in their services and performance in a variety of contexts and industries, including the health care industry. In addition, they must demonstrate their capacity to endure, expand, and thrive in the face of fierce competition and meet the expectations of the populace about access to high-quality, fast, accurate, and reasonably priced health care (Al-Otaibi, 2019).

Despite spending a large portion of their lives at the office, most people are content to have a job, but many no longer see it as a second home. They often feel pressured to adjust to the unpleasant surroundings as a result of this. One of the most important factors influencing an employee's productivity and quality of work is their work environment. An employee's incentive to work hard and their willingness to acquire new abilities are both influenced by how engaged their workplace is. A world where businesses and even nations are competing more and more on a global scale need human resources to function well.

It's critical to grasp the relationships between situational, human, and job performance aspects in order to comprehend success in the workplace. Work performance has a significant impact on any organization's profitability (Bevan, 2012). Organizations value performance because employee performance contributes to company success. Individual achievement is also crucial as accomplishing goals may lead to a sense of fulfillment (Muchhal, 2014). Performance is the end result of an individual's or group's work in an organization at a certain moment, reflecting how well the individual or group meets the requirements for a position in the purpose of achieving the company's goals. Equipment, the physical work environment, meaningful work, standard operating procedures, rewards for good or poor systems, performance expectations, performance feedback, knowledge, abilities, and attitudes are just a few of the many variables that might affect an employee's job performance (Stup, 2003).

Because of the services they provide that are essential to human life and its continuation, as well as the ability to continue giving and working within the various activities that it seeks to achieve, health and nursing services play a crucial role in the lives of members of society. From this, various organizations, particularly those in the health sector, seek to improve their performance (Daoud, et al., 2020). Numerous organizations, including health organizations represented by hospitals, face numerous challenges because of their departments' inability to keep up with the cutting-edge administrative techniques used by international hospitals, as well as the tremendous development in this area and our hospitals' slow response to it. These factors contributed to a decline in performance, particularly at the patient service level, which is sometimes linked to stress.

Because of its detrimental effects on the person, the organization, and society at large, work stress is one of the most significant subjects that academics and researchers in the administrative sciences

have focused on and paid attention to. They may get used to it and even gain from it. It may serve as a motivator for them to work harder, but some of them fall short of this goal, which can have a detrimental impact on their behavior, attitudes, and performance at work as well as the overall effectiveness of the company where they are employed. This can result in a number of psychological and health issues.

Stress may be defined as an interaction, an antecedent or stimulus, and a consequent or reaction. Lazarus, on the other hand, promoted a psychological perspective that defined stress as “a specific relationship between the person and the environment that is assessed by the person as taxing or exceeding his or her resources and endangering his or her well-being.” Stress is not always bad. Events are given meaning by each person's cognitive assessment, perceptions, and interpretations, which also establish whether an event is seen as frightening or good. The stress equation is also influenced by personality features since what stresses out one person may excite and exhilarate another (French & Caplan, 2019). However, since the middle of the 1950s, stress has been recognized as a workplace danger. Indeed, according to Pelletier (2014), work stress has been identified as a serious health issue.

The first assessment of work stress in nursing was conducted by Menzies (2018) in 1960. found that four areas of concern for nurses were accepting responsibility, making decisions, caring for patients, and change. Because of the physical labor, human suffering, long hours, staffing, and interpersonal connections that are essential to the job nurses conduct, the nurse's profession has traditionally been seen as stressful. However, since the mid-1980s, there may have been an increase in the stress that nurses experience at work because of growing technology usage, ongoing increases in health care expenditures, and unrest in the workplace (McCauley, & Irwin, 2016).

Based on data from the International Council of Nurses, it is estimated that work-related stress costs the US economy \$200–300 million a year, and over 90% of medical issues among workers are linked to work-related stress (Hassard, Teoh, Visockaite, Dewe, & Cox, 018). Stress at work may have a negative impact on a nurse's quality of life and, in turn, care quality. Since nurses work with people, their quality of life is very important since they can provide more effective services when they are happier (Layali, Ghajar, Abedini, Emadian, & Joulaei, 2019). Due to their proximity to patients, nurses may experience extreme stress from a number of sources, including their place of work, the range of hospitalized cases they handle, a shortage of staff, required overtime, and the ward manager's attitude (Geiger-Brown & Lipscomb, 2020).

Several recent studies have investigated work-related stress among healthcare professionals across several nations. Researchers have evaluated the level of stress that medical technicians, radiation therapists, social workers, occupational therapists, doctors, and groups of healthcare professionals from various specialties experience at work (McManus, Winder & Gordon, 2022). The majority of the research focused on nurses; however, it wasn't always evident which kinds of nursing staff took part. RNs, or registered nurses, were the main emphasis. Additional studies looked at licensed practical nurses (LPNs) and nursing assistants, licensed nurses (RNs and LPNs, for example), RNs, aides, and administrative personnel, as well as general evaluations of nursing staff. It is based on

the arguments that emanates from various research on stress and work performance that this study specially examined stress pattern and work performance among nurses in health care facilities in Akoko Edo Local Government Area of Edo State, Nigeria.

### **Purpose of the study**

The purpose of this study is to examine the impact of stress pattern and work performance among nurses in health care facilities in Akoko Edo Local Government Area of Edo State, Nigeria.

### **Research question**

The research question is as follows; what is the relationship between stress pattern and work performance among nurses in health care facilities in Akoko E do Local Government Area of Edo State, Nigeria?

### **Statement of hypothesis**

The hypothesis states that there is no significant relationship between stress pattern and work performance among nurses in health care facilities in Akoko Edo Local Government Area of Edo State, Nigeria.

## **LITERATURE REVIEW**

The goal of Hassan's (2019) study was to determine how work-related stress affected the productivity of staff members at Iraqi hospitals under the Fallujah Teaching Hospital Directorate. The questionnaire was utilized as a data collection method, and a stratified random sample of 100 male and female hospital personnel was chosen for the research, which used a descriptive analytical technique. The investigation produced a number of findings, the most significant of which are: with the reality of work stress at Fallujah Teaching Hospital, respondents have a high degree of acceptance (81.53% relative weight), and they also have a high degree of approval (82% relative weight) with the level of job performance. Work stress and job performance at the hospital are positively correlated in a strong and statistically significant way.

Muhammad's (2017) study sought to determine how faculty members at the Institute of Technical Management in Iraq performed on the job in relation to work stress. Data were gathered for the research using a questionnaire and a random sample of 67 instructors and schools employed by the Technical Institute. The study used a descriptive analytical technique. The study produced a number of findings, the most significant of which are as follows: respondents highly approve of the reality of work stress at the Technical Institute, with a relative weight of 75.04%; respondents also agree with the level of job performance, with a relative weight of 83.84%. Faculty members at the Technical Institute have a clear and statistically significant association between work stress and job performance.

While stress is acknowledged to be a helpful element of contemporary nursing in moderation, chronic conditions like hypertension eventually result in cardiovascular disease, which lowers quality of life (Bahrami, 2016). Additionally, stress at work leads to a variety of negative outcomes, including job dissatisfaction, coworker conflict, health disorders, reduced creativity, decreased professional satisfaction, decreased ability to make timely and accurate decisions, feelings of inadequacy and depression, exhaustion and disgust from work, decreased energy and productivity, and lower quality nursing care. These outcomes raise the risk of work-related injuries, and the results of multiple studies have demonstrated that stress at work has a direct or indirect impact on the provision of medical services (Parveen, Hussain, Afzal, Parveen, Majeed, Tahira, & Sabir, 2017). Therefore, in order to enhance nurses' quality of life and care behaviors, it is essential to minimize the psychological and behavioral impacts of certain stresses that are inevitable in the nursing profession. Numerous elements, both organizational and individual, such as leadership style, job design, talents, and abilities, might have an impact on the poor caring behaviors. Because nurses have additional responsibilities and engage in excessive activity, occupational stress may impact their ability to care for others. Stress at work negatively affects the quality of treatment because it causes a decrease in empathy for patients and a rise in practice mistakes.

According to data from Sarafis et al., work-related stress has a negative impact on nurses' health-related quality of life and can also have an impact on patient outcomes. It has been highlighted that more research in this area is necessary (Sarafis, Rousaki, Tsounis, Malliarou, Lahana, Bamidis, Niakas, & Papastavrou, 2016). It has been determined what the fundamentals and consequences of work-related stress may be for nurses. However, individual characteristics and working situations might have an impact, meaning that workplaces, general conditions, and cultural norms may be the cause of substantial conflicts in work-related stress among nurses (Parveen, Hussain, Afzal, Parveen, Majeed, Tahira, & Sabir, 2017).

It is critical to address the issues impacting patients' quality of life because nurses, as members of the healthcare system, work tirelessly to enhance both the quality of treatment and patients' quality of life (Hsu, & Kernohan, 2018). aspects of the working lives of hospital nurses. Identifying psychological risk factors, planning preventative treatments, and evaluating the aspects of occupational stress and quality of life are also critical to improving the efficacy and efficiency of nursing activities. Our theories state that work stress impairs nurses' caring behaviors while also contributing to the deterioration of nurses' physical and mental health.

But it's important to remember that employee performance ultimately determines whether a business succeeds or fails (Achemu, 2019). On that point, Zafar, Ali, Hameed, Ilyas, and Younas (2019) contended that a number of indicators, such as quantity, quality, timeliness, inventiveness, etc., indicate an employee's ability to execute their work. Similarly, Oketunji (2018) identified the following as markers of job performance: capacity to be creative and original; reliability and punctuality; leadership qualities; interaction with coworkers; effectiveness and efficiency; and team building. According to Khalid and Amber (2019), performance is the result of complex interactions between a number of performance metrics, including profitability, innovation, quality



---

Publication of the European Centre for Research Training and Development -UK  
of life at work, effectiveness, and efficiency. Based on research findings, Khalid and Amber (2019) and Usman and Muhammad (2019) have observed that employees in service organizations perform below expectations, and that job performance in Pakistan's service sector (health, banking, education, and telecom companies) is generally low.

Researchers Fejoh and Faniran (2020) and Ezeani (2018) discovered that employees in government establishments in Osun State and Onitsha in Nigeria performed poorly on their jobs. Although there is a long range of reasons for the subpar performance of service organization employees, work stress is the one that kills them the most. In reality, studies (Yusoff, Khan, & Azam, 2018; Usoro & Etuk, 2019) confirmed that stress is a significant component that is sharply raising employee absence rates and significantly lowering workplace productivity.

Muhammad and Nabila (2018) state that there are several reasons why people experience stress at work. There may be an inflexible supervisor, obnoxious coworkers, disobedient kids, irate clients, dangerous situations, protracted commutes, and an endless workload. Stressors like family dynamics, money, and lack of sleep from worries about the future may also have an impact on how well you perform at work. According to Karihe, Namusonge, and Iravo (2018), work schedules that include working late or overtime, organizational culture, and a lack of resources and equipment may all contribute to an employee's stress at work.

## **MATERIALS AND METHODS**

### **Experimental setting**

A descriptive correlational research approach was used for the investigation. This kind of study design, according to Valmi (2015), strives to explain the link between two or more variables without establishing a cause-and-effect relationship. To determine if there is a relationship between at least two variables, it entails gathering and evaluating data about them. Descriptive correlational research does not alter any variables or look for relationships between causes and effects. Rather, they just observe and quantify the relevant variables, after which they examine any patterns or correlations that show up in the data.

### **Area of the study**

A local government area in Nigeria's Edo State is called Akoko Edo. The town of Igarra is home to its headquarters. As of the 2006 census, its size was 1,371 km<sup>2</sup>, and its population was 262,110. The Etsako people migrated from Benin during the reign of Oba Ozolua (1483–1504), and the Benins would have been the first group to settle in Akoko Edo at that time. With the passage of time, more migrants entered the region. The battle that Oba Esigie waged with the Attah of Idah in 1515–1516 would have resulted in a large influx of Igbirra and Idah from the North and East. Situated south of the Niger-Benue Confluence, in the northern portion of Edo state, lies the Ancient Akoko-Edo region. Stretching the length and breadth of what is now known as the Akoko-Edo LGA of the current Northern Edo State, it is primarily characterized by chains of ancient ridges of rugged rocky hills and a cave. It is situated between latitudes 6° 45' and 7° 35' north and longitudes 5° 55' and 6° 45' east. Ekpesa, Ibillo, Ikiran-Ile, Ikiran oke, Ekor, Somorika, Lampese, Imoga,

Publication of the European Centre for Research Training and Development -UK

Ojah, Uneme-Akiosu, Ososo, Akuku, Ojirami-Dam, Imoga, Eshawa, Ojirami-Peteshi, and Egbigere 1, 2, Atte, Igarra, Enwan, Aiyegunle, Ugboshi-Afe, Ugboshi-Ele, Ogugu, Ikakumo, Ijaja, Oloma, Okunese, Uneme-nekua, Uneme erhurun, and Ikpeshi are among the people: Ojirami-Afe, Dagbala, Makeke, Ekpe, Ekpedo, Bekuma, Okpe, Ogbe, Onumu, Akpama, Anyonron. Akoko Edo's population speaks eight (8) different languages, however there is some overlap. For example, the Ojiramis (Group II) comprehend Akuku (Group III) and Enwan (Group I), but not the residents of the other village. The elder generation is mostly able to understand Yoruba. In Akoko Edo, the most common language spoken is pidgin English. In the research region, there are around 36 public health facilities.

### Participants/Sample

The population for the study comprised of 277 nurses from 36 primary health care centers and general hospitals in Akoko Edo Local Government Area of Edo State, Nigeria (Source Nigeria Health Facilities Registry, 2023). Stratified sampling technique was used to place the number of Health care centers and nurses in stratum from where the sample was drawn. Furthermore, 50 percent of health facilities and 50 percent of nurses were used for the study, hence a sample size of 139 nurses from 18 health care centers and hospitals were used for the study. The study used the accidental sampling technique in administering the research instrument on the respondents as at the time of administration of the instrument.

### Instrumentation

The instrument for data collection was a questionnaire titled, Stress Pattern and job performance Questionnaire (SPJPQ). The instrument contained 20 items ranging from Section A, B and C. The instrument was subjected to face validity and the reliability estimate of the instrument was ascertained using the test-retest method and the result was .81.

### Statistical analysis

The findings were given in frequencies, percentages, tables, and inferential statistics as the hypothesis was tested using Pearson's Product Moment Correlation at 0.05 level of significance (i.e., 95% confidence interval).

## RESULTS

First, the descriptive statistics of frequency count and percentages was used with the help of Statistical Package for Social Sciences (SPSS) version 26. The hypothesis was tested using Pearson's Product Moment Correlation statistical tool.

**TABLE 1: Personal data of respondents**

| Variable |         | Frequency | Percentage |
|----------|---------|-----------|------------|
| Sex      | Male    | 47        | 33.8       |
|          | Females | 92        | 66.2       |

## Publication of the European Centre for Research Training and Development -UK

|                    | <b>Total</b>                        | <b>139</b> | <b>100</b> |
|--------------------|-------------------------------------|------------|------------|
| Age                | ≤20 years                           | 22         | 15.9       |
|                    | 21-30 years                         | 41         | 29.5       |
|                    | ≥31 years                           | 76         | 54.7       |
|                    | <b>Total</b>                        | <b>139</b> | <b>100</b> |
| Working experience | 10 years and less                   | 31         | 22.3       |
|                    | 11-20 years                         | 15         | 10.8       |
|                    | 21-30 years                         | 39         | 28.1       |
|                    | 31 and above                        | 54         | 38.8       |
|                    | <b>Total</b>                        | <b>139</b> | <b>100</b> |
| Level of education | National Diploma in nursing science | 23         | 16.5       |
|                    | Higher National Diploma             | 48         | 34.6       |
|                    | Bachelor of nursing (B.Sc)          | 68         | 48.9       |
|                    | <b>Total</b>                        | <b>139</b> | <b>100</b> |

Source: Field work (2023)

The outcome of the research revealed that out of 139 respondents used in the research, 47 respondents (33.8%) were males while 92 respondents (66.2%) were females. The result of the study is a testament to the fact that, the nursing profession is more loved by women than men, hence the number of women outshining men in the study area. This outcome is as shown in Table 1. Going forward to the results of the age distribution, of the 139 respondents, 22 respondents (15.9%) were 20 years old or younger, 41 (29.5%) were in the range of 21-30 years old, while 76 respondents (54.7%) were 31 years of age or older. Furthermore, the results of respondents' on years of working experience showed that out of the 139 respondents used in the research, 31 (22.3%) have 10 years' working experience or less, 15 (10.8%) have working experience of 11-20 years, 39 (28.1%) have working experience of 21-30 years, while 54 (38.8%) have working experience of about 31 years and above in nursing profession.

## Test of Hypothesis

### Hypothesis one

The hypothesis states that there is no significant relationship between stress pattern and work performance among nurses in health care facilities in Akoko Edo Local Government Area of Edo State, Nigeria. The independent variable is stress pattern while the dependent variable is work performance among nurses in health care facilities. The items used in measuring this hypothesis were derived from questionnaire items 1-10 of Section B and 11-20 of Section C. Pearson's



Publication of the European Centre for Research Training and Development -UK  
Product Moment Correlation Coefficient Analysis test statistic was employed in testing the hypothesis for this study.

The result of the analysis in Table 2 revealed that stress pattern produced a mean score of 6.19 with a standard deviation of 1.98 while job performance produced a mean score of 12.08 with a standard deviation of 3.28. The result further revealed that the calculated r-ratio of .037 obtained with a p-value of .000 at 137 degrees of freedom met the condition required for significance at .05 level. Based on this, the null hypothesis which stated that there is no significant relationship between stress pattern and work performance among nurses in health care facilities was rejected indicating that there is a significant relationship between stress pattern and work performance among nurses in health care facilities in the study area.

TABLE 2

Pearson's Product Moment Correlation Coefficient Analysis of the relationship between stress pattern and work performance (N=139)

| Variables:           | $\bar{x}$ | S.D  | r    | P-value |
|----------------------|-----------|------|------|---------|
| Stress pattern (x):  | 6.19      | 1.98 | .037 | .000    |
| Job performance (y): | 12.08     | 3.28 |      |         |

\*Significant at 0.05 level; df= 137

## DISCUSSION OF FINDING

The research revealed that there is a significant relationship between stress pattern and work performance among nurses in health care facilities. The significance of work performance in the healthcare industry is emphasized by this research. Work performance is a crucial metric that is crucial to the success of any healthcare system that makes a major contribution to global healthcare. Thus, the effectiveness and quality of healthcare are significantly impacted by the performance. The study confirms the findings of Sarafis, Rousaki, Tsounis, Malliarou, Lahana, Bamidis, Niakas, and Papastavrou (2016), who highlighted the need for more research in this area and the detrimental effects of work-related stress on nurses' health-related quality of life. It has been determined what the fundamentals and consequences of work-related stress may be for nurses. However, individual characteristics and working environments might have an impact, therefore workplaces, general conditions, and cultural norms may be to blame for major conflicts in work-related stress among nurses. It is sufficient to say that employee performance ultimately determines an organization's success or failure (Achemu, 2019). On that point, Zafar, Ali, Hameed, Ilyas, and Younas (2019) contended that several indicators, such as quantity, quality, timeliness, inventiveness, etc., indicate an employee's ability to execute their work. Comparably, Oketunji (2018) identified the following traits as markers of job performance: the capacity for creativity and innovation, consistency and punctuality, leadership, rapport with colleagues, efficacy and efficiency, and teamwork.

## CONCLUSION

Stress is a complicated phenomenon that is impacted by many different things. Finding what works best for you in a difficult moment is a journey rather than a single strategy for getting through life's unpleasant situations. The study concludes that there is a significant relationship between stress pattern and work performance among nurses in health care facilities in the study area.

## Recommendations

Based on the finding of the study, it was recommended that;

1. Staff members at general hospitals and primary care clinics should attend workshops and seminars on stress management strategies. The employees will be able to execute to the best of their abilities as a result.
2. Create a job description that outlines all of the jobs, responsibilities, and obligations for hospital staff members, including nurses. This will help to reduce the strain that comes from having different positions.
3. To promote high worker productivity, the health sector in the Akoko Edo Local Government Area should determine the causes of stress and come up with strategies to minimize them.

## REFERENCES

- Achemu, I. O. (2019). Family stress, health and job performance of married working Women in Dekina education zone of Kogi State. Unpublished M.Ed thesis submitted to the department of the department of educational Foundations, Faculty of Education, University of Nigeria, Nsuka.
- Al-Otaibi, N. I. (2019). Fundamentals of Management: Modern Principles and Applications, Amman, Modern Book World, Jordan.
- Bahrami M. (2016). Nurses' quality of life in medical-surgical wards of an oncology center affiliated to the Isfahan University of Medical Sciences. *Nurs J Vulnerable*, 3(7), 36–46.
- Daoud, F., Allawi, F. & Al-Fartousi, N., (2020). Improving the Performance of the Nursing Process According to the Dimensions of Service Scheduling: Domain work. *Journal of Economic and Administrative Sciences, University of Baghdad, Iraq*, 22(92).
- Ezeani, N. S. (201). Implications of Training and Development Programmes on Accountants Productivity in Selected Service Organizations in Onisha, Anambra State, Nigeria. *International Journal of Asian Social Science*, 3(1), 266-281.
- Fejoh, J. & Faniran, V. L. (2020). Impact of In-Service Training and Staff Development on Workers' Job Performance and Optimal Productivity in Public Secondary Schools in Osun State, Nigeria. *Journal of Education and Practice*, 7(33), 183-189.
- French, J. R. P., & Caplan, R.D. (2019). Organizational stress and individual strain. In: Marrow AJ, editor. The failure of success. New York: AMACOM, 30–66.

Publication of the European Centre for Research Training and Development -UK

- Geiger-Brown J, Lipscomb J. (2020). The health care work environment and adverse health and safety consequences for nurses. *Annu Rev Nurs Res.*;28(1), 191–231.
- Hassan, S., 2019. The Impact of Work Stress on the Performance of Employees in Iraqi Hospitals: A Case Study of the Directorate of Fallujah Teaching Hospital – 2018. Unpublished master's thesis, College of Economics and Rural Development, Al-Jazirah University, Iraq.
- Hassard J, Teoh KR, Visockaite G, Dewe P, Cox T.(2018). The cost of work-related stress to society: A systematic review. *J Occup Health Psychol*, 23(1), 1.
- Khalid, K. & Amber, J. (2019). Occupational Stressor and Employee Performance in Service Sector of Lahore, Pakistan. *Journal of Research (Humanities)*, 116-121.
- Layali I, Ghajar M, Abedini E, Emadian SO, joulaei M.(2019). Role of Job Stressors on Quality of Life in Nurses. *J Mazandaran Univ Med Sci.*, 29(180), 129–33.
- McCauley, K, & Irwin, R. S. (2016). Changing the work environment in intensive care units to achieve patient-focused care: the time has come. *Am J Crit Care*, 15, 541–8.
- McManus, I. C., Winder, B. C., Gordon, D. (2022). The causal links between stress and burnout in a longitudinal study of UK doctors. *Lancet*, 359(15):2089–90.
- Menzies, I. E. P. (2018). Nurses under stress. *Internatl Nurs Rev*, 7, 9–16.
- Muhammad A. & Nabila, A. (2018). Impact of Stress Antecedents on Work Stress and Employees Performance. *International Journal of Business and Management Invention*, 4(11), 63-68.
- Muhammad, Iman Abd al-Ridha, (2017). *The Impact of Work Stress on Job Performance: An Exploratory Analytical Study of the Opinions of a Sample of Faculty Members at the Technical Management Institute - Al-Zafaraniya, Al-Taqni Journal*, (4), Iraq
- Oketunji, S. F. (2018). Influence of occupational health and safety (OHS) information availability and use on job performance of library personnel in public universities in south – west Nigeria. *European Scientific journal*, 10(14), 337 – 350.
- Parveen R, Hussain M, Afzal M, Parveen MK, Majeed MI, Tahira F, Sabir M. (2017). The impact of occupational stress on nurses caring behavior and their health-related quality of life. *Saudi J Med Pharm Sci*. 3(9), 1016–25.
- Pelletier, K. R. (2014). *Healthy people in unhealthy places*. New York: Delacorte Press
- Sarafis P, Rousaki E, Tsounis A, Malliarou M, Lahana L, Bamidis P, Niakas D, Papastavrou E. (2016). The impact of occupational stress on nurses' caring behaviors and their health-related quality of life. *BMC Nurs*, 15(1), 1–9.
- Usman B. & Muhammad I.R. (2019). Impact of stress on Employees Job Performance: A Study on Banking Sector of Pakistan. *International Journal of marketing Studies*, 12(6), 122 - 131.
- Yusoff, R. B., Khan, A. & Azam, K. (2018). Job Stress, Performance and Emotional Intelligence in Academia. *Journal of Basis and Applied Science Research*, 3(6)1-8
- Zafar, Q., Ali, A., Hameed, T., Ilyas, T. & Younas, H. I. (2019). The influence of job Stress on Employees Performance in Pakistan. *American Journal of Social Science Research*, 1(4), 221–225.