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## Factors Associated with Occupational Stress and Their Effects on Organizational Performance in a Sudanese University

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### ABSTRACT

Occupational stress has a significant impact on student learning and thereby on the contribution that such institutions can make to society. This affects organizational performance by reducing productivity and efficiency which affect the organization negatively. The aim of the current study was to determine the factors associated with occupational stress and their relationship with organizational performance at one of the private universities in Sudan. A total of 150 male and female employees from different departments and with various educational levels in the main building of the university were randomly selected. Data was collected using a questionnaire with background questions, job stressors such as role conflict and ambiguity, lack of participation in decision making, lack of authority, workload, unsatisfactory working conditions and interpersonal relationships, and statements about the effect on organisational performance. Questions were based on three- and four-point scale. Responses were grouped in terms of scores to show the level of job stress. Descriptive statistics was carried out using SPSS programme. Results indicated that on average the employees experienced high degree of job stress. Job stressors affected the general physical health of employees, their job satisfaction and performance as well as their commitment negatively. Similar findings were reported in other studies. The study recommended that the university needs to elevate the situation and resolve all the factors affecting the employees by for example increasing the number of staff needed to perform the tasks and/or decreasing the number of students enrolled.

### KEYWORDS

Higher Education; Occupational Stress; Organizational Performance; Sudan

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