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Stress effects on work efficiency: study by professionals at the Cambridge school library of Karachi Sindh, Pakistan.

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ABSTRACT

Librarians, like other professionals, face stress from a diversity of sources around the world. A population of 70 Cambridge school library professionals was studied to see if there was a significant relation between work efficiency and occupational stress. This research study is investigated on the relation of school library professionals working in Karachi's Cambridge schools on Stress at work and work efficiency. The main purpose of this research was to identify the level of occupational stress among school librarians, as well as gender and marital status disparities in occupational stress and work efficiency among school librarians, as well as the consequences of occupational stress on efficiency from work.

For this investigation, a survey research strategy was carried out. Census/enumerative techniques was adapted. The sample size of the study was 70, response rate was 60 (87%) and the remaining 10 (13%) did not respond. A questionnaire was used to collect primary data and consisted of close ended queries to measure the information. Cronbach's Alpha used to check the reliability of the questionnaire. All five hypothesis tested t value and simple linear regression collected data were analyzed by SPSS ver. 22 software.

According to the bases of the findings, working in school libraries generates a lot of occupational overload. There was no significant mean difference in the perception of work stress of male and female library professionals ($p>0.05$), however there was a significant mean difference in the perception of work efficiency of male and female library professionals ($p>0.05$). >0.05). On seven work efficiency characteristics, men outperformed women: interpersonal relationships with colleagues, ability to handle multiple jobs, communication skills, punctuality and regularity at work, technical skills, problem solving, and quality of library work. When it came to the relationship between occupational stress and performance and performance at work ($r=0.0624$, $p>0.01$), the outcome showed a significant relationship ($r=0.0624$, $p>0.01$). In addition, roll ambiguity, overload, conflict and career stagnation were some of the factors that negatively impacted the professional performance of school library professionals.

The results demonstrated a small but statistically significant negative association between occupational stress and work efficiency, implying that a rise in occupational stress has a detrimental impact on the gender and marital status of school library professionals' work efficiency. Four hypothesis are rejected based on t value analysis, but the fifth is supported based on t value and simple linear regression. This study found that the factors that contributing to work stress is significant with school library professional's performance and it also concluded that the employees at Cambridge schooling system were experiencing occupational stress.

Keywords: Stress, Occupational Stress, Work efficiency, School libraries Professionals

INTRODUCTION

"In the course of recent many years, stress is arising as an expanding issue in different professions. Stress is a lively state in which an individual is defied with a chance, request, or asset identified with what the singular wishes and for which the result is seen to be both obscure and fundamental." (Selye, 1936) first presented pressure into the existing science. "He characterized pressure as the power, strain, or pressure oppressed upon these people's powers and endeavor to maintain its actual state". According to "HSE (Health Safety Executive Uk)" "characterizes pressure as an unfortunate reaction to individuals' need for colossal tensions or different kinds of requests set upon them. It emerges when they stress they can't manage. Some pressure can be acceptable, and some can be disagreeable. Stress absolutely influences delegates of any affiliation anyway up somewhat up to which a specialist can adjust to it, generally, it outperforms quite far and has an unfriendly result on employees". Most of the study have been conducted in other countries of the world. In Pakistan, this type of study has not yet been conducted. A most of study has been conducted in foreign countries. The stimulation behind of this research is to examine stress in school library professionals working in school libraries of Karachi. Stress is one of the major psychosocial perils in working environment. Tension is an issue and is of phenomenal stressed to delegates, administrators, examiners, and backers (Joseph, 2013). "Stress is an illustration of pessimistic physiological states and mental responses occurring in conditions where individuals see threats to their thriving, which they probably won't have the option to meet. Assuming that stressors are harmful depends only upon individuals to survey the stressors and how the mind interprets those."(Dawson et al, 2015)

"Stress subsequently is the manner in which the individual reacts to conditions that scant, compromise outrage, stupefy or energize them. Occupation stress is a condition wherein work-related variables interface with the specialist to change condition to such an extent that he is compelled to veer off from ordinary working" (Ozioko, Uwakwe, and Asadu, 2014).

Stress profoundly effects agents of any affiliation regardless of the degree to which a specialist can adjust to it; in general, it outperforms and has a negative impact on employees. Clearly, Karachi's school libraries are enduring adverse conditions that threaten the quality and viability of capable accountants. "A piece of these fuse financial uncertainty, unconducive working environment, interminable power outage, detachment and inaccessibility of information materials, insufficient of information organizations, lacking sponsoring". "(Amusa et al, 2013; Isebe, 2015 and Komolafe, Opadeji, and Haliso, 2012)."

"Emerging issues in the calling that address a risk or stress element to capable overseers, join new suspicions, and the consistently changing position of Librarians due to the influential thought of information and its transport in the School system set off by the ascent of information development IT in the library and information practice." (Shah, 2015). "The sponsoring issues that have continued to torment Karachi libraries." (Dina, 2013), "the shortfall of enough human and various resources, and occupation battle or ambiguity are growing the manager's strain." (Ajala, 2011). This investigation will endeavor to explore the effects of work-load on work efficiency and interventions that can be applied by Management and delegates to direct tension enough at the School Libraries of Karachi.

It stems from perilous or unfriendly work environments, as well as organizational constraints that limit employee engagement and impact. To effectively handle occupational stressors, it is vital to first recognize them. Many occupations suffer from workplace stress, which has a negative impact on work efficiency.

OBJECTIVE OF STUDY:

The following are the study's main goals:
1. To identify the level of stress experienced by school library professionals.
2. To discover the various stressor faced by the School library professionals within the place of work.
3. To examine the level of occupational stress skilled by way of male and woman school library experts.
4. . Determine the relationship between the factors that contribute to place of work stress and their impact on activity of overall work efficiency.
5. To compare the impact of place of work stress on the marital status of school Faculty library professionals.
6. To Explorer how school library professionals deal with occupational stress.
7. Making pointers on how to cope with the occupational stress that school library experts endure at work.

HYPOTHESIS:

The following hypothesis were under consider in this study:

"H_1 There is a significant relationship in the level of occupational stress experienced by male and female school librarians i.e. with female librarians experiencing more occupational stress than male librarians.
H_2 There is a significant relationship between the gender of school library professionals and their work efficiency, i.e. with female library professionals performing better than male library professionals.
H_3 There is a significant correlation between occupational stress and marital status, i.e. with married library staff are more stress than unmarried library staff.
H_4 There is a significant relationship between work efficiency and marital status, i.e. with married library professionals performing better than unmarried library professionals.
H_5 Occupational stress has a significantly impact on work efficiency."

SCOPE AND LIMITATION:

Employees' and organizations' bad performance at work has been and continues to be influenced by stress. Various studies on the impact of stress on work efficiency were done and reported primarily on professional librarians in the university and banking sectors, but occupational stress was also discovered in other organizations. The target audience of the study are School Librarians

with a master's degree in Librarianship and Information Science. The sample is limited to all Cambridge System (i.e. O/A Level) school libraries in Karachi, Pakistan, and excludes libraries from other education systems such as Matriculation, Madrassas, and so on. The objective of this research is to determine the impact of stress on the professional performance of School Library professionals. It does not consider other factors.

LITERATURE REVIEW

Devi and Lahkar (2021) study based on to identify the North-East India university librarian occupational stress on work efficiency. The current study looks at how occupational stress affects library professionals' work efficiency in university libraries. According to the findings, higher levels of perceived occupational stress had a negative impact on library professionals' self-perceptions of work efficiency, demonstrating a small but statistically significantly negative relation between occupational stress and work efficiency.

Ilo et al. (2019) explored in "Nigerian university libraries, there is a link between job stress and work efficiency. Low productivity, absenteeism, hypertension, work dissatisfaction, frustration, depression, and a negative attitude were all highlighted as negative consequences of stress on librarians' work efficiency in the study. Not only does stress affect their professional performance, but it also affects their mental health, physical health, and other parts of their lives."

Farida, Noor & Amtul (2019) "study aims to investigate occupational stress and how it influences professor performance in Pakistani universities. Effective and supportive management, as well as possibilities for professional advancement, are indicated as ways to reduce stress and improve university professor performance. The most stressful characteristics were found to be an excessive workload and role conflict. Work overload, employment ambiguity and conflict, management ineffectiveness, communication gap in incentives and recognition, unsupportive colleagues, and a lack of career progression chances are the six professional concerns identified as drivers of stress for university professors."

Kaur and Kathuria (2018) carried out the study 301 library professionals from 24 universities' central libraries in Punjab and Chandigarh, India. This research discovered a negative but significant co-efficient of connection between occupational stress and work efficiency, meaning that work efficiency decreased as occupational stress increased.

Mawanza (2017) identified inadequate work connections, a lack of support at work, and insufficient planning, all of which were shown to be stress-related variables that reduce productivity level, intensified the stress effect on performance in his study.

Omolara (2016) observed as In the relationship between the human and the environment, occupational stress is dynamic and contrasted; pressures can range from dangerous to unsettling. Standing, on the other hand, does not because a pressure reaction until the individual feels it to be greater than his or her available assets. It also recognizes that a consistent amount of stress can

have different effects on different people at different times. In an attempt to ignore or avoid recognizing and embodying altered realities, stress can be transferred and carried into social and everyday environments.

Gharib (2016) elaborate stress has become is a universal phenomenon in daily life and a mandatory result of societal development. Changes in technology, modernization, urbanization, population increase, and rising unemployment rates all exacerbate job stress.

Ikonne (2015) discussed their research Library employees, who pay little attention to their classes, status, or major stretches of work knowledge, are not immune to anxiety when exercising their abilities. These pressures might come from a lot of places, and they could lead to prosperity compromises, this would then have an effect on the employee's psychological health. As a result, knowledge of job pressure and how it impacts library staff's psychological well-being could be useful in forming staff structures and nourishing those pressures that influence people. The evaluation's end result may assist the box in organizing these causes for employment and pushing properly for further development of their employees' prosperity concerns, execution, mental and mental flourishing.

RESEARCH DESIGN

Surveys are important for describing the characteristics of a large population. As a result, the enumeration survey research method was used for this investigation.
"The survey method has a number of inherent benefits. Surveys are an excellent approach to gather unobservable data, such as people's preferences, attitudes, and views, as well as factual data. Survey research is economical in terms of researcher time, effort and cost than most other methods such as experimental research and case research".
https://courses.lumenlearning.com/suny-hccc-research-methods/chapter/chapter-9-survey-research/

SAMPLING:

The school library professionals were selected as sample. The sample were approached personally through enumerative sampling technique from Cambridge school system of Karachi, Sindh Pakistan. The approximately population is around 70, and in this research we get 60 responses. Confidentially and privacy were assuring to all the participants.

RESPONSE RATE

Table 1

S.no	Cambridge School System	Population	Responses	not returned	%
1	O Level school	59	53	6	69.57%
2	O & A Level school	11	7	4	85.71%
	Total	70	60	9	72.29%

RELIABILITY STATISTICS:

Table 2

Reliability Statistics

	Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
	.792	.807	41

"Andy Field (2009) said that questionnaire's consistency can be measured using reliability analysis. Cronbach's Alpha measures a questionnaire's overall reliability, and scores of 0.7 or higher are considered satisfactory. Cronbach's Alpha for all components in the questionnaire is 0.792, which is close to 0.8, indicating that the questionnaire is reliable."
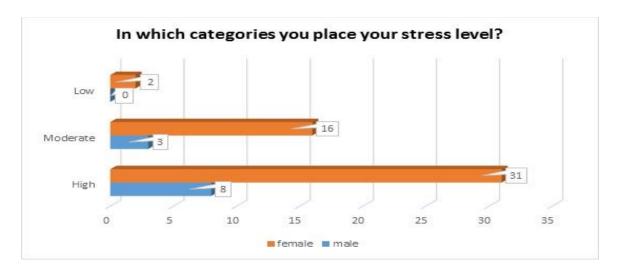
Occupational stress experiences at work place?

Table 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	46	76.7	76.7	76.7
	Sometimes	14	23.3	23.3	100.0
	Total	60	100.0	100.0	

Do you experience occupational stress when at work?

"Above Table 6 demonstrates that 46 (76.7 percent) of school librarians are stressed, while the remaining 14 (23.3 percent) are occasionally stressed. As a consequence, this statement indicates that school library professionals experience stress while at work, as the frequency of experiencing stress is higher than in previous outcomes."

Categories of Stress level:

Figure 1

In which categories you place your stress level?

The Level of the Occupational stress Experienced by School Library professional

Table 4

The Levels of Occupational Stress experienced by school Library Professionals						
Levels	Levels	N	(%)	Gender	N	(%)
Occupational Stress	High Level	39	65	Male	8	20.5
				Female	31	79.5
	Moderate Level	19	31.7	Male	3	15.7
				Female	16	84.3
	Low Level	2	3.3	Male	0	0
				Female	2	100

"The above table shows that the most of the of library professionals surveyed (65 percent) reported high levels of work stress, with 8 males and 31 females. 31.7 percent of the remaining library professionals reported moderate levels of stress, while 3.3 percent reported low levels of occupational stress."

CAMBRIDGE SCHOOL SYSTEM

Table 5

Cambridge School System					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	O'level	48	80.0	80.0	80.0
	O & A'level	12	20.0	20.0	100.0
	Total	60	100.0	100.0	

The above table one shows that 48 (80%) are in O level school, and remaining 12 (20%) are in O

& A level.

GENDER OF RESPONDENTS

Table 6

Gender of Respondents		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	11	18.3	18.3	18.3
	female	49	81.7	81.7	100.0
	Total	60	100.0	100.0	

The table 2 shows that 11 (18.3%) of the respondents were males with the remaining 49 (81.7%) being females. This result is not surprising as these are more females' librarians in the school sectors than males.
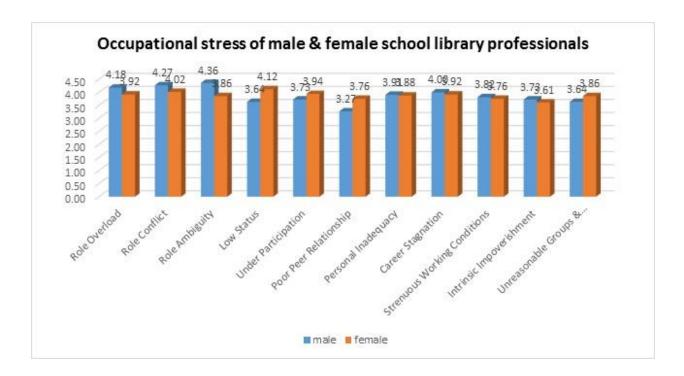
MARITAL STATUS OF THE RESPONDENTS

Table 7

Marital status of the Respondents		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	41	68.3	68.3	68.3
	Un Married	19	31.7	31.7	100.0
	Total	60	100.0	100.0	

The above table 4 shows that 41 (68.3%) were married men and women while the remaining 19

(31.7%) were single.

Occupational Stress among Male and Female

Figure 2

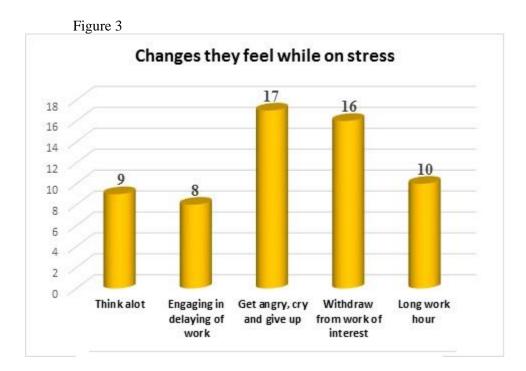Occupational stress of male & female school library professionals

"The above figure 6 shows the occupational stress of male and female school library professionals, the role overload average mean of male and female was (4.05), role conflict was (3.99), Roll Ambiguity was (4.07), Low Status was (3.95), Under Participation was (4.17), Poor peer relationship 3.4, Personal inadequacy (3.39), Career Stagnation (4.05), Strenuous working conditions 3.83, Intrinsic empowerment was (3.67), & Unreasonable groups & political pressures (3.66)."

HYPOTHSIS TESTING:

Table 8

Hypothesis	Variable 1	Variable 2	Mean	T value	Level of Significant	Rejection and Acceptance
H₁	Male	Occupational Stress	3.86	-0.191	No Significant	Reject
	Female		3.89			
H₂	Male	Job Performance	1.78	-0.107	No Significant	Reject
	Female		1.758			
H₃	Married	Occupational Stress	3.807	-0.09	No Significant	Reject
	Unmarried		3.829			
H₄	Married	Job Performance	1.734	-0.572	No Significant	Reject
	Unmarried		1.935			
H₅	Occupational Stress	Job Performance	-	0.186	Significant	Accept

If t value < 0.05, the result is not significant and is rejected; if t > 0.05, the result is significant and accepted.

CHANGES DURING STRESS:

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Figure 3

Changes they feel while on stress

When a professional librarian is stressed, 9 (15%) thinks a lot, 8 (13.3%) participates in work delays, 17 (28.3%) becomes upset, cries, and gives up, 16 (26.7%) leaves the job of their interest, leaving 10 (16.7%) working long hours.

How to manage the stress?

Figure 4

How to manage the stress

In Figure 7 depicits deal with occupational stress. When they are in stress, 17 (28.3%) start reading, 5 (83%) spend time with family, 9 (15%) play games, 5 (83%) use social networking sites, 4 (6.7%) watch TV, 7 (11.7%) go on vacation, 4 (6.7%) sleep, 6 (10%) remain calm and quiet, and the remaining 3 (5%) librarians do nothing.

KEY FINDING:

The following are the study's main findings:

All relevant studies and the findings of this study reveal that occupational stress has been increasing in many different sectors, including the school library organizational environment, over the last few years, and that it is now increasing in a large scale.

1. School library professionals have a high level of work stress (65%), with 8 males and 31 females. 31.7 percent of the remaining library professionals reported moderate levels of stress, while 3.3 percent reported low levels of occupational stress.

2. The study's goal was to see how the occupational stress dimension, which included "Role Overload, Role Conflict, Role Ambiguity, Low Status, Under Participation, Poor Peer Relationships, Personal Inadequacy, Career Stagnation, Strenuous Working Conditions, Intrinsic Impoverishment, and Unreasonable Groups and Political Pressures", "affected male and female school librarians. This section gives findings in response to statements asked in this respect, using a five-point Likert scale (1 = strongly disagree; 2 = disagree; 3 = Neutral; 4 = Agree; 5 = highly Agree). Table 12 shows the results, which show that the overall mean score for males is 3.86 and females is 3.877, which is nearly equal, and the overall t value is -0.191, which is statistically non-significant ($p > 0.05$) because it is less than the tabulated p-value of 0.05" **so, the hypothesis H₁ was rejected.**

3. The study's goal was to see how work efficiency indicators like "on-time completion, quality of work, ability to handle multiple jobs, communication skills, decision-making, problem-solving, technical skills, managerial skills, ability to perform competently under pressure,

punctuality and regularity at work, meeting minimum requirements for promotion, interpersonal relationships with colleagues, and overall development of the company influenced work efficiency indicators. This section gives findings in response to statements asked in this respect, using a five-point Likert scale (where 1 = extremely poor, 2 = poor, 3 = average, 4 = good, and 5 = very good). The results are presented in Table 14. The overall mean score of males is 1.78 and females are 1.758, which is nearly equal, and the overall t value is -0.107, which is statistically non-significant ($p > 0.05$), because it is less than the tabulated p-value of 0.05", **rejecting hypothesis H$_2$**.

4. The study looked at the impact of "Role Overload, Role Conflict, Role Ambiguity, Low Status, Under Participation, Poor Peer Relationship, Personal Inadequacy, Career Stagnation, Strenuous Working Conditions, Intrinsic Impoverishment, and Unreasonable Groups & Political Pressures" "on married and unmarried school library professionals. This section gives findings in response to statements asked in this respect, using a five-point Likert scale (1 = strongly disagree; 2 = disagree; 3 = Neutral; 4 = Agree; 5 = highly Agree). The results are presented in Table 16. The total mean score for married people is 3.807, while the unmarried people's score is 3.829, which is nearly equal, and the overall t value is -0.09, which is statistically non-significant ($p > 0.05$)" because it is less than the calculated p-value of 0.05, **rejecting hypothesis H$_3$.**

5. The study aimed to determine the impact of work efficiency indicators such as "Task Completion in a Given Time, Work Quality, Ability to Handle Multiple Jobs, Communication Skills, Decision Making, Problem Solving, Technical Skills, Managerial Skills, Ability to Perform Competently Under Pressure, Punctuality and Regularity at Work, Meeting Minimum Requirements for Promotion, Interpersonal Relationships With Colleagues, and Contribution to the Organization". "This section gives findings in response to statements asked in this respect, using a five-point Likert scale (where 1 = extremely poor, 2 = poor, 3 = average, 4 = good, and 5 = very good). The results are presented in Table 18. The total mean score for married is 1.734, and for unmarried is 1.935, which is nearly identical, and the overall t value is -0.572, which is statistically non-significant ($p > 0.05$) because it is less than the calculated p-value of 0.05"s, **rejecting hypothesis H$_4$.**

6. The study's goal was to determine the impact of occupational stress on work efficiency and analyses it using regression. The value of $t = 0.186$ indicates that there is a significant association between occupational stress and work efficiency ($p > 0.05$), hence **hypothesis H$_5$ was accepted.**

7. When stressed, most school librarians become enraged, cry, and give up (17%), withdraw from work of interest (16%), work long hours (10%), think a lot (9%), and engage in delaying work (8%).

8. To cope with stress, they plan to begin reading (17%), playing games (9%), going on vacation (7%), being calm and quiet (6%), spending time with family (5%), watching television and sleeping (4%), and doing nothing (3%).

DISCUSSION:

The basic purpose of this study was to look at the impact of word weight on the performance of school curators. "The majority of school librarians, as the results of the current survey show,

endure considerable word-related pressure. This finding is consistent with the findings of Wijetunge (2012), who investigated the critical degree of word-related tension among school library experts. However, studies by Ogunlana et al. (2013), Ikonne (2015) and Agyei et al. (2019) invalidated earlier findings by finding more significant levels of business-related pressure." Past research has shown that a number of hierarchical elements affect library experts' opinions of business-related pressures, including administration conditions, the size of the client region served by the library, status of library staff, financial openness, boss credibility, better calls, and various variables.

Findings show that "there is no significant difference in occupational stress between male and female librarians, which is consistent with studies by Kaur and Caturia (2018) and Somvir and Kaushik (2013) who found no significant difference in occupational stress. Stress between male and female librarians. Despite having simultaneous responsibilities at home and at work, female librarians did not differ from their male counterparts in terms of assessing occupational stress." This contradicts the findings of Ogunlana et al. (2013) who reported that male librarians are more exposed to job stress than female librarians working in the same environment. According to the collected data, there is a significant average difference between male and female librarians in the perception of their work. Men outperformed women in the categories of job quality, ability to multitask, communication skills, decision making, problem solving, technical ability, ability to function professionally under stress, and contribution to the overall development of the library.

The findings of Smiths (2000), Nwadiani (2006), and Kaur and Kathuria (2018) research all show a strong link between occupational stress and library professional performance. According to Palmer et al. (2004), stress levels above a specific threshold might lead to decreased productivity. According to Hansen (2008), stress is essential for maximizing job effectiveness. Furthermore, according to McGrath (1976), occupational stress can reduce organizational effectiveness by lowering employee performance. The participants' stressor was discovered to be the biggest adverse predictor of work efficiency in our study. It implies that the repetitive nature of library work, as well as a lack of opportunities for librarians to apply their talents and expertise independently, may have a negative impact on their self-perception of work efficiency.

Other stresses such as under involvement, low status, and a poor peer interaction were found to have a detrimental impact on the work efficiency of school library professionals in Karachi. Furthermore, it was determined that occupational stress has a statistically significant impact on work efficiency based on the findings.

The current study found that "librarians have a high level of job stress, with standard deviations of 1.157 and 1.236 for males and females, respectively. These findings show that stress has implications in the form of behavioral features that impair interpersonal relationships and work efficiency. According to the findings of the statistical studies, librarians, like other professionals, suffer varying levels of job stress, and there is a strong link between job stress and librarian work efficiency in a sample of Karachi school libraries." There is a positive association between job stress and work efficiency, as indicated by the value of r=0.624. These findings add to the growing body of literature that shows a strong link between job stress and work efficiency, despite the fact that other studies have shown no such link. "Devi (2019) conducted a similar study.

The data suggested that work efficiency is a significant element in school libraries. A stress-free atmosphere for librarians would result in increased productivity, efficacy, and job satisfaction. Though job satisfaction is mostly an individual subject that pertains to what one expects from one's employment, dissatisfaction happens when there is a mismatch between what is expected and what is obtained, or when there is a difference." Job stress is unavoidable; yet, it has the potential to

negatively impact workplace socialization and interpersonal relationships, as well as performance and productivity. This is in accordance with Davis and Wilson, who believe that in order to improve librarians' work efficiency, they must concurrently address as many of these various stressors as possible. The study's findings suggest that when occupational stress is unavoidable, it has an impact on work efficiency and productivity.

"Based on the findings of the investigation, it can be concluded that occupational stress exists among Karachi School Library professionals, with the majority of them experiencing stress to a high degree. The study is relevant to Devi (2019), but professionals are experiencing stress at a moderate level."

Despite the fact that library professionals experience a high degree of occupational stress, the study found a strong negative link between perceived occupational stress and work efficiency. It implies that a small increase in occupational stress has a negative impact on library professionals' self-perception of work efficiency.

"Stressors such as inherent poverty, under involvement, low status, and a strained peer relationship were among the factors that influenced their assessment of work efficiency negatively. In terms of occupational stress, there was no difference between male and female librarians. Males, on the other hand, outperformed females on eight work efficiency indicators: quality of work, ability to handle multiple jobs, communication skills, decision making, problem solving, technical skills, ability to perform competently under pressure, and contribution to the library's overall development. The findings show a negative association between occupational stress and work efficiency, however due to the small sample size, the findings cannot be generalized. More research with a bigger sample size is needed to understand the various organizational or socio-cultural aspects that may influence work efficiency."

RECOMMENDATION:

The following recommendation have been made based on the above findings:

1. School librarians work with a youthful workforce and may be very competitive in offering high-quality tertiary education by creating a well-designed, organized, and managed work environment that promotes individual well-being.
2. Workers' job-related stress was high due to a lack of assistance from supervisors during difficult moments and poor involvement. The administration of the institution should concentrate on correcting these issues. On behalf of the employees, department or division heads must make an appeal for a shortage of resources, such as insufficient staff and equipment.
3. Because the individual is subjected to stress signals, which have an impact on their productivity, stress decreases performance. As a result, strengthening formal organizational communication with employees reduces stress by minimizing position ambiguity. The benefit of open communication between bosses and subordinates is that problems can be resolved. Due to a lack of effective communication, unresolved arguments can lead to elevated stress levels.
4. With the support of managers and colleagues, stress can be greatly minimized. Supervisors must praise employees' good work and notable achievements in order to keep them engaged

through challenging times. Promoting a helpful culture will provide a good example for them and teach them the value of colleague help.

CONCLUSION:

As one goes about his or her daily duties, everyone encounters some level of stress. Individual and environmental circumstances, as well as those relating to the home or the workplace, all contribute to it.

"The findings of this study show that p-value analysis is used to evaluate the relationship between demographic characteristics and the stress factors studied, and that all of the components are related to gender and married status. Both elements are linked to demographic considerations. We used the t value test to see if there was a difference in occupational stress level between male and female school librarians. We discovered that both male and female librarians experience occupational stress. We also used the t value test to see if there was a difference in work efficiency between male and female librarians. Also, the t value was used to see if there was a difference in occupational stress scores based on marital status of school librarians. We discovered that both married and unmarried librarians experience occupational stress, and that both married and unmarried librarians have a negative effect on work efficiency. The impact of work-related stress varies depending on work efficiency."

Occupational stress and work efficiency have a negative relationship, according to the findings of this study. Although this study focused on the Cambridge educational system, larger studies with a larger sample size might be conducted to find other organizational or demographical factors that influence employment success.

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