

**OCCUPATIONAL STRESS AND ITS EFFECTS ON JOB PERFORMANCE  
(A CASE STUDY OF MOUNT KENYA UNIVERSITY, MAIN CAMPUS)**

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BBM/ 2060/11**

**A RESEARCH PROJECT SUBMITTED TO MOUNT KENYA UNIVERSITY IN  
PARTIAL FULFILLMENT FOR THE AWARD OF BACHELOR OF BUSINESS  
MANAGEMENT**

**MARCH 2014**

## ABSTRACT

The study sought to investigate and evaluate occupational stress and its effects on job performance among members of staff at Mount Kenya University, Main Campus. The objectives of the study were; to examine what constitute occupational stress, to examine the effect of stress on workers in the performance of their job, to assess the support for those people who are suffering from stress and to assess how work related stress can affect the health of the workers.

The study was a case study of Mount Kenya University, main campus which targeted 110 staff of the university. Stratified sampling was used to select 55 participants. Data was collected using questionnaires and analyzed both quantitatively and qualitatively, which was then presented by use of tables and charts. The main findings of the study were; there is an inverse relationship between occupational stress and job performance, 55% of respondents felt that work load is the major component of occupational stress and that trouble concentrating is the most prominent signal of occupational stress.

The study recommends that organizations should increase formal and open communication with employees which helps by lessening role ambiguity and resolving conflicts between supervisors and subordinates.