

ABSTRACT

The important and vital component of any organization or institution is employed personnel who works day and night for the growth of organization or institution. However, it is necessary requirements of employed personnel they need education, motivation, set goals, proper training, skills, and availability of facilities at the workplace for the benefit of patients in order to deliver services to treat an ill patient. The main purpose of this research study is to investigate the factors that cause occupational stress, job performance evaluation, and the relationship between occupational stress and the job performance among medical house officers/doctors. The LUH, LUMHS Jamshoro was used as a case study. LUH provides information to medical house officers/doctors who work in ward/unit of paediatric, medicine, surgery and obstretics/gynecology.

Quantitative methodology was used in this research study. The primary data collected through a modified questionnaire and secondary data was collected through literature review. The data was analyzed by used MS Excel 2016 and SPSS. Based on the analysis it was found that mostly six factors (feel helpless when patient's health cannot improve, conflict with hospital mentor, make mistakes while give treatment to patient, deal abused behavior of patients, feel over workload, face conflicts from the management side) that cause occupational stress among medical house officers/doctors. During analysis of performance evaluation founded that factors that create a great impact on the job performance includes counter productive work behavior, adaptive performance, contextual performance and task performance. The correlation showed that there is a negative impact of occupational stress on the job performance (i.e. task performance, contextual performance, adaptive performance and counter productive work behavior). This research study contributes in many ways. If the recommendations utilized properly it may increase performance of job, and improve the productivity in HR policies.