H5: There is no relationship between job stress and performance. The hypothesis states that there is no relationship between job stress and performance, but I would tend to disagree. People are generally concerned with job performance because they are paid to perform. According to this hypothesis, people ignore job stressors and do not permit them to impede their productivity. The basic premise that people can readily ignore job stressors makes this hypothesis questionable. People are not robots; they are rational and at times emotional beings. However, not all people react to stress in the same way. Stress is a natural response that occurs in the human body. It is the non-specific response of the body to any negative or positive demand made upon it. Stress causes an interaction between the situation and a person. It is the mental, emotional and physical state that results when the individual’s ability to cope with the demands and pressures of the situation is insufficient. Stress is more likely in some situations than in others and in some individuals than others. People experience stress at home, in society and in the workplace. Workplace stress has a huge impact on productivity and job performance (Ferns, 2007). It has been declared that there is a relationship between job stress and performance. Job performance can be broken down into three areas: skill, effort, and work conditions. An individual’s skills include abilities, knowledge, and competency. Effort is the degree of motivation a person applies towards completing their job. A person’s working conditions is the facility and environment in which a person works. These three areas coincide in facilitating an individual’s job performance. Job stress can be caused by workload, conflict with management, fear of change, fear of dismissal, and conflict with co-workers (Hauck, Snyder, & Cox-Fuenzalida, 2008). Stress can adversely affect an individual’s skills and effort at the work place. Job stressors reduce an individual’s capacity to exert control over their work environment, thus adversely affecting their ability to function effectively (Bakker, Demerouti, & Verbeke, 2004). The hypothesis stated that there is no relationship between job stress and performance. The research provided concludes otherwise.