

IMPACT OF JOB INSECURITIES AND WORK OVERLOAD ON EMPLOYEE PERFORMANCE WITH THE MEDIATING ROLE OF EMPLOYEE STRESS IN TEXTILE INDUSTRY

BY

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MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

Supervisor – Student Meeting Record

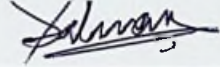
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1	4 -JUN	Campus	Chapter 4: Data analyzing and interpretation	SONIA
2	25-JUN	Campus	Chapter 5 and 6: Recommendation	SONIA
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APPROVAL FOR EXAMINATION

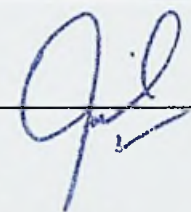
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Dedication

I dedicate this project, first and foremost, to God Almighty, who is my creator, and my source of knowledge, wisdom, understanding, and inspiration. He has been strengthening me throughout this program, and only on his wings, have I truly soared.

Secondly, I dedicate this project to my teacher, Sir Salman Hammed, who has been very encouraging throughout the project. Because of his encouragement and support I have been able to complete this project.

Acknowledgement

I am grateful to Allah Almighty for His guidance throughout the project. Because of his help and guidance, I have been able to work wholeheartedly through every step of the way in this project. And it is Allah Almighty's will that I was able to receive guidance by my parents, my teachers, and my peers.

I am extremely grateful to my parents who have supported me throughout my childhood until now. Because of their encouragement and support, I have been able to achieve all the things that I have achieved in life.

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Abstract

Purpose

The main objective behind this research study is to enlighten the major issues that affect the performance of employees in textile industry. Like many other company's employees working in textile industry is also facing job insecurity and work overload issues which make difficult for employees to perform well in organization that's why employee stress increase. The aim of this study is to examine the impact of job insecurity; work overload and employee stress on employee performance so stay in a company and committed to the organization. How the employees focus on the task and what measures necessary for the company are enlighten in this research.

Methodology & Design

The sample of 340 respondents was taken from the chosen organizations. The sample changed into taken from four industries of Karachi. Convenience sampling method became used.

Findings

According to the findings the impact of job insecurity on employee performance significant but on work overload is not significant. Also in textile sector employee stress does not work as a mediator between employee performance and work overload.

Limitations

Data collected from one city of Pakistan and for this reason the results of this take a look at could be applicable to Karachi, and can't be generalized for different cities of Pakistan.

Recommendations

Before hiring the employee clearly defines terms and condition of job. If job insecurity held in a job in near future so employee mentally ready to cope up that situation. Secondly after providing promotion to employee it's a responsibility of higher management to take a feedback from employee.

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