SUMMARY

The present study was conducted to study the effect of the two very common factors present in day to day life i.e. anxiety and stress, both are increasing with rapid speed. They not only affect the daily performances of a person but also his perception, thinking, reasoning etc. in the industry also this is becoming a problem for employers to get the optimum required levels of performance from the employees in the presence of these two factors. Theoretically it seems that both would have a negative effect upon performance and perceptual abilities of an individual. But the recent evidences by Endler (1983) and Singh and Singh (1985) show that anxiety does not affect the overall performance keeping these contradictory results in mind it seems worthwhile to probe into the exact relationship between stress and performance as well as anxiety and performance. Since both are present among the industrial workers it was decided to study the effect of both, separately as well as when both are present together. Thus the following problem was formulated.
To investigate the effect of anxiety and workload on CFF and performance.

To study this problem following hypothesis were formulated:

CFF would be lower in the Ss having low and high levels of anxiety as compared to the Ss having moderate level of anxiety.

No significant difference in the CFF of the Ss having extremely high and low level of anxiety would be obtained.

Ss having moderate level of anxiety would perform better on a given task compare to low and high anxiety.

There would be no significant difference in the performance of the Ss having low and high anxiety.

A higher work load would lead towards lowering of CFF.

An increment in CFF would be observed in case of lower workload-group.

A higher workload would lead to a decrement in performance of a given task.

An increment in performance would observed in case of lower workload group.
To test these hypotheses three experiments were conducted. In the first experiment only the effect of three levels of anxiety (low, moderate and high) was studied on CFF and physical and mental performances. A multigroup design was employed (3 groups n = 15). To check the significance of difference DRT was applied.

In the second experiment E has studied only the effect of 3 levels of (low, moderate and high) on CFF and performances. BP was taken as confirmatory measure. before and after measures of BP, CFF and performances were taken in a multi-group design and to test the significance of difference t-test was employed between the scores of each dependent variable obtained before and after workload.

The third experiment was conducted to study the interaction effect of anxiety and stress on CFF and performance and also to cross-check the findings of the first two experiments. A 2x2 factorial design was followed. Two extreme levels of both the independent variables i.e. low and high anxiety and low and high workload, were taken. Before and after measures of CFF, BP and physical and mental performances were recorded. The significance of
difference of the differences between before-after measures of 4 groups was tested by two way analysis of variance.

The results of experiment-I indicate the 1st and 3rd hypotheses predicting higher level of CFF and performance and moderate anxiety group then in low and high anxiety groups have not proved. Second and fourth hypotheses predicting no significant difference between low and high levels of anxiety regarding both CFF and performance have proved. This indicates that anxiety does not have any effect upon the physical and mental performances and perceptual abilities.

The results of experiment-II have proved all the hypotheses regarding the effect of workload excepting 8th hypothesis predicting that low workload leads to an increment in the performance. E concluded on the bases of this experiment that lower workload leads to an increment in CFF but not in performance where as the higher workload leads to a decrement in both CFF as well as physical and mental performances.
Besides this the moderate levels of the treatment given to Ss, have also led to an important prediction. Keeping in mind the value of importance of continuity of independent variables the moderate level of workload and anxiety were run though no hypothesis related to this level were formed earlier. A careful look on the obtained results indicate that the effect of workload on both CFF and performance increasing progressively with an increase in the workload. It was concluded that this effect on CFF and performance was not of an inverted 'U' shaped, rather it was a negative linear correlation, suggesting that perhaps even lower levels of workload should be studied.

In the 3rd experiment no effect of anxiety was observed on any of the dependent variables nor any interaction effect of anxiety and workload was observed. The workload had an effect similar to that observed in experiment I.

To sum up the results it was concluded in this investigation that anxiety does not affect the CFF and performance where as both of these measures increase with low workload and decrease with high workload.

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