

## **THE STUDY OF ORGANIZATIONAL ROLE STRESS AND JOB PERFORMANCE AMONG EDUCATORS IN INSTITUTIONS OF HIGHER LEARNING**

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### **ABSTRACT**

The present study covers the impact of the 'organizational role stress' on 'job performance' of the faculty members at institutions of higher learning in Himachal Pradesh. It highlights the role of an individual in an organization under various dimensions of organizational role stress that is inter role distance, role stagnation, role explosion and role overload for the effective performance in terms of obedience, efficiency, punctuality, public dealing, job knowledge and interpersonal communication of employees. The discussion presents an approach to accept the existence of role stress and its effects on the well being of the organization. Further, it expects to create a need for employee training in stress management. Conclusively, the presented paper is an effort to analyze the causes of stress and to suggest remedies for institutions of higher learning in particular and to care of human resources as a whole in general.

**KEYWORDS:** Organizational Role Stress, Job Stress, Workplace Stress, Managing Stress