



DOES PERFORMANCE PRESSURE ENHANCE EMPLOYEE PERFORMANCE? THE ROLE OF EMPLOYEE SLEEP, CONSTANT CONNECTIVITY AND RUMINATION

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ABSTRACT

Sleep is a crucial component of human-life and the importance of good sleep cannot be denied in an individual's personal and professional life. Advent of new technology has blurred the boundaries between work and home and has further reduced sleep-time. Studies on antecedents and outcomes of insomnia, in particular, employee task-performance are scarce. Accordingly, this study is focused to identify the effect of performance pressure, negative work-rumination, and constant connectivity on insomnia symptoms and employee task-performance. Further, this study is measuring the mediating role of negative work-rumination and insomnia symptoms between performance pressure and employee task-performance. Current study is also measuring the moderating role of constant connectivity, as we have witnessed that during the pandemic of Covid-19 this constant connectivity, has further penetrated into our personal and professional lives. Data was collected from 215 employees of manufacturing sector, working in different organizations, through a 3-phase time-lag. Direct and indirect effects along with moderation and sequential mediation were measured through Smart PLS. Findings revealed that sequential mediation, along with all direct and indirect paths has significant relationships. Constant connectivity was found to strengthen the relationship between negative work-rumination and insomnia symptoms. Limitations and implications of the study has also been discussed.

Keywords: *Performance Pressure; Negative Work-Rumination; Insomnia Symptoms; Constant Connectivity; Employee Task-Performance*