How Anxiety Affects Work Performance in Different Ages (Unskilled, Semi-Skilled & Skilled)

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Abstract: *Anxiety is a feeling of dread, fear and uneasiness. It might cause you to sweat, feel restless and tense and increase the heartbeat. Anxiety may feel when faced with a difficult problem at work, before taking a test, or before making any decision. It also gives you a boost of energy or helps you focus. Anxiety does not necessarily worsen with age, but older adults may experience increased anxiety due to factor like health issues, los of loved ones, or change in living situation. This study aim to analyze between works related anxiety and job related factors among Amritsar industries wageworkers. In this study 10 numbers of industries were taken as a sample and around 150 wageworkers were involved. In which persons with category in skilled and unskilled with ages between 21-55 year was there. In this study we categorize 3 ages group. 1. (21-32 Group A) 2. (33-45 Groups B) 3. (46-55 Groups C). In this study we found Group A with with no skill has more anxious at work place than other groups. Group B having semi-skilled persons have lesser anxious than Group A but more than group C. But Group C is very less anxious than other 2 groups. This is because as per their ages their experience and skills to perform the task and handle the situation is more responsive. Lesser the age high anxious with unskilled category. Higher the age lesser anxiety with skilled category.*

Keywords: Work-related anxiety, job-related factors, decision-making authority, wageworkers, work Performance

1. Introduction

Anxiety & Employee Mental Health
Anxiety is a feeling of dread, fear and uneasiness. It might cause you to sweat, feel restless and tense and increase the heartbeat. Anxiety may feel when faced with a difficult problem at work, before taking a test, or before making any decision. Mental Health is a state of wellbeing that enables people to communicate with the stress of life, realize their abilities and learn well and work well. Mental health is a basic human right and it is crucial to personal, community and socio- economic development of any individual. The world health Organization defines the mental health a state of wellbeing in which the individual realize his or her own abilities and can cope up with the normal stresses of life and can work productively and fruitfully and is able to make a contribution to his or her community. Scholars developed a measurement tool that includes positive and negative term in order to describe the mental health of any individual more accurately. Where positive defines good mental health and negative defines bad mental health which further defines as depression and anxiety.

Employee Mental Health and Job Performance
Employee mental health is the state in which he or she act or response to their surroundings. Job performance term refers to their ability of output at work place. In this study we find out job performance related to anxiety and their level of skill. Good mind can observe things better and perform accurately meanwhile the level of skill in different age results different. For this we find out 10 different industries (manufacturing units and trading units) from each firm we took a sample of 15 persons with different ages. Test performs on them by a set of questionnaire and verbal and observable technique at their work place. In this test I categories them in groups. 3 Groups were created in which **(21-32 Group A) 2. (33-45 Groups B) 3. (46-55 Groups C)**. On 3 levels **(anxiety level, Confidence level, Decision making Power)** we assess them for calculating overall work performance by keep in consideration their level of skills (Unskilled**, Semi-Skilled & skilled)**

This study shows the different behavior and different output from every group in different situation which directly affect their overall performance. Positive affect states are associated with individuals building good interpersonal skills and high in work performance which enables them to help from their leaders and colleagues at work. Study also showed that good social relationship are important source of overall growth and increase the work performance

2. Methodology

Table 1

S. No	Group	Ages between	Category (Unskilled, Semi-Skilled & Skilled	No of persons	Anxiety level	Confidence Level	Decision making Power	Work Performance Level
1	Group A	21-32 year	Unskilled	50	High	Low	Low	Average
2	Group B	33-45 year	Semi- skilled	50	Medium	Moderate	Slightly High	Moderate
3	Group C	46-55 Year	Skilled	50	Very Less	Very High	High	Very Good

Work Performance level

Very Good = 85-95%   Moderate = 52-84%
Average = 34-51%   Very Poor= 0-34%

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Table 2

S. No	Group	Ages between	Category (Unskilled, Semi-Skilled & Skilled)	No of persons	A- Anxiety level (10)	B- Confidence Level (10)	C- Decision making Power (10)	Work Performance (100)
1	Group A	21-32 year	Unskilled	50	9	3	2	49
2	Group B	33-45 year	Semi- skilled	50	5	6	6.5	66
3	Group C	46-55 Year	Skilled	50	1.5	9.5	9.2	89

Work Performance level

Very Good = 85-95%   Moderate = 52-84%
Average = 34-51%   Very Poor= 0-34%

3. Results

According to the standardized discussion, the group A (age between 21-32) unskilled persons has overall work performance at work place is near about to 49 % in which they have Higher the Percentage of Anxiety (9) , lower the confidence level of the Group A persons (Percentage (3) & Low Decision Making Power (Percentage (2). Similarly the Group B (age in between 33-45) have level of skill is semi, overall work performance is 66% in which Anxiety Level is Medium (5) , Confidence level is above the moderate (6) and Decision making power is (6.5) . This group of persons has low motivation power also and less socializes. In Group C in which skilled category of persons are there with age range is 46-55. Overall Work performance level of this group is about 89 % efficiency in which anxiety level is (1.5) , confidence level is high (9.5) also have high decision making power according to the situation is (9.2).

4. Conclusion

This study is an investigation on the relationship between anxieties in general and anxiety exhibited co-related to work performance at the workplace. Study shows that disabling anxiety must not always affect all ages according to group (age wise), but can be related very specifically to the workplace according to their level of skills. Any work place has feature which can provoke anxiety The analysis indicates a clear correlation between skill level, age, and psychological factors like anxiety, decision making power, confidence, in determining overall work performance.

- **Group A** with low skill levels, high anxiety, and low confidence, struggles with performance and decision-making, likely due to a lack of experience and the stress of navigating the workplace environment.
- **Group B** though more experienced and semi-skilled persons faces challenges in motivation and socialization In which They reduce their engagement and performance despite having moderate levels of confidence and decision-making ability.
- **Group C** being the most skilled and experienced category, exceptional in work performance, aided by high levels of confidence and low anxiety & strong decision-making abilities. Their ability to handle stress and their extensive expertise contribute significantly to their superior performance.

5. Implications

- **For Employers:** There should be targeted training programs, mentorship, and support systems that could help to reduce anxiety in younger and less skilled workers by boosting their confidence and job competence. Reducing work-related anxiety may lead to improve performance of the individual and can make a healthier work environment.
- **For Workers:** Workers can avail benefit from developing both technical skills and emotional skills. Workshops should be arranged & participated by Workers to overcome stress and can handle stress management, decision-making, and coping strategies could help employees of all age groups manage anxiety and enhance their workplace experience.

6. Recommendations

- **For Group A:** Focus on building confidence, gradually increasing decision-making responsibilities, reducing anxiety through training programs.
- **For Group B:** Invest in motivation-building strategies and encourage social interaction and team-building activities to improve engagement.
- **For Group C:** Continue to leverage their strengths while fostering a culture of knowledge-sharing, mentoring, and leadership to ensure sustained high performance

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