

**THE INFLUENCE OF STRESS MANAGEMENT ON EMPLOYEES'
PERFORMANCE IN THE WORK ORGANISATION (A STUDY OF UNILEVER
NIGERIA PLC)**

BY

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CERTIFICATION

This is to certify that Chukwuemeka, Samuel Ezeigbo has completed the project in partial fulfillment of the award of Bachelor of Science degree of Industrial Relations and personnel Management, The College of Management Science, Mountain Top University, Ogun State, Nigeria.

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DEDICATION

This project is dedicated to the Almighty God for his unquantifiable love, grace, care and mercy, throughout this research work and to my able supervisor, **Doctor Johnson Ogundele Iyiola.**

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ABSTRACT

Fact remains, Labour is an utmost factor of production and this is the reason why employers must be aware that stress affects employee in their lines of duty in the place of work and it should be properly managed, though stress is practically inevitable and cannot be overlooked, it is on this basis, the study examined The Influence of Stress Management on Employees' Performance in the work organization: A study of Unilever Nigeria PLC, Lagos state, Nigeria.

The research employed the Job - Demands model which is divided into Job demand and Job resources, Systematic stress: Selye's theory, the cognitive theory of psychological stress and coping, Stress response theory, Psychological Job conflict theory. The age respondents are total of four hundred and ten which include 44.9% of males and 55.1% of females. The sample size determining formula used is The Taro Yamane formula. The sample size is 410.

The multistage sampling technique was adopted with Questionnaire as the data collection instrument. For the data analysis, it is Spearman Rho. The percentage and frequencies are obtained through the Pearson correlation statistical tool [SPSS].

The findings clearly and carefully show that there is no significant relationship between sources of stress and the quality of work.

It is recommended that the Government of Nigeria should make it mandatory for all public and private work organization in Nigeria to embark on Training in causes, types and management of stress. Another recommendation is the Regular workshops and conferences in stress management among workers in Nigeria for accelerated high productivity in the workplace.

Keywords: stress management, employees' performance, work organization.