

## ABSTRACT

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The present research work-based thesis entitled “**Effects of Stress on Performance of Women School Teachers in Punjab: An Empirical Investigation**” is divided into six chapters.

**Chapter 1** covers the introduction about stress, which includes occupational stress, models of stress, types of stress, its sources, causes, symptoms, effects, work performance and work motivation. Special emphasis is given towards discussing various theories postulated to gain deeper correlative understanding of occupational stress, job performance and work motivation.

**Chapter 2** includes review of literature. It features an overview of the relevant literature of international, national and regional perspectives and enlists major findings from both research-based studies and theoretical review related to occupational stress. It also systematically reviews the relationship between occupational stress, work performance and work motivation. The content of this chapter is also an effort to present state of art and knowledge available in the research domain of occupational stress with special reference to the significance in relationwith the problem in focus.

**Chapter 3** describes the problem formulation, need of study, research gaps and questions, locale of the study, aims and objectives, hypothesis, scope, significance andlimitations of the study along with plan of work to execute the proposed research work.

**Chapter 4** defines the methodology adopted to perform the proposed research work as per the framed objectives with specific reference to the expected outcomes in systematic manner. It covers various practices and procedures adopted for determination of sample size, sampling methodology adopted, inclusion and exclusion criterion for selection of respondents, administration of survey, survey instruments applied, and statistical tools used to identify the level of occupational stress among respondent women teachers and its correlation with job performance

and motivation.

**Chapter 5** features results obtained after analyzing the data received from participating respondents based on the survey instruments used for the study. The results are summarized with specific reference to level of stress among respondents, its correlation with various parameters reflecting occupational stress and its relationship with work performance and work motivation among women school teachers of selected locales with pre-defined inclusion and exclusion criteria. The results obtained in this study after using suitable statistical tools are also discussed in view of the previous studies relevant to the research sphere. Special emphasis was on analyzing and establishing links of the research outcomes from present study with similar, supportive and contradictory findings across the earlier published studies in the area of occupational stress.

**Chapter 6** describes the summary of all chapters and also enlists major findings and conclusions of the present study. Along with it, suggestive recommendations to reduce occupational stress among women teachers and possible ways to achieve the same along with improvement in job performance and motivation level are also given. Future prospects of this study for further extrapolation are also given in this section for the interest of researchers. Cited references in all chapters are included and alphabetically arranged in Reference section of the thesis.

Research outcomes from the present study *i.e.*, publications and paper presentations are enlisted in Appendices. All three survey instruments used to conduct this investigation *i.e.*, Occupational Stress Index, Work Motivation Questionnaire, and Individual Work Performance Questionnaire were also given in this section at the end.