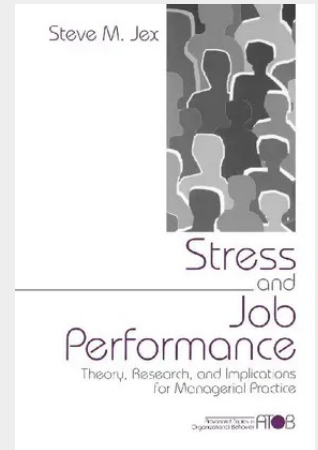


## Stress and Job Performance

Theory, Research, and Implications for Managerial Practice

What is the relationship between occupational stress and job performance? The amount of money workplace stress is extracting from the economy is estimated to be in the billions of dollars. Such estimates are based on the assumption that workplace stress leads to increased healthcare costs, higher rates of absenteeism and turnover, accidents, and lower levels of performance and organizational productivity. In *Stress and Job Performance*, author Steve M. Jex provides a comprehensive, research-based examination of the relationship between occupational stress and job performance. He presents a concise overview of the field, a clear explanation of terms and concepts, and a summary of relevant theoretical models of the stress process. He examines the relationship between major job-related stressors (such as workload, interpersonal conflict, and lack of control) and a variety of performance indices. In addition, he explores a number of other factors that may affect the relationship between occupational stress and job performance, including gender differences, age, personality, and job experience. The book concludes with a look at issues that need to be considered in future research investigations. Written in a non-technical, accessible style, *Stress and Job Performance* is recommended for students, scholars, and readers who do not have an extensive background in the behavioral sciences.

In this volume, the author provides a comprehensive, research-based examination of the relationship between occupational stress and job performance. He presents a concise overview of the field, a clear explanation of terms and concepts and a summary of relevant theoretical models of the stress process. The relationship between major job-related stressors such as workload, interpersonal conflict, and lack of control and a variety of performance indices are closely examined as are a number of other factors that may affect the relationship between occupational stress and job performance, including gender differences, age, personality and job experience. The book concludes with a consideration of issues for future research investigations.



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