

Abstract

Employees nowadays are comfortable with having constant work hours. However, for some firms, having sudden or excess work assignments that require employees to stay for additional time can jeopardize that. In the present research, the link between workload, job stress, and autonomy threat was examined. The results show that workload and job stress are linked while the link between workload and autonomy threat is not proven. Finally, the implications for organizations and future research are discussed

Keywords: *Workload, Individualism, Collectivism, Autonomy Threat, Job Stress*