

**A STUDY ON EFFECT OF STRESS ON EMPLOYEE  
PERFORMANCE IN COOPERATIVE SECTOR**

**Submitted by**

**Pooja Nepali**

Roll No.:3490/17

T.U. Regd. No.:7-2-31-85-2010

PEOPLE'S CAMPUS

**A Dissertation submitted to:**

**Office of the Dean, Faculty of Management**

**In partial fulfilment of the requirements for the Degree of Master in Business  
Studies(MBS)**

**Kathmandu**

**November, 2020**



## **CERTIFICATION OF AUTHORSHIP**

I hereby corroborate that I have researched and submitted the final draft of dissertation entitled “A Study on Effect of Stress on Employee Performance in Cooperative Sector”. The work of this dissertation has not been submitted previously for the purpose of conferral of any degrees nor it has been proposed and presented as part of requirements for any other academic purposes.

The assistance and cooperation that I have received during this research work has been acknowledged. In addition, I declare that all information sources and literature used are cited in the reference section of the dissertation.

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Pooja Nepali

Date :

## REPORT OF RESEARCH COMMITTEE

Ms. Pooja Nepali has defended research proposal entitled “A Study on Effect of Stress on Employee Performance in Cooperative Sector” successfully. The research committee has registered the dissertation for further progress. It is recommended to carry out the work as per suggestions and guidance of supervisor .....and submit the thesis for evaluation and viva voce examination.

Name of Supervisor.....  
Position:.....  
Signature: .....

**Dissertation Proposal Defended Date:**

.....

Name of Supervisor Rajan Bilash Bajracharya  
Signature: .....

**Dissertation Submitted Date:**

.....

Gopal Krishna Shrestha, PhD.  
Signature: .....

**Dissertation Viva Voce Date:**

.....

## **APPROVAL SHEET**

We have examined the dissertation entitled “A Study on Effect of Stress on Employee Performance in Cooperative Sector” presented by Pooja Nepali for the degree of Master of Business Studies. We hereby certify that the dissertation is acceptable for the award of degree.

.....  
**Dissertation Supervisor**

.....  
**Internal Examiner**

.....  
**External Examiner**

.....  
**Chairperson, Research Committee**

**Date:**

## ACKNOWLEDEMENT

The study entitled “Effect of Street on Employee Performance in Cooperative Sector” has been prepared to fulfill the partial requirement for Masters of Business Studies.

I would like to extent my gratitude to everyone who played a role in my academic accomplishments. First of all, **Dr. Gopal Krishna Shrestha** for his guidance, valuable advice and motivational support. I would like to thank **Prof. Dr. Mr. Arhan Sthapit** who guided me to choose the appropriate topic and made it easier for me to understand it. **Mr. Rajan Bilas Bajracharya, Mr. Ravi Shrestha** and **Mr. Bikash Shrestha** who helped me to detect mistakes and lacking and accomplish this dissertation. Last but not the least I would like to thank the entire Campus for every single help.

Pooja Nepali

November, 2020

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## **ABBREVIATION**

ADB	Agricultural Development Bank of Nepal
NBL	Nepal Bank Limited
NEFSUN	Nepal Federation of Savings and Credit Cooperative Unions
NGO	Non-Government Organization
NRB	Nepal Rastra Bank
SD	Standard Deviation
WHO	World Health Organization

## ABSTRACT

*Stress is a psychological term which is feeling of strain and pressure. Job stress is becoming an alarming situation in the workplace. This study is aimed at determining job stress variables that affect employee performance. It also determines the relationship between job stress and employee performance. To achieve this objective, the study was conducted to the employees of different cooperatives inside Kathmandu valley of comprising of 160 respondents. The study employed the descriptive research design using the survey questionnaires as its instruments. Mailed questionnaires were sent to 160 respondents, questionnaires were retrieved and analyzed. Highlights of the findings indicated that, there is significant relationship between job stress and employee performance. When analyzed the independent variables individually using regression analysis, results revealed that independent variable work overload significantly correlates to employee performance with p-values 0.000 ( $p=0.000<0.05$ ) and role ambiguity, underutilization of skill, work environment and recognition did not have any significant influence on the employee performance in the Nepalese cooperative sector. Based on these findings, it can be recommended that the company should put consideration on developing the skills of the employees and tapping their potentials. Emphasis should be dealt on minimizing work overloads for employees because this also affects employee performance. Cases of too much works can affect negatively on the employees' performance because this will not only cause stress but would likely result to poor performance.*

### *Key words*

*Stress, psychological, strain, pressure, determines, comprising, retrieved, influence, tapping.*