



FACTSHEET

OCCUPATIONAL STRESS AND EMPLOYEE JOB PERFORMANCE IN GHANA, 2024

***This factsheet assesses the influence of
occupational stress on employee
job performance in Ghana***

Introduction

Occupational stress has been linked to diminished job performance, compromised well-being, and decreased job satisfaction.

This comprehensive factsheet, explores the relationship between occupational stress and job performance among employees in Ghana.

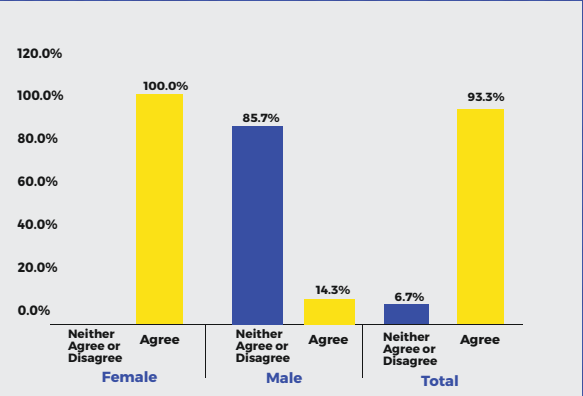
Drawing on recent data and research findings, it examines the impact of workplace stressors on productivity, well-being, and organisational outcomes.

Through an analysis of key factors such as work demands, job control, and support systems, the factsheet provides insights into strategies for mitigating stress and enhancing job performance.

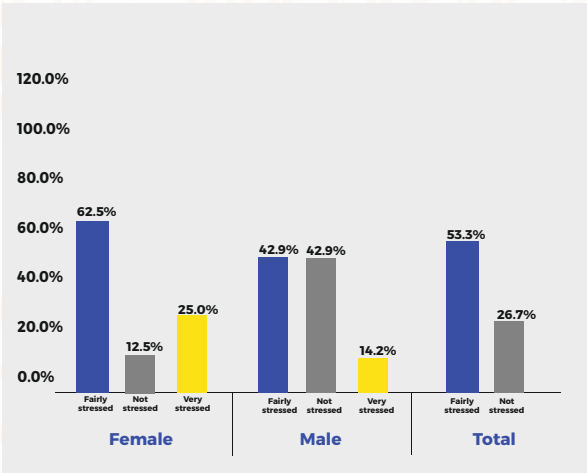
With a focus on understanding the unique context of Ghanaian workplaces, this resource offers valuable insights for employers, policymakers, and stakeholders seeking to promote a healthier, and more productive workforce.

Graphs

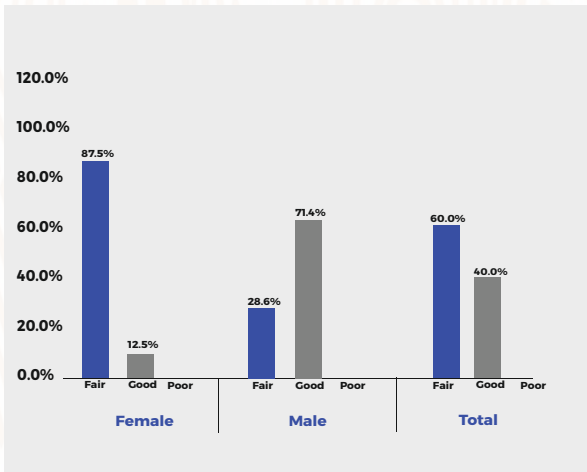
■ Perception of occupational stress and high Employee Job Performance



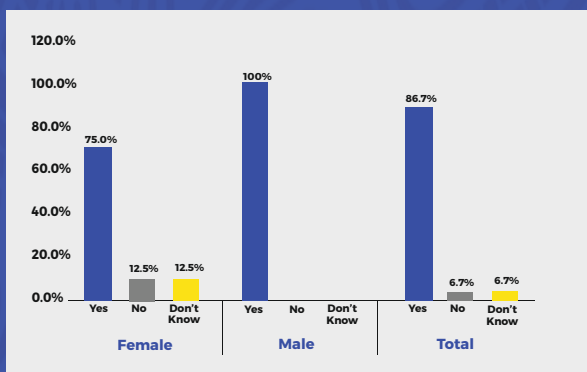
■ **Stress in current role and High Employee Job Performance**



■ **Level of support from organisation in stress Management and High Employee job Performance**



Flexible working hours alleviate occupational stress and high employee job performance



Why have you not contacted a resource provider to help you manage your stress ?



Limited awareness of stress-relief resources at work



Lack of perceived need to seek help



Absence of mention or provision of resources



Concerns about privacy and confidentiality



Challenges hindering access to resources



Stressors from demanding assignments



Reluctance to seek external help



Various reasons for underutilising resources

How useful is the resource provider in helping you manage your stress ?



- Provision of mental health management tips and relaxation techniques for stress relief
- Resources facilitating enjoyment of work and fostering a proactive attitude towards tasks
- Opportunities for exercise and engaging in useful discussions, promoting mental well-being
- Understanding and support from counsellors, with easy communication for follow-ups and personalised stress management advice

Have flexible working hours helped alleviate occupational stress ?



- Prevention of employee burnout and fatigue through flexible working arrangements
- Additional time provided to attend to personal tasks, leading to better work-life integration
- Effective management of work and delivery facilitated by flexible hours and reduced commuting stress
- Opportunities for quick breaks and paced work, leading to increased productivity and focus
- Enhanced productivity and mental well-being through a conducive work atmosphere and time for relaxation
- Improved time management and planning, allowing individuals to work at their most productive times and structure their day effectively
- Benefits of flexible working hours include better work-life balance, reduced pressure, and increased efficiency

- Stress reduction is associated with commuting and working in a traditional office setting
- Flexibility enables employees to meet deadlines, manage workload, and focus on strategic aspects of work
- Increased productivity and focus, with less anxiety and stress experienced in a comfortable working environment

Recommendations



Increase awareness



Normalize seeking help



Ensure confidentiality



Improve accessibility



Provide financial support

Conclusion

Addressing occupational stress requires multifaceted approaches, including raising awareness, normalising help-seeking behaviours, ensuring confidentiality, improving accessibility, and providing financial support. Implementing gender-responsive policies that accommodate diverse needs is essential for fostering a supportive work environment conducive to employee well-being and high performance.

Acronyms

EPL Ghana - Emerging Public Leaders of Ghana
FWH: Flexible working hours
Data Source: EPL Ghana, Fieldwork 2024

Contact us

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