

REFERENCES

- (1) Adaramola, S. S., (2012), “Job Stress and Productivity Increase”, *Work*, **41(1)**, pp. 2955-2958.
- (2) Addimando, L., (2013), “Comparison of Occupational Stress in Response to Challenging Behaviour between General and Special Education Primary Teachers In Northern Italy”, *International Journal of Special Education*, **28(1)**, pp. 14-26.
- (3) Aduo-Adjei, K., Emmanuel, O., and Forster, O. M., (2016), “The Impact of Motivation on the Work Performance of Health Workers (Korle Bu Teaching Hospital): Evidence from Ghana”, *Hospital Practices and Research*, **1(2)**, pp. 47-52.
- (4) Afzal, A., Dost, K. B., Bhutta, E., and Ali, S. A., (2020), “The Role of Job Stress on Employee Motivation and Performance in the Electric Power Organization of Pakistan”, *Review of Economics and Development Studies*, **6(4)**, pp. 759-772.
- (5) Agarwal, K.G., (1988), “Manual for Work Motivation Questionnaire”, *National psychological corporation*.
- (6) Ahmed, A., and Ramzan, M., (2013), “Effects Of Job Stress on Employees Job Performance A Study on Banking Sector of Pakistan”, *IOSR Journal of Business and Management*, **11(6)**, pp. 61-68.
- (7) Ahmed, R. R., Vveinhardt, J., Ahmad, N. and Sadiq, H., (2016), “The Impact of Working Conditions of Female Teachers Performance in Private Universities of Karachi”, *Proceedings of INTED 2016 Conference (Spain)*, pp. 5543-5552.
- (8) Akhlaq M., M. Amjad., K. Mehmood., Seed-ul-Hassan., and Malik, (2010), “An Evaluation of the Effects of Stress on the Job Performance

- of Secondary School Teachers, *Journal of Law and Psychology*, **1(1)** pp. 43-54.
- (9) Ali K., Ishtiaq, I., and Ahmad, M., (2013), "Occupational Stress effects and Job Performance in the Teachers of Schools of Punjab (Pakistan)", *International Journal of Academic Research in Business and Social Sciences*, **3(11)**, pp. 2222- 6990.
- (10) Allen, R. D., Hitt, M. A., and Greer, C. R., (1982), "Occupational Stress and Perceived Organizational Effectiveness in Formal Groups: An Examination of Stress Level and Stress Type. *Personnel Psychology*, **35(2)**, pp. 359-370.
- (11) Al-Madi, F. N., Assal, H., Shrafat, F., and Zeglat, D., (2017), "The Impact of Employee Motivation on Organizational Commitment", *European Journal of Business and Management*, **9(15)**, pp. 134-145.
- (12) Ambrose, M., and Kulik, C., (1999), "Old Friends, New Faces: Motivation Research in the 1990s", *Journal of Management*, **25(3)**, pp. 231–92.
- (13) Anandasayanan, S., and Subramaniam, V. A., (2013), "Effect of Stress on Teachers Performance with Special Reference to Jaffna District Schools", *Social Science Research Network Electronic Journal*, pp. 1-10. <https://doi.org/10.2139/ssrn.2386067>
- (14) Antoniou, A. S., Ploumpi, A., and Ntalla, M., (2013), "Occupational Stress and Professional Burnout in Teachers of Primary and Secondary Education: The Role of Coping Strategies", *Scientific Research*, **4(3)**, pp. 349-355.
- (15) Anuj, S., and Anita, S., (2015), "Impact of Motivation on Employee's Performance/Productivity", *International Journal of Scientific Research and Reviews*, **4(1)**, pp. 81-87.
- (16) Arria, A.M., Grady, K.E., Caldeira, K.M., Vincent, K.B., Wilcox, H.C., and Wish, E.D., (2009), "Suicide ideation among college students: A multivariate analysis", *Archives of Suicide Research*, **13**, pp. 230–246.

- (17) Ausekar, P., (1996), "A Study of Job Satisfaction Among Teachers Working in Government and Private Secondary Schools", Indian Educational Abstract. New Delhi: NCERT.
- (18) Avey, J. B., Luthans, F., Hannah, S. T., Sweetman, D., and Peterson, C., (2012), "Impact of Employees' Character Strengths of Wisdom on Stress and Creative Performance", *Human Resource Management Journal*, **22(2)**, pp. 165-181.
- (19) Aziri, B., (2011), "Job Satisfaction: A Literature Review", *Management Research and Practice*, **3(4)**, pp. 77-86.
- (20) Bakker, A. B., Demerouti, E., and Verbeke, W., (2004), "Using The Job Demands Resources Model to Predict Burnout and Performance", *Human Resource Management: Published in Cooperation with the School of Business Administration, The University of Michigan and in alliance with the Society of Human Resources Management*, **43(1)**, pp. 83-104.
- (21) Bakker, A.B., and Demerouti, E., (2007), "The Job Demands Resources Model: State of the Art", *Journal of Managerial Psychology*, **22(3)**, pp. 309-328.
- (22) Bansal, C.P., and Bhav, S.Y., (2006), "Stress in Adolescents and its Management. In: Bhav SY, Ed. Bhav's Textbook of Adolescent Medicine", *New Delhi: Jaypee Brothers Medical Publishers*, pp. 844-53.
- (23) Beehr, T. A., and Bhagat, R. S., (1985), "Human Stress and Cognitions in Organizations", *New York: Wiley*, **1**, pp. 309-319.
- (24) Beer, T. A., and Bhagat, R. S., (1985), "Human Stress and Cognition in Organization," An Integrated Perspective", *Wiley-Interscience*.
- (25) Bentea, C. C., and Anghelache, V., (2012), "Teachers' Motivation and Satisfaction for Professional Activity", *Procedia - Social and Behavioral Sciences*, **33**, pp. 563 – 567.

- (26) Betoret, F. D., (2009), "Self Efficacy, School Resources, Job Stressors and Burnout Among Spanish Primary and Secondary School Teachers: A Structural Equation Approach", *Educational Psychology*, **29(1)**, pp.45-68.
- (27) Betrabet G. G., (2012), "Accommodating Teachers' Stress Reducing strategies: Frontstage and backstage areas in schools." In S. Ahrentzen, C. Després, and B. Schermer (Eds.), *Building bridges, blurring boundaries: The Milwaukee School in Environment-Behavior Studies*. Milwaukee: University of Wisconsin-Milwaukee and Villes Regions Monde.
- (28) Bhat, R. A., (2015), "Role of Education in the Empowerment of Women in India", *Journal of Education and Practice*, **6(10)**, pp. 188-191.
- (29) Bhowmik, D., Vel, S. D., Rajalakshmi. A. N., and Kumar, K. P. S., (2014), "Stress-Sign, Symptoms, Pathology and its Managements," *Elixir Pharmacy*, **70**, pp. 24036-24042.
- (30) Bhui, K., Dinos, S., Miecznikowska, M. G., Jongh, B. D. and Stansfeld, S. (2016), "Perceptions of Work Stress Causes and Effective Interventions in Employees Working in Public, Private and Non-Governmental Organisations: A Qualitative Study," *BJPsych Bulletin*, **40(6)**, pp. 318–325.
- (31) Bies, R.J., Tripp, T.M., and Kramer, R.M., (1997), "At the Breaking Point", *Antisocial behavior in organizations*, *Sage Publications, Inc.* , pp. 18-36.
- (32) Black, S., Gardner, D. G., Pierce, J. L., and Steers, R., (2019), "Organizational Behaviour" *Open Stax*.
- (33) Bohra, N., Srivastava, S. and Bhatia, M. S., (2015), "Depression in Women in Indian Context," *Indian Journal of Psychiatry*, **57(2)**, pp. 239–245.
- (34) Borman, W. C., and Brush D. H., (1993), "More Progress Toward a Taxonomy of Managerial Performance Requirements", *Human Performance*, **6(1)**, pp. 1-21.

- (35) Borman, W. C., and Motowidlo, S. J., (1997), Task Performance and Contextual Performance: The Meaning for Personnel Selection Research”, *Human Performance*, **10**, pp. 99–109.
- (36) Borman, W. C., and Motowidlo, S. M., (1993), “Expanding the criterion domain to include elements of contextual performance”.
- (37) Borman, Walter C. and Motowidlo, S. M. (1993), “Expanding the Criterion Domain to Include Elements of Contextual Performance”, *Psychology Faculty Publications*, **71**, pp. 77-98.
- (38) Boyatzis, R. E., (2011), “Managerial and Leadership Competencies: A Behavioral Approach to Emotional, Social and Cognitive Intelligence,” *Journal of Business Economics and Management*, **15(2)** , pp. 91-100.
- (39) Brief, A. P., and Motowidlo, S. J., (1986), “Prosocial Organizational Behaviors”, *Academy of Management Review*, **11(4)**, pp. 710-725.
- (40) Brown, M., Ralph, S., and Brember, I., (2002), “Change-Linked Work-Related Stress in British Teachers”, *Research in Education*, **67(1)**, pp. 1-12.
- (41) Bruggen, V. H., (2015), “Occupational Therapy Addressing Inequalities: Contributing to the Heart of the Post-2015 MDG Agenda and the Future We Want For All”, *Revista electrónica de terapia ocupacional Galicia, TOG*, **1(10)**, pp. 1.
- (42) Burgess, L., (2017), “What to Know about General Adaptation Syndrome,” from website <https://www.medicalnewstoday.com/articles/320172#what-is-gas> accessed 02/03/2020.
- (43) Campbell, J. P., (1990), “Modeling the Performance Prediction Problem in Industrial and Organizational Psychology”, in M. D. Dunnette, and L. M. Hough (Eds.), *Handbook of industrial and organizational psychology*, Vol. 1 (2nd ed.), *Palo Alto, CA: Consulting Psychologists Press*, pp. 687-732.

- (44) Campbell, J. P., (1990), "Modeling the performance prediction problem in industrial and organizational psychology"
- (45) Campbell, J. P., Gasser, M. B., and Oswald, F. L., (1996), "The Substantive Nature of Job Performance Variability in Individual Differences and Behavior in Organizations", *San Francisco: Jossey-Bass*, pp. 258-299.
- (46) Caplan, R. D., (1987), "Person-Environment Fit Theory and Organizations: Commensurate Dimensions, Time Perspectives, and Mechanisms", *Journal of Vocational Behavior*, **31(4)**, pp. 248-267.
- (47) Cascio, W. F., (1995), "Whither Industrial and Organizational Psychology in A Changing World of Work?", *American Psychologist*, **50(11)**, pp. 928.
- (48) Cavanaugh, M. A., Boswell, W. R., Roehling, M. V., and Boudreau, J. W., (2000), "An Empirical Examination of Self-Reported Work Stress Among US Managers", *Journal of Applied Psychology*, **85(1)**, pp. 65.
- (49) Celis, K., Kantola, J., Waylen, G., and Weldon, S. L., (2013), "Introduction: Gender and Politics: A Gendered World, a Gendered Discipline," *The Oxford Handbook of Gender and Politics*, pp. 1-27.
- (50) Chance, E.W., (1992), "Visionary Leadership in Schools: Successful Strategies For Developing and Implementing an Educational Vision", Springfield, IL: Charles C. Thomas.
- (51) Chatterjee, P., (2017), "Job Satisfaction, Occupational Stress and Work Motivation: A Comparative Analysis among the Banking and Academic Sector Professionals", *Research Journal of Business Management*, **19(9)**, pp. 30-43.
- (52) Chatterjee, P., (2017), "Job Satisfaction, Occupational Stress and Work Motivation: A Comparative Analysis among the Banking and Academic Sector Professionals", *Journal of Business and Management*, **19(3)**, pp. 30-42.

-
- (53) Chatterjee, P., (2017), "Job satisfaction, occupational stress and work motivation: A comparative analysis among the banking and academic sector professionals", *IOSR Journal of Business and Management*, **19(3)**, pp. 30-43.
- (54) Check, R. F., and Okwo, F. A., (2012), "Influence of Demographic Factors on Stress Perceptions of Teachers of Public Secondary Schools in Cameroon", *Procedia-Social and Behavioral Sciences*, **47**, pp. 439-443.
- (55) Chen, W. Q., Huang, Z. H., Yu, D. X., Lin, Y. Z., Ling, Z. M., and Tang, J. S., (2003), "Reliability and Validity of the Occupational Stress Scale for Chinese Offshore Oil Platform Workers", *Chinese journal of industrial hygiene and occupational diseases*, **21(1)**, pp. 3-7.
- (56) Cheng, G. H. L., and Chang, D. K. S., (2008), "Who Suffers More From Job Insecurity? A Meta-analytic Review", *Journal of Applied Psychology*, **57(2)**, pp. 272-303.
- (57) Christian, M. S., Bradley, J. C., Wallace, J. C., and Burke, M. J., (2009), "Workplace Safety: A Meta-Analysis of the Roles of Person and Situation Factors", *Journal of Applied Psychology*, **94(5)**, pp.1103.
- (58) Ciner, L., (2019), "What Does Employee Performance Mean," from website <https://blog.walkme.com/how-to-improve-employee-performance/> accessed on 20/4/2020.
- (59) Cohen, S., (1980), "After Effects of Stress on Human Performance and Social Behavior: A Review of Research and Theory"; *Psychological Bulletin*, **88(1)**, pp. 82.
- (60) Coleman, J. C., (1976), "Abnormal Psychology and Modern Life", (5th ed.), Glenview, IL: Scott, Foresman and Company.
- (61) Coleman, J. C., (1976), "Abnormal Psychology and Modern Life".
- (62) Conway, J. M., (1999), "Distinguishing Contextual Performance from Task Performance for Managerial Jobs", *Journal of Applied Psychology*, **84**, pp. 3-13.

-
- (63) Cox, T., Griffiths, A. J., and Rial-Gonzalez, E., (2000), "Work-related Stress, European Agency for Safety and Health at Work", Office for Official Publications of the European Communities, Luxembourg, available at <http://agency.osha.eu.int/publications/reports/stress>. accessed on 31/3/2020.
- (64) Cranwell-Ward, J. and Abbey, A., (2005), "Organizational Stress," *Palgrave Macmillan, New York*.
- (65) Crum, A., (2013), "De-stressing Stress: The Power of Mindsets and the Art of Stressing Mindfully," *The Handbook of Mindfulness, Wiley-Blackwell*.
- (66) Danish, Q.R., Qaseem, S., Mehmood, T., Ali, Q. M., Ali, H. F., and Shahid, R., (2019), "Work Related Stressors and Teachers' Performance: Evidence from College Teachers Working in Punjab" *European Scientific Journal*, **15(4)**, pp. 158-173.
- (67) Dankade, U., Bello, H., and Deba, A. A., (2016), "Analysis of Job Stress Affecting the Performance of Secondary Schools Vocational Technical Teachers in North East, Nigeria", *Journal of Technical Education and Training*, **8(1)**.
- (68) De Cuyper, N., De Jong, J., De Witte, H., Isaksson, K., Rigotti, T., and Schalk, R., (2008), "Literature Review of Theory and Research on the Psychological Impact of Temporary Employment: Towards A Conceptual Model", *International Journal of Management Reviews*, **10(1)**, pp. 25-51.
- (69) Desouky, D., and Allam, H., (2017), "Occupational Stress, Anxiety and Depression Among Egyptian Teachers", *Journal of Epidemiology and Global Health*, **7**, pp. 191–198.
- (70) Dickman, F., and Emener, W.G., (1992), "Eploy Assistance Programmes: Basic Concepts, Attributes, and an Evaluation", *Personal Administrator*, **27(8)**, pp. 55-62.

- (71) Dixit, M., (1986), “A Comparative Study of Job Satisfaction among Primary School Teachers” In Survey of Research in Education. M. B. Buch Edu. (1983-88), New Delhi: N.C.E.R.T.
- (72) Dlamini, C. S., Okeke, C. I., and Mammen, K. J., (2014), “An Investigation of Work-Related Stress Among High School Teachers in The Hhohho Region Of Swaziland”, *Mediterranean Journal of Social Sciences*, **5(15)**, pp. 575-575.
- (73) Donaldson-Feilder, E., Lewis, R., and Yarker, J., (2011), “Preventing Stress in Organizations: How to Develop Positive Managers”, *John Wiley and Sons*.
- (74) Donaldson-Feilder, E., Lewis, R., and Yarker, J., (2011), “Preventing Stress in Organizations: How to Develop Positive Managers”, *John Wiley & Sons*.
- (75) Doss, C. A. V., Rachel, J. J., Jarrar, M. T. K., Madini, M. S. A., and Sakthivel, M. (2018), “A Comparative Study to Determine the Occupational Stress Level and Professional Burnout in Special School Teachers Working in Private and Government Schools”, *Global Journal of Health Science*, **10 (3)** , pp. 42-53.
- (76) Eggers, W., D., O'Leary, J., and Datar, A., (2019), “The future of Work in Government,” from website <https://www2.deloitte.com/us/en/insights/industry-/public-sector/future-of-work-in-government.html> accessed from 23/03/2020.
- (77) Felman, A., (2020), “Why Stress Happens and How to Manage it,” from website <https://www.medicalnewstoday.com/articles/145855#types> accessed on 1/2/2020.
- (78) Fox, S., and Spector, P. E. (1999), “A Model of Work Frustration–Aggression”, *Journal of Organizational Behavior*, **20(6)**, pp. 915-931.

- (79) Franco, L. M., Bennett, S., Kanfer, R. and Stubblebine, P., (2004), "Determinants and Consequences of Health Worker Motivation in Hospitals in Jordan and Georgia," *Social Science and Medicine*, **58(2)**, pp. 343–355.
- (80) Frese, M., (1997), "Dynamic Self-Reliance: An Important Concept for Work and Organizational psychology in the 21st century", *Creating tomorrow's organizations: A handbook for future research in organizational behavior*, Chichester: Wiley, pp. 399–416.
- (81) Frese, M., Garst, H., and Fay, D., (2000), "Control And Complexity in Work And The Development Of Personal Initiative (PI): A Four-Wave Longitudinal Structural Equation Model of Occupational Socialization" University of Giessen: Manuscript submitted for publication.
- (82) Friedman, I. A., and Mann, L., (1993), "Coping Patterns in Adolescent Decision Making: An Israeli- Australian Comparison", *Journal of Adolescence*, **16(2)**, pp. 187-199.
- (83) Friend, K. E., (1982), "Stress and Performance: Effects of Subjective Work Load and Time Urgency". *Personnel Psychology*, **35(3)**, pp. 623-633.
- (84) Gelvin, A. M., (2007). "Identifying the Types of Student and Teacher Behaviours Associated with Teacher Stress", *Teaching and Teacher Education*, **23(5)**, pp. 624 – 640.
- (85) George, L., and Sabhapathy, T., (2014), "Work Motivation of Teachers: Relationship with Organizational Culture", *European Journal of Educational Sciences*, **1(2)**, pp. 194-207.
- (86) George, L., and Sabhapathy, T., (2014), "Work Motivation of Teachers:Relationship with Organizational Culture", *European Journal of Educational Sciences*, **1(2)** , pp. 194-207.
- (87) Gilboa, S., Shirom, A., Fried, Y., and Cooper, C., (2008), "A Meta - Analysis Of Work Demand Stressors And Job Performance: Examining Main And Moderating Effects", *Personnel Psychology*, **61(2)**, pp. 227-271.

- (88) Gino, F., (2016), "Are You Too Stressed to Be Productive? Or Not Stressed Enough," from website <https://hbr.org/2016/04/are-you-too-stressed-to-be-productive-or-not-stressed-enough> accessed on 02/03/2020.
- (89) Golzadeh, E., (2001), "Factors Affecting Employee Job Motivation in Organizations," Management Central Website accessed on 02/03/2020.
- (90) Gorsy, C., Panwar, N., and Kumar, S., (2015), "Mental Health among Government School Teachers," *International Journal of Indian Psychology*, **3(10)**, pp. 117-124.
- (91) Greer, C. R., and Castro, M. A. D., (1986), The Relationship Between Perceived Unit Effectiveness and Occupational Stress: The Case Of Purchasing Agents", *The Journal of Applied Behavioral Science*, **22(2)**, pp. 159-175.
- (92) Griffith, J., Steptoe, A. and Cropley, M. (1999), "An Investigation Of Coping Strategies Associated With Job Stress in Teachers". *British Journal of Educational Psychology*, **69**, pp. 517-531.
- (93) Gupta, M., and Gehlawat, M., (2013), "Job satisfaction and work motivation of secondary school teachers in relation to some demographic variables: A comparative study", Gupta, M. and Gehlawat, M/Educational confab. **2(1)**, pp. 10-18.
- (94) Gupta, S., (2015), "Comparative study of occupational stress level among the Bank Managers", *International Journal of Indian Streams Research*, **2(86)**, pp. 23-56.
- (95) Gupta, V., and Sahu, K., (2009), "Job Satisfaction as Related to Organizational Role Stress and Locus of Control among Vocational Teachers", *Indian Journal of Psychometric and Education*, **40(1,2)** , pp. 74-80
- (96) Hackman, J. R., and Oldham, G. R., (1976), "Motivation through the Design of Work: Test of a Theory," *Organizational Behavior and Human Decision Processes*, **16** , pp. 250–279.

- (97) Hackman, J. R., and Oldham, G. R., (1980), "Work Redesign," Reading, Massachusetts: *Addison-Wesley*.
- (98) Hamid, Z., Bisschoff, C., and Botha, C., (2015), "Work-Stress and its Influence on the Work Performance of Swaziland Teachers in The Swaziland School Education System", *Journal of Pyschology*, **6(2)**, pp.142-157.
- (99) Hancock, F., and Page, F., (2013), "Family to Work Conflict and the Usefulness of Workplace Support", *Occupational Medicine*, **63(5)**, pp. 373-376.
- (100) Hanif, R., Tariq, S. and Nadeem, M., (2011), "Personal and Job-Related Predictors of Teacher Stress and Job Performance Among School Teachers", *Pakistan Journal of Commerce and Social Sciences*, **5(2)**, pp. 319-329.
- (101) Hanif, R., Tariq, S., and Nadeem, M., (2011), "Personal and Job Related Predictors of Teacher Stress and Job Performance among School Teachers" *Pakistan Journal of Commerce and Social Sciences*, **5(2)**, pp. 319-329.
- (102) Harish, K. A., and Prabha, B. J., (2019), "Performance on the Work-Related Stress and Job Contentment of Primary School Teachers of Government and Private Sectors", *International Journal of Recent Technology and Engineering*, **8(2)**, pp. 143-147.
- (103) Harris, J. H., and Berger, P. K., (1983), "Antecedents of Psychological Stress", *Journal of Human Stress*, **9(2)**, pp. 24-31.
- (104) Haryono, S., Nur'Aini, H., and Saad, M. S. M., (2009), "The Mediating Role of Work Family Conflict a on the Effects of Workload Towards Medical".
- (105) Hassan, Q., (1970), "Ego Strength scale. Manu al for ego strength scale", *Varanasi, Rupa Psychological Centre*.

- (106) Hattrup, K., O'Connell, M. S., and Wingate, P. H. (1998), "Prediction of Multidimensional Criteria: Distinguishing Task and Contextual Performance", *Human Performance.*, **11** , pp. 305–319.
- (107) Hazra, K., Ghosh, P., and Sengupta, P. P., (2015), "Motivation and Performance Linkages: A Comparative Study between Two Sectors of Hospitality Industry", *Journal of Business Studies Quarterly*, **7(1)**, pp. 77.
- (108) Hemalatha, M., and Rajeswari, P., (2017), "Analysis of Occupational Stress Among High School Teachers in Coimbatore District", *Asian Journal of Applied Science and Technology*, **1(4)**, pp. 16-19.
- (109) Hernandez, L., (2019), "Stress Factors," from website <https://www.lizbethhernandezlmft.com/quote-of-the-month> accessed on 13/6/2020.
- (110) Herzberg, F., (1968), "One More Time: How Do You Motivate Employees?," *Harvard Business Review* , **46** , pp. 53-63.
- (111) Higuera, V., (2018), "What Is General Adaptation Syndrome?" from website <https://www.healthline.com/health/general-adaptation-syndrome> accessed on 13/6/2020.
- (112) Holmes, T., and Rahe, R., (1967), "The Social Reajustment Rating Scale," *Journal of Psychosomatic Research*, **12(4)**, pp. 213–233.
- (113) Ibrahim, B.N., (2021), "The Influential Factors Affecting Occupational Stress:A Study Among Secondary School Teachers In Kelantan", *Proceedings of International Conference on Language, Education, Humanities and Social Sciences*, pp. 49-56.
- (114) Irawanto, D.W., Noermiyati, and Primasari D., (2015), "The Effect of Occupational Stress on Work Performance of Female Employees: Study in Indonesia", *Asia-pacific Journal of Management Research and Innovation*, **11(4)**, pp. 336-345.

- (115) Ivancevich, J. M., and Matteson, M. T., (1980), "Optimizing Human Resources: A Case for Preventive Health and Stress Management", *Organizational Dynamics*, **9**, pp. 5-25.
- (116) Jamal, M., (1984), "Job Stress and Job Performance Controversy: An Empirical Assessment", *Organizational Behavior and Human Performance*, **33(1)**, pp. 1-21.
- (117) Jamal, M., (1985), Relationship of Job Stress to Job Performance: A Study of Managers and Blue-Collar Workers. *Human Relations*, **38(5)**, pp. 409-424.
- (118) Jasiyah, R., Ramli, H. M., Sinring, H. B. and Sukmawati, S., (2018), "The Effect of Ability and Motivation on Job Satisfaction and Employee Performance," *Archives of Business Research*, **6(12)**, pp. 12-23.
- (119) Jennings, P. A., and Greenberg, M. T., (2009), "The Prosocial Classroom: Teacher Social and Emotional Competence in Relation to Student and Classroom Outcomes", *Review of Educational Research*, **79(1)**, pp. 491-525.
- (120) Jex, S.M. and Britt, T.W. (2008), "Organizational Psychology". Hoboken, New Jersey: *John Wiley andamp; Sons, Inc.*
- (121) Jex, S.M., (1998), "Stress and Job Performance", *Sage Publications, London*.
- (122) Jeyaraj, S. S., and Ramamoorthy, K., (2013), "Study on Individual, Interpersonal and Organizational Factors That Influence Occupational Stress among Higher Secondary Teachers in Madurai District, Tamil Nadu", *International Journal of Management and Social Sciences Research*, **2(5)** , pp. 92- 104.
- (123) Joy, J.A., and Kumar, G. S. G., (2018), "Impact of Job Stress on Employee Performance: A Study of Software Professionals in Kerala", *International Journal of Research and Analytical Reviews*, **5(4)**, pp. 694- 715.

- (124) Kahn, R. L., and Byosiore, P., (1992), "Stress in organizations.
- (125) Kainth, G. S., (2016), "Diagnostic Analysis of Elementary Education Scheme in Rural Punjab," National Institution of Transforming India Aayog.
- (126) Kane, P., and Dennerstein, L., (1996), "Women and Occupational Health," Global Commission on Women's Health.
- (127) Kanfer, R., and Ackerman, P. L., (1989), "Motivation and Cognitive Abilities: An Integrative/Aptitude-Treatment Interaction Approach to Skill Acquisition", *Journal of Applied Psychology* , **74** , pp. 657-690.
- (128) Karasek, R., Brisson, C., Kawakami, N., Houtman, I, Bongers, P. and Amick, B., (1998), "The Job Contents Questionnaire (JCQ)- An Instrument Internationally Comparative Assessment of Psychosocial Job Characteristics", *Journal of Occupational Health Psychology* , **3 (4)** , pp. 322-355.
- (129) Karasek, R.A. (1979), "Job Demands, Job Decision Latitude and Mental Strain: Implications for Job Redesign" *Administrative Science Quarterly*, **24**, pp. 285-308.
- (130) Karasek, R.A., and Theorell, T., (1990), "Healthy Work: Stress, Productivity and the Reconstruction of Working Lives, Basic Books, New York.
- (131) Karatepe, O. M., and Uludag, O., (2007), "Conflict, Exhaustion, and Motivation: A Study of Frontline Employees in Northern Cyprus Hotels", *International Journal of Hospitality Management*, **26(3)**, pp.645-665.
- (132) Katzell, R. A., and Thompson, D. E., (1990), "Work motivation," *American Psychologist*, **45** , pp. 144-153.
- (133) Kaupa, S., (2020), "The Sources and Impact of Stress of Teachers on the Performance of Learners: the View Point of the High School Teachers in Khomas Region in Namibia", *Journal of International Business Research and Marketing*, **5(4)**, pp.12-16.

- (134) Khatal, M., (2011), "A Study of Relationship Between Occupational Stress and Family Adjustment of Primary Teacher", *International Referred Research Journal*, 2(20).
- (135) Kiselica, M. S., Baker, S. B., Thomas, R. N. and Reedy, S., (1994), "Effects of Stress Inoculation Training on Anxiety, Stress, and Academic Performance among Adolescents", *Indian Journal of Psychological Medicine*, 41(3), pp. 335–342.
- (136) Kokkinos, C. M., (2007), "Job Stressors, Personality and Burnout in Primary School Teachers", *British journal of Educational Psychology*, 77(1), pp. 229-243.
- (137) Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., De Vet, H. C., and Van der Beek, A. J., (2014), "Construct Validity of the Individual Work Performance Questionnaire" *Journal of Occupational and Environmental Medicine*, 56(3), pp. 331-337.
- (138) Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Schaufeli, W. B., de Vet Henrica, C. W., and van der Beek, A. J., (2011), "Conceptual Frameworks of Individual Work Performance: A Systematic Review", *Journal of occupational and environmental medicine*, 53(8), pp. 856-866.
- (139) Koopmans, L., Bernaards, C., Hildebrandt, V., van Buuren, S., van der Beek, A. J., and de Vet, H. C. W., (2013), "Development of an Individual Work Performance Questionnaire" *International Journal of Productivity and Performance Management*, 62(1), pp. 6–28.
- (140) Krishnamurthy, V. S., (2018), "The Level of Work Motivation and Organizational Citizenship Behaviour Among Rural Government and Private Secondary School Teachers".
- (141) Kumari Meena (2007) "Personality and Self-Related Cognitions in High and Low Burnout Female Teachers", *Journal of Health Psychology*, 2(1), pp. 217-25.

- (142) Kuranchie-Mensah, E. B., and Amponsah-Tawiah, K., (2016), "Employee Motivation and Work Performance: A Comparative Study of Mining Companies in Ghana", *Journal of Industrial Engineering and Management*, **9(2)**, pp. 255-309.
- (143) Kurian, J., Varghese, R., (2020), "A Study on the Impact of Occupational Stress on the Performance of School Teachers in the State of Kerala", *European Journal of Molecular and Clinical Medicine*, **7(11)**, pp. 100-109.
- (144) Kwapong, L. S. A., Opoku, E., and Donyina, F., (2015), "The Effect of Motivation on the Performance of Teaching Staff in Ghanaian Polytechnics: The Moderating Role Of Education And Research Experience", *Global Journal of Human Resource Management*, **3(6)**, pp. 30-43.
- (145) Kyriacou, C., (2001), "Teacher Stress: Directions for Future Research," *Educational Review*, **53 (1)**, pp. 27-35.
- (146) Lagace, R. R., (1988), "Role-Stress Differences Between Salesmen and Saleswomen: Effect on Job Satisfaction and Performance", *Psychological Reports*, **62(3)**, pp. 815-825.
- (147) Lal, R. S., and Singh, A. P., (2015), "Employee's Work Stress: Review and Presenting A Comprehensive Model", *Journal of Psychosocial Research*, **10(2)**, pp. 409.
- (148) Landsberger, H. A., (1958), "Hawthorne Revisited," Management and the Worker: Its Critics, and Developments in Human Relations in Industry. Cornell Studies in Industrial and Labor Relations, 9. Ithaca, N.Y., Cornell University 119.
- (149) Lantara, N. F., (2015), "The Roles of Woman as Leader and Housewife," *Journal of Defense Management*, **5(1)**, pp. 125.
- (150) Larchick, R., and Chance, E., (2004), "Teacher Performance and Personal Life Stressors: Implications for Urban Life School Administrators," *National Forum of Teacher Education Journal*, **7**, pp. 3-13.

-
- (151) Latif, M. A., and Sultana, S., (2009), "Adaptation of an occupational stress index", *Journal of Life and Earth Science*, pp. 55-57.
- (152) Lazarus, R. S. and Folkman, S., (1984), "Stress, App.raisal and Coping," *New York: Springer*.
- (153) Lazarus, R. S., (1999), "The Cognition-Emotion Debate: A bit of History", *Handbook of Cognition and Emotion*, **5(6)**, pp. 3-19.
- (154) Lazarus, R., (1999), "Stress and Emotion: A New Synthesis", *New York: Springer Publishing*.
- (155) Leka, S., Griffiths, A., and Cox, T., (2003), "Work Organization and Stress," *Protecting Workers' Health*, Series No. 3, United Kingdom.
- (156) LePine, J. A., LePine, M. A., and Jackson, C. L., (2004), "Challenge and Hindrance Stress: Relationships With Exhaustion, Motivation to Learn, and Learning Performance", *Journal of Applied Psychology*, **89(5)**, pp. 883.
- (157) LePine, J. A., Podsakoff, N. P., and LePine, M. A., (2005), "A Meta-Analytic Test of the Challenge Stressor–Hindrance Stressor Framework: An Explanation for Inconsistent Relationships Among Stressors and Performance", *Academy of Management Journal*, **48(5)**, pp. 764-775.
- (158) Li, L., Hu, H., Zhou, H., He, C., Fan, L., Liu, X., Zhang, Z., Li, H. and Sun, T., (2014), "Work Stress, Work Motivation and their Effects on Job Satisfaction in Community Health Workers: A Cross-Sectional Survey in China". *B M J Open*, **4**, pp. 1-9.
- (159) Lin, H. P., Lin, H. Y., Lin, W. L., and Huang, A. C. W., (2011), "Effects of Stress, Depression, and their Interaction on Heart Rate, Skin Conductance, Finger Temperature, and Respiratory Rate: Sympathetic Parasympathetic Hypothesis of Stress and Depression," *Journal of Clinical Psychology*, **67(10)** , pp. 1080-1091.
- (160) Locke, E. A., and Henne, D., (1986), "Work Motivation Theories," *International Review of Industrial and Organizational Psychology*, pp. 11-35.

- (161) Lodahl, T. M., and Kejner, M., (1965), "The definition and measurement of job involvement", *Journal of Applied Psychology*, **49(1)**, pp. 24-33.
- (162) Lopes, C., and Kachalia, D., (2016), "Impact of Job Stress on Employee Performance in Banking Sector", *International Journal of Science Technology and Management*, **5(3)** , pp. 103-115.
- (163) Lukuyani, M. (2004), "A Study of the Factors Contributing to Job Satisfaction Among Secondary School Teachers in Turkana District", Unpublished M.A, Thesis, University of Nairobi.
- (164) Mahendran, M., and Devanesan, P., (2013), "Job Stress and Job Satisfaction Among Employees of Insurance Companies", *Golden Research Thoughts*, **3(3)**, pp. 1-5.
- (165) Malta, M., (2004), "Stress at Work, a Concept in Stress Human Factors Limited," *Journal of Business and Psychology*, **33(6)**, pp. 125-133.
- (166) Mambea, R. M., and Obwogi, J., (2015), "The Effects of Motivation on Employee Performance at Ocean Freight (EA) Limited", *International Journal of Multidisciplinary Research and Information*, **1(1)**, pp.1-7.
- (167) Margaret, K., Simon, N., and Sabina, M., (2018), "Sources of Occupational Stress and Coping Strategies among Teachers in Borstal Institutions in Kenya," *Edelweiss: Psychiatry Open Access*, **2(1)**, pp. 18-21.
- (168) Margolis, B. K., and Kroes, W. H., (1974), "Occupational Stress and Strain," in *Occupational Stress*, by Alan McLean. Springfield, Illinois: Charles C. Thomas , pp. 15-20.
- (169) Maslow, A. H., (1970), "Motivation and Personality," Harper and Row, New York (2nd ed.).
- (170) Mayo, E., (1949), "Hawthorne and the Western Electric Company," *The Social Problems of an Industrial Civilization*, pp. 149-158.

- (171) McFarlin, D. B. and Sweeney, P. D., (1992), "Distributive and Procedural Justice as Predictors of Satisfaction with Personal and Organizational Outcome," *Academy of Management Annals*, **35**, pp. 626-637.
- (172) McGrath, J. E. and Beehr, T. A., (1990), "Time and the Stress Process: Some Temporal Issues in the Conceptualization and Measurement of Stress," *Stress Medicine*, **6**, pp. 93-104.
- (173) McGrath, J. E., and Beehr, T. A., (1990), "Time and the stress process: Some temporal issues in the conceptualization and measurement of stress", *Stress Medicine*, **6**, pp. 93-104.
- (174) Meyer, I. H., (2003), "Prejudice, Social Stress, and Mental Health in Lesbian, Gay, and Bisexual Populations: Conceptual Issues and Research Evidence," *Psychological Bulletin*, **129(5)**, pp. 674–697.
- (175) Mitchell, T.R. and Daniels, D., (2003), "Motivation. Handbook of Psychology", **12**.
- (176) Montgomery, C., and Rupp, A. A., (2005), "A Meta-Analysis for Exploring the Diverse Causes and Effects of Stress in Teachers", *Canadian Journal of Education*, pp.458-486.
- (177) Morrison, E. W.,and Phelps, C. C., (1999), "Taking Charge at Work: Extra Role Efforts to Initiate Workplace Change", *Academy of Management Journal*, **42** , pp. 403–419.
- (178) Motowidlo, S. J., and M. J. Schmit (1999), "Performance assessment in unique jobs", *The Changing Nature of Performance*, pp. 56-86.
- (179) Motowidlo, S. J., and Van Scotter, J. R. (1994), "Evidence that Task Performance should be Distinguished from Contextual Performance", *Journal on Applied Psychology*, **79**, pp. 475–480.
- (180) Motowidlo, S. J., Borman, W. C., and Schmit, M. J., (1997), "A Theory of Individual Differences in Task and Contextual Performance," *Human Performance*, **10**, pp. 71–83.

- (181) Mukarram, A., Akbar, S., Jan, Z. and Gul, A., (2012), "Work Life Conflict Impact on Female's Job Performance. A Study of Primary Level Female School Teachers in Pakistan", *European Journal of Business and Management*, **4(20)**, pp. 74-83.
- (182) Munchinsky, Paul M., (2012), "Psychology App.ied to Work". Summerfield, North Carolina: Hypergraph Press, Inc.
- (183) Murali, S. B., Basit A., and Hassan, Z., (2017), "Impact of Job Stress On Employee Performance", *International Journal of Accounting and Business Management*, **5(2)** , pp. 13-33.
- (184) Mustafa, M. N., and Othman, N., (2010), "The Effect of Work Motivation on Teacher's Work Performance in Pekanbaru Senior High Schools, Riau Province, Indonesia", *Sosiohumanika*, **3(2)**.
- (185) Mustafa, M., Illzam, E. M., Muniandy, R. K., Hashmi, M. I., Sharifa, A. M. and Nang, M. K., (2015), "Causes and Prevention of Occupational Stress," *IOSR Journal of Dental and Medical Science*, **14(11)**, pp. 98-104.
- (186) Nabirye, R. C., Brown, K. C., Pryor, E. R., and Maples, E. H., (2011), "Occupational Stress, Job Satisfaction and Job Performance Among Hospital Nurses in Kampala, Uganda", *Journal of Nursing Management*, **19(6)**, 760-768.
- (187) Narban, J. S., Narban, B.P.S., and, Singh, J., (2016), "A Conceptual Study on Occupational Stress (Job Stress/Work Stress) and its Impacts", *International Journal of Advance Research and Innovative Ideas in Education*, **2(1)**, pp. 47-56.
- (188) Nart, S., and Batur, O., (2014), "The Relation Between Work-Family Conflict, Job Stress, Organizational Commitment and Job Performance: A Study on Turkish Primary Teachers", *International Association of Social Science Research*, **2(2)**, pp. 72-81.
- (189) Natarajan P., and Punitha, M., (2015), "Occupational Stress of Employees With Special Reference to Private Companies in Coimbatore",

- International Journal of Scientific Research and Management*, **5(6)**, pp. 5390-5395.
- (190) Nayak, J., (2008), "Factors Influencing Stress and Copying Strategies Among the Degree College Teachers of Dharwad City Karnataka", (Doctoral dissertation, UAS, Dharwad).
- (191) Neuman, J. H., and Baron, R. A., (1997), "Aggression in the Workplace" Sage Publications, Inc., pp. 37-67.
- (192) Ngidi, D. P., and Sibaya, P. T., (2002), "Black Teachers' Personality Dimensions and Work-Related Stress Factors", *South African Journal of Psychology*, **32(3)**, pp. 7-15.
- (193) Nirav, D., and Raval, D., (2015), "Job Satisfaction of the Teachers of Higher Education Institutions", *International Journal of Advance Research in Computer Science and Management Studies*, **3(5)**, pp. 447-458.
- (194) Nizam, K., and Shah, F. M., (2015), "Impact of Employee Motivation on Organizational Performance in Oil and Gas Sector of Pakistan", *International Journal of Managerial Studies and Research*, **3(12)**, pp. 7-15.
- (195) Noermijati, and Primasari, D., (2015), "The effect of job stress and job motivation on employees' performance through job satisfaction (A study at PT. Jasa Marga (Persero) Tbk. Surabaya - Gempol branch)", *Journal of Economics, Business, and Accountancy Ventura*, **18(1)**, pp. 231-240.
- (196) Nur, M., Ali, A., Yusuf, Y., and Chamariyah, C., (2015), "The Influence of Transformational and Transactional Leadership, and Also Motivation on Employee's Performance. *Manajemen and Bisnis* , **14(2)**, pp.131-138.
- (197) Nyamubi, G. J., (2017), "Determinants of Secondary School Teachers' Job Satisfaction in Tanzania," *Education Research International*, Hindawi, pp. 1-7.

- (198) Nzulwa, J., (2014), "Motivational Factors Affecting High School Teachers' Professional Conduct and Work Performance: A Case of Public High Schools in Nairobi City" *International Journal of Humanities and Social Science*, **4(3)** , pp. 60-66.
- (199) Obrenovic, B., Jianguo, D., Khudaykulov, A., and Khan, M. A. S., (2020), "Work-Family Conflict Impact on Psychological Safety and Psychological Well-Being: A Job Performance Model," *Frontiers in Psychology*, **11** , pp. 1-18.
- (200) Olivier, M. A. J., and Venter, D. J. L., (2003), "The extent and causes of stress in Teachers in the George region", *South African Journal of Education*, **23**, pp. 186-192.
- (201) Olivier, M. A. J., and Venter, D. J. L., (2003), "The Extent and Causes of Stress in Teachers in the George Region", *South African Journal of Education*, **23(3)**, pp. 186-192.
- (202) Organ, D. W., (1988), "Organizational citizenship behavior: The good soldier syndrome". Lexington Books, MA: Lexington.
- (203) Osborne, S., and Hammoud, M. S., (2017), "Effective Employee Engagement in the Workplace," *International Journal of Applied Management and Technology*, **16(1)**, pp. 50–67.
- (204) Ozturk, G., (2011), "Public Primary School Teachers' Perceptions of Their Working Conditions and Job Stress: Cases from Istanbul and Stockholm", *Institutionen för Internationell Pedagogik, Stockholms Universitet*.
- (205) Padmvati, M. (1995), "Job Satisfaction Among Teachers at Primary and Secondary Level", *Psychological Abstracts and Reviews*, **2(1)**, pp. 736-745.
- (206) Pani, P. K., (2016), "Occupational Stress among Nurses-A Study of Hospitals in Jamshedpur City of Jharkhand".

- (207) Parent-Thirion, A., Maccias, E., Hurely, J., and Vermeylen, G.G., (2007), “Fourth European Working Conditions Survey. European Foundation for the Improvement of Living and Working Conditions”, Office for Official Publications of the European Communities, Luxembourg, on website <http://agency.osha.eu.int/publications/reports/stress> accessed on 21/3/2020.
- (208) Pestonjee, D.M., (1973), “Organizational Structures and Job Attitudes”, *Calcutta Minerva Associates*.
- (209) Pestonjee, D.M., (1992), “Stress and Coping: The Indian Experience,” Sage Publications, New Delhi 240.
- (210) Poduval, J., and Poudval, M., (2009), “Working Mothers: How Much Working, How Much Mothers, and Where is the Womanhood?”, *Mens Sana Monographs*, **7(1)** , pp. 63–79.
- (211) Priya, J. J., (2017), “An Investigation on Balance Between Professional and Personal Work of Womens Teachers”, *Journal on Educational Psychology*, **10(3)**, pp. 39-45.
- (212) Probst, T. M., (2008), “Job Insecurity”, *The SAGE Handbook of Organizational Behavior*, **1**, 178-195.
- (213) Pugliesi, K., (1999), “The Consequences of Emotional Labor: Effects on Work Stress, Job Satisfaction, and Well-Being”, *Motivation and Emotion*, **23(2)**, pp. 125-154.
- (214) Quick, J. C., Wright, T. A., Adkins, J. A., Nelson, D. L., and Quick, J. D., (1997), “Preventive Stress Management in Organizations”, Washington, DC: American Psychological Association, pp. 89-110.
- (215) Ramos-Villagrasa, P. J., Barrada, J. R., Fernández-del-Río, E., and Koopmans, L., (2019), “Assessing Job Performance Using Brief Self-Report Scales: The Case of the Individual Work Performance Questionnaire”, (No. ART-2019-121928).

- (216) Rani A., and Sharma S., (2021), "Occupational Stress of Women Teachers in Relation to Certain Demographic Variables", *MIER Journal of Educational Studies Trends and Practices*, **11(1)**, pp. 10-19.
- (217) Rani, A., Sharma, S., (2020), "Occupational Stress in Relation to Teacher Self – Efficacy and Spiritual Intelligence of Women Teachers", *Bioscience Biotechnology Research Communications*, **13**, pp. 4.
- (218) Rani, R., and Singh, A., (2012), "A Study of Occupational Stress in Relation to Demographic Variables", *International Journal of Innovative Research and Development*, **1(9)** , pp. 253- 270.
- (219) Rao, B. P. V., Pdala, S. R. and Obse, W. G., (2011), "Indian teachers stress in relation to Job satisfaction: An empirical study", *International Journal of Research in Commerce and Management*, **2(3)**.
- (220) Ravichandran, R., and Rajendran, R., (2007), "Perceived Sources of Stress Among the Teachers", *Journal of the Indian Academy of Applied Psychology*, **33(1)**, pp. 133-136.
- (221) Reddy, L.G., and Poornima, R., (2012), "Occupational Stress and Professional Burnout of University Teachers in South India", *International Journal of Educational Planning and Administration*, **2(2)**, pp. 109-124.
- (222) Redmond, B. F., (2016), "Job Satisfaction," from website <https://wikispaces.psu.edu/display/PSYCH484/11.+Job+Satisfaction> accessed on 10/4/2020.
- (223) Robbins, S. P., and Judge T. A., (2013), "Organizational Behaviour", (15th Ed.) *England: Prentice Halls*.
- (224) Robinson, S.L. and Bennett, R.J., (1995), "A Typology of Deviant Workplace Behaviors: A Multidimensional Scaling Study. *Academy of Management Journal*, **38(2)** , pp. 555-572.
- (225) Rotundo, M., and Sackett, P. R., (2002), "The Relative Importance of Task, Citizenship, and Counterproductive Performance to Global Ratings of

- Job Performance: A Policy-Capturing Approach”, *Journal of Applied Psychology*, **87**(1), pp. 66.
- (226) Rubin, Z., Peplau, L. A., and Salovey, P., (1993), “Psychology and Health”, in DeRocco, M., Mancuso, T., and Piland, S., (Eds). *Psychology*, pp. 426-432.
- (227) Rugulies, R., Thielen, K., Nygaard, E., and Diderichsen, F., (2010), “Job Insecurity and the Use of Antidepressant Medication Among Danish Employees With and Without A History of Prolonged Unemployment: A 3.5-Year Follow-Up Study”, *Journal of Epidemiology and Community Health*, **64**(01), pp. 75-81.
- (228) Sackett, P., Christopher, B., Shelly; W., Roxanne, L., (2006). “Citizenship and Counterproductive Behavior: Clarifying Relations Between the two Domains”, *Human Performance*, **19** (4) , pp. 441–64.
- (229) Sadeh, A., Keinan, G. and Daon, K., (2004), “Effects of Stress on Sleep: The Moderating Role of Coping Style,” *Health Psychology*, **23**(5), pp. 542.
- (230) Samet, J. M., (2019), “Women and the Tobacco Epidemic Challenges for the 21st Century,” World Health Organization, Geneva.
- (231) Schaufeli, W. B., and Bakker, A. B., (2010), “Defining and Measuring Work Engagement: Bringing Clarity to the Concept” in “A Handbook of Essential Theory and Research” *Psychology Press* , pp. 10-24.
- (232) Schneiderman, N., Ironson, G., and Siegel, S. D., (2005), “Stress and Health: Psychological, Behavioral, and Biological Determinants,” the *Annual Review of Clinical Psychology*, **1**, pp. 607–628.
- (233) Schultz andamp; Schultz, Duane (2010). “Psychology and Work Today”. *Prentice Hall*, New York, pp. 38–39.
- (234) Selenko, E., Mäkikangas, A., and Stride, C. B., (2017), “Does Job Insecurity Threaten Who You Are? Introducing A Social Identity Perspective

- to Explain Well Being and Performance Consequences of Job Insecurity”, *Journal of Organizational Behavior*, **38(6)**, pp. 856-875.
- (235) Selvam, P., and Chamundeswari, S., (2015), “Motivation, Job Stisfaction and Performance of Teachers at the Secondary Level”, *International Journal in Management and Social Science*, **3(7)**, pp. 705-719.
- (236) Selye, H., (1956), “The Stress of life,” *McGraw-Hill, New York*.
- (237) Shafqat, N. A., Muhammad, A. H., and Syed, I. H. N., (2010), “A Comparative Study of Job Satisfaction in Public and Private School Teachers at Secondary Level”, *Proscenia-Social and Behavioural Sciences*. **2(2)**, pp. 4222-4228
- (238) Shahanasbeegam, P. P., and Sneha, E. S., (2017), “Job Satisfaction of Womens Teachers with Special Reference To Malapp.ur District”, *International Journal of Human*, **6(6)**, pp. 1-8.
- (239) Sharma, M. L., (2012), “Gender Statistics of Punjab,” Economic and Statistical Organization, Punjab.
- (240) Shoss, M. K., (2017), “Job Insecurity: An Integrative Review and Agenda for Future Research”, *Journal of Management*, **43(6)**, 1911-1939.
- (241) Shrivastava, A., (2020), “Identifying and Analyzing Occupational Stress Factors among Faculty of Autonomous Colleges in Madhya Pradesh”, *Academic Leadership*, **21(4)**, pp. 1-11.
- (242) Shrivastava, A., and Shukla, N., (2017), “A Critical Review on Occupational Stress Factors Affecting Faculty Members Working in Higher Educational Institutions in India”, *Pacific Business Review International*, **10(3)**, pp. 129-138.
- (243) Siddhpara, S. K., and Parmar, D. P., (2017), “Work Motivation of Employees in Private Sector”, *International Journal of Indian Psychology*, **4(4)**, DIP:18.01.135/20170404, DOI:10.25215/0404.135
- (244) Siddique, U., and Farooqi, Y. A., (2014), “Investigating the Relationship between Occupational Stress, Motivation and Job Satisfaction

- among University Teachers (A Case of University of Gujrat)", *International Journal of Academic Research in Progressive Education and Development*, **3(4)**, pp. 36-46.
- (245) Siegrist, J., (1996), "Adverse Health Effects of High Effort-Low Reward Conditions at Work", *Journal of Occupational Health Psychology*, **1**, pp. 27-43.
- (246) Singh, B., (2015), "Job Stress Among Female Teachers of Rural Primary Schools", *International Journal of Applied Social Science*, **2**, pp. 277-285.
- (247) Singh, L., and Shakir, M., (2019), "Teacher Education: Issues and Concerns in Current Scenario," *International Journal of Research and Analytical Reviews*, **6(2)**, pp. 1082-1091.
- (248) Singh, P.S., and Sharma, K. H., (2016), "Impact of Work Motivation on Job Satisfaction of Teachers in Professional Education", *Research Journal of Social Science and Management*, **6(5)**, pp. 90-96.
- (249) Siu, O. L., (2003), "Job Stress and Job Performance Among Employees in Hong Kong: The Role of Chinese Work Values and Organizational Commitmen", *International Journal of Psychology*, **38(6)**, pp. 337-347.
- (250) Skarlicki, D. P., and Folger, R., (1997), "Retaliation in the Workplace: The Roles of Distributive, Procedural, and Interactional Justice." *Journal of Applied Psychology*, **82(3)**, pp. 434.
- (251) Solanki, K. R., (2013), "Flexitime Association with Job Satisfaction, Work Productivity, Motivation and Employees Stress Levels" *Journal of Human Resource Management*, **1(1)**, pp. 9-14.
- (252) Spector, P. E., and Jex, S. M., (1998), "Development of Four Self-Report Measures of Job Stressors and Strain: Interpersonal Conflict at Work Scale, Organizational Constraints Scale, Quantitative Workload

- Inventory, and Physical Symptoms Inventory”, *Journal of Occupational Health Psychology*, **3(4)**, pp. 356.
- (253) Srivastava A. K., (1974), “An Inquiry into Relationship Between Job Anxiety and Job Satisfaction”, Department of Psychology, Banaras Hindu University, Varanasi.
- (254) Srivastava, A. K., and Singh, A. P., (1981), “Construction and Standardization of an Occupational Stress Index: A Pilot Study”, *Indian Journal of Clinical Psychology*, **8**, pp. 133-136.
- (255) Srivastava, A. K., and Singh, A. P., (1984), “The Occupational Tress Index”, *Varanasi: Manovaigyanik Parikshan Sansthan*.
- (256) Staufenbiel, T., and Konig, C. J., (2010), “A Model for the Effects of Job Insecurity on Performance, Turnover Intention, and Absenteeism”, *Journal of Occupational and Organizational Psychology*, **83(1)**, pp. 101-117.
- (257) Suleman, I. Q., Hussain, I., Shehzad, S., Syed, M. A., and Raja, S.A., (2018), “Relationship Between Perceived Occupational Stress and Psychological Well-Being Among Secondary School Heads in Khyber Pakhtunkhwa, Pakistan”, *PLoS ONE*, **13(12)**, pp. 1-22.
- (258) Suraksha, and Chhikara, K. S., (2017), “An Empirical Study of the Factors of Occupational Stress in Indian Banking Industry”, *Pacific Business Review International*, **9(8)**, pp. 31-40.
- (259) Sverke, M., Hellgren, J., and Naswall, K., (2002), “No Security: A Meta-Analysis and Review of Job Insecurity and its Consequences”, *Journal of Occupational Health Psychology*, **7(3)**, pp. 242.
- (260) Tahir, A. Q., (2011), “Effectiveness of Teaching Stress on Academic Performance of College Teachers in Pakistan”, *International Journal of Humanities and Social Science*, **1(3)**, pp. 123-129.
- (261) Tampu, D. L., (2015), “Impact of Human Motivation on Employees Performance”, *Internal Auditing and Risk Management*, **10(1)**, pp. 43-53.

-
- (262) Tetrick, L. E., and LaRocco, J. M., (1987), "Understanding, Prediction, and Control as Moderators of the Relationships Between Perceived Stress, Satisfaction, and Psychological Well-Being. *Journal of Applied psychology*, **72**(4), pp. 538.
- (263) Thakre N., and Barua P., (2016), "Occupational Stress, Job Satisfaction and Job Involvement Amongst Organizational Employees", *Indian Journal of Mental Health*, **3**(1), pp. 79-84.
- (264) Timm, P. R. and Peterson, B. D., (2000), "People at Work: Human Behavior in Organizations," (5th ed), *Cincinnati, OH: South-Western College Publishing*.
- (265) Tsalasah, E. F., Noermijati, Ratnawati, K., (2019), "The Effect of Work Stress on the Performance of Employees Psychological Well-Being and Subjective Well-Being," *Management and Economics Journal*, **3**(1) , pp. 95-107.
- (266) Tsutsumi, A., Nagami, M., Morimoto, K., and Kawakami, N., (2008), "Motivation, Over Commitment and Psychological Health at Work: A Path Analytic Approach", *Journal of UOEH*, **30**(3), pp. 279-292.
- (267) Ukil, M. I., and Ullah, M. S., (2016), "Effect of occupational stress on personal and professional life of bank employees in Bangladesh: do Coping Strategies Matter", *Journal of Psychological and Educational Research*, **24**(2), pp. 75.
- (268) Van Dyne, L., and LePine, J. A., (1998), "Helping and Voice Extra-Role Behaviors: Evidence of Construct and Predictive Validity", *Academy of Management Journal*, **41** , pp. 108–119.
- (269) Van Dyne, L., Jehn, K. A., and Cummings, A., (2002), "Differential Effects of Strain on Two Forms of Work Performance: Individual Employee Sales and Creativity", *Journal of Organizational Behavior*, **23**(1), pp. 57-74.

- (270) Van Eerde, W., and Thierry, H., (1996), "Vroom's Expectancy Models and Work-Related Criteria: A Meta-Analysis," *Journal of Applied Psychology*, **81**(5), pp. 575-586.
- (271) Van Scotter, J. R., and Motowidlo, S. J., (1996), "Interpersonal Facilitation and Job Dedication as Separate Facets of Contextual Performance", *Journal of Applied Psychology*, **81**, pp. 525–531.
- (272) Vaughan, G. B., (1990), "Pathway to the presidency: Community college deans of instruction", *Washington, DC: Community College Press*.
- (273) Vroom, V. H., (1964), "Work and Motivation", *New York: Wiley*, PP. 331.
- (274) Walinga, J., (2018), "Stress, Health, and Coping," Chap. 16, from website <https://opentextbc.ca/introductiontopsychology/chapter/15-2-stress-and-coping/> accessed on 13/04/2020.
- (275) Wangui, M. F., Kepha Ombui, K., and Iravo M., (2015), "Effects of Work-Related Stress on Teachers? Performance in Public Secondary Schools in Kikuyu Sub County, Kenya", *International Journal of Science and Research*, **5**(5), pp. 1645-1652.
- (276) Wani, D.S., (2013), "Job Stress and its Impact on Employee Motivation : A Study of A Select Commercial Bank".
- (277) Wani, S. K., (2013), "Job Stress and its Impact on Employee Motivation: A Study of A Select Commercial Bank", *International Journal of Business and Management Invention*, **2**(3), pp. 13-18.
- (278) Wani, S. K., (2013), "Job Stress and its Impact on Employee Motivation: A Study of A Select Commercial Bank", *International Journal of Business and Management Invention*, **2**(3), 13-18.
- (279) Westman, M., and Eden, D., (1996), "The Inverted-U Relationship Between Stress and Performance: A Field Study", *Work and Stress*, **10**, pp. 165–173.

- (280) Westman, M., and Eden, D., (1991), "Implicit Stress Theory: The Spurious Effects of Stress on Performance Ratings", *Journal of Social Behavior and Personality*, **6(7)**, pp. 127–170.
- (281) Williams, L. J., and Anderson, S. E., (1991), "Job Satisfaction and Organizational Commitment as Predictors of Organizational Citizenship and In-Role Behaviors", *Journal of Management*, **17**, pp. 601–617.
- (282) Williams, M., and Gersch, I., (2004), "Teaching in mainstream and special schools: are the stresses similar or different?", *British Journal of Special Education*, **31(3)** , pp. 157-162.
- (283) Williams, S., and Cooper, C. L., (1998), "Measuring Occupational Stress: Development of the Pressure Management Indicator", *Journal of Occupational Health Psychology*, **3(4)** , pp. 306.
- (284) Witt, L. A. and Nye, L. G., (1992), "Gender and the Relationship between Perceived Fairness of Pay or Promotion and Job Satisfaction," *Journal of applied social psychology*, **77**, pp. 910-917.
- (285) Witte, H. D., (1999), "Job Insecurity and Psychological Well-Being: Review of the Literature and Exploration of Some Unresolved Issues", *European Journal of Work and Organizational Psychology*, **8(2)**, pp. 155-177.
- (286) Yaacob, M., and Long, S.C., (2015), "Role of Occupation Stress on Job Satisfaction", *Mediterranean Journal of School of Social Sciences*, **6(2)**, pp. 81-87.
- (287) Yozgat, U., Yurtkoru, S., and Bilginoğlu, E., (2013), "Job Stress and Job Performance Among Employees in Public Sector in Istanbul: Examining the Moderating Role of Emotional Intelligence", *Procedia-Social and Behavioral Sciences*, **75**, pp. 518-524.
- (288) Yunarti, B. S., Asaloei, S. I., Wula, P., and Werang, B. R., (2020), "Stress and performance of elementary school teachers of Southern

- Papua: A survey approach”, *Universal Journal of Educational Research*, **8(3)**, pp. 924-930.
- (289) Yunarti, B. S., Asaloei, S. I., Wula, P., and Werang, B. R., (2020), “Stress and Performance of Elementary School Teachers of Southern Papua: A Survey Approach”, *Universal Journal of Educational Research*, **8(3)**, pp. 924-930.
- (290) Zhang, L. F., (2007), “Teaching Styles and Occupational Stress among Chinese University Faculty Members”, *Educational Psychology*, **27(6)** , pp. 823-841.
- (291) Zindi, F., (2002), “An Investigation into Teachers' Stress and Physical Well-Being”, *Zimbabwe Journal of Educational Research*, **14(1)**, pp. 56-71.