

Employee stress and performance of companies listed in the Nairobi Securities Exchange

Abstract:

Stress is a universal phenomenon that manifests itself among workers as a result of pressures originating from the workplace and outside the workplace. Academicians and Human Resources practitioners are concerned about the impact of stress on corporate performance. It is therefore important to understand stress and how it manifests itself among employees and how it finally affects corporate performance. Data was collected from 32 corporations listed at the NSE and was analyzed using descriptive and multivariate techniques. The empirical results found that stress had positive influence on corporate performance. The relationship between stress and physiological, psychological and behavioral manifestation was also positive. These finding can provide the direction for Human Resource Managers on how well to handle employee stress and formulate the best decisions to enhance corporate performance.