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The relationship between job stress and mental health: study governmental staffs of Sarpol-e-Zahab

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ABSTRACT

This study examines the relationship between job stress and mental health in governmental agencies of Sarpol-e-Zahab city. This research method is descriptive-correlation. Statically population is all staffs of governmental agencies. Statically sample is 160 people from governmental staffs. Samples were tested by Job stress questionnaire (IVJSI) and public health (28- GHQ). Results indicate that the positive relationship between job stress and mental health is significant. There was a significant and positive correlation between job stress and physical symptoms of anxiety and depression, but between job stress and social function symptoms is significant negative correlation; thus attention to work environment and agencies work condition cause to enhance the quality of work, employee mental health and efficiency.

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Introduction

Job stress is a stress that associated with workplace. Application of individual in work that inconsistent with his abilities and Information and change in work activity causes to stress and staffs doesn't ability to do the right things. Prudent and rational insight help to human for overcome job stress. Rather people that are strict, precise, short-tempered and nervous than people that are quiet, calm and flexible are under the influence of occupational stress; because these people are flexible and always ready to adapt to different conditions. People who are dissatisfied with their job and do not enjoy being succumb in front of the stress. Stress that we experience every day at work and problems at work waiting for us to take, both grown in recent decades. There is no distinction: administrators, employers, employees and workers all suffer from stress. It is important to remember that when stress becomes much more natural interferes with the productivity, efficiency and mental and physical health. Factors such as poor working conditions, Spicy Curry, exhausting physical effort, spending many hours at work and extreme dysfunction, impaired with mental health. Boring and unpleasant work and adverse physical and psychological work environment and dealing with fierce and aggressive persons in addition to reduction in psycho health cause to body diseases. Studies have shown that job stress can cause stress and increase symptoms of psycho disorders. Many researchers have been done on job stress and its related factors: In these studies factors such as individual occupation, organizational roles, role conflict and role ambiguity, ongoing professional development, professional relationships, structure and organizational climate are considered.

Stress effects on the nervous rhythm - psychological (body temperature, and calcium metabolism), as well as the efficiency of mind and motivation to work. Physical risk is regarded as a source of stress because for jobs in dangerous professions in the police, military, mining, fire, when a person fails to reconcile some of the symptoms of a disease, workplace conditions, such as anxiety, depression, dissatisfaction and physical illnesses may occur. Stress in workplace caused by being deprived of bonuses

and promotions, professional or personal conflict with partners, technology, regulations, circulars and guidelines and expectations of management, inability to perform duties. When a person has permanent anxiety and thinks that cannot addressed the problems by higher authorities loss their confidence in performing the duties and in the feeling of inferiority is depressed which in turn will skirt the vicious cycle of stress and decreased job performance. Continue of this cycle gradually cause erosion mentally and physically of staffs. After awhile leads to neurological disorder - lasting psychological.

Research Background

Kabirzade (2008) studied Public health and occupational stress among staffs of medical records in Mazandaran province and conclude that from aspect of mental health employee working in private sector have appropriate situation and sector authorities were at high risk. Te main source of stress in archive unit is lack of space, coding units, lack of correct information in case of acceptance, and the lack of staffs. Measures of stress were normal and mental health averages of medical record employees were lesser degree. Between public health and the stress field of study, there was no significant association.

Lavasani (2008) examine spirituality, job stress, job satisfaction and organizational commitment of employees in Tehran and Showed that people with low job satisfaction and nevertheless have average and over average organizational commitment, feel the spiritual and pastoral care and job stress had higher than average. The results of correlation and regression analysis showed that Job stress has a negative correlation with other variables. Moreover, spirituality, organizational commitment and job stress had a significant prediction ($p < 0/05$) for job satisfaction.

Hashemzade (2009) in his research showed the level of stress have relation with the mental health in medical staffs. Also among administrative and medical staffs in mental health seen significant degree and treatment staffs have less mental health. Mental health is more men than women employees and level of stress on contract workers were more likely than other workers in other employment situations.

Pakfayez (2012) had investigated the relationship between job stress and marital satisfaction and mental health of employees of hospitals in Tehran and his research showed that between Job stress and marital satisfaction among employees and job stress and mental health, there is a negative relationship. Also, a significant positive correlation is between marital satisfaction and mental health of staffs. Study of occupational stress factors indicated that conflict with doctors and the lack of support from the components of job stress, predicted employee negative job satisfaction. The results showed the presence of occupational stress factors such as conflicts with doctors as a power source and fellow workers in hospital and lack of support in nursing likely to decrease the level of marital satisfaction and mental health.

Poursharifi and ravari (2009) paid the relation between job stress and workplace ergonomics. The results of this study indicated that have a significant relationship between job stress and workplace ergonomics. Work physiology and psychology, have a significant relationship with job stress, however the biomechanical and anthropometric no significant relationship with job stress.

Davoodi (2011) has investigated Job stress on the mental health of the 12 districts of Tehran's police officers. Data were analyzed using multiple regression analysis with stepwise-Pearson-ANOVA F-test and T-test was performed with a combination of individual variances. In this investigation, younger and have less experience greater mental health but officials with persons over than 46 years get some more stress. Between mental health and job stress agents married single agents there is no significant difference while the officers were married life events is more than single agents. The results of this study indicate that police officers are faced with high stress. . In this study have significant relationship between mental health, occupational stress and degree of service. The level of stress in high temperature service (Gen. Ii) the highest and lowest reported rates of mental health.

Kujima et al (2003) in a study of 120 Japanese workers showed that is high correlation between depression, anxiety and low job protection. Thomas et al (2009) study concluded that family physicians are experiencing high levels of depression and half of them are willing to change their work environment. Adymansya and colleagues demonstrated that stress, anxiety and depression are a positive correlation with lack of job security and employment conditions. Russell and colleagues showed that employment protections have positive relation with quality of life, and have negative relation with stress and depression. Gurabi and colleagues on the staff of the National Iranian Oil Company concluded no matter how hard the work is, the somatic complaints, anxiety, insomnia, poor social functioning, depression and health problems are higher. Lee and Shin (2010) present study examined the relationship between stress and job satisfaction. They divided stress factors into three categories: physical, environmental and psychological and by using data mining techniques, the effects of these factors on job satisfaction were examined. The results were significant and negative impact of job stress on job satisfaction. They also found that the most important stressors in their case study, Poor working environment, management style, reckless fellow, anticipation of job demands are unsafe working environment, lack of adequate equipment and personnel.

Research method

Research's method in this study is descriptive- correlation. Statically population is the all staffs of governmental agencies. Statically sample is 160 people from governmental staffs.

Instruments used to collect data in this research are two standardized tests. One of them is Stress Questionnaire (IVJSI) setting by Safarzade. M. This research done in 1377 over 293 employees of a large industrial unit in Khuzestan province. The scale has 34 items and is composed of two subscales. This two subscales measure Staff management problems and difficulties. This questionnaire has been used extensively in the areas of research and an appropriate criterion for estimating the rate of employees exhausting in organizations.

Responses to this questionnaire with multiple choice options: "never" Rated (0), "rarely" Rated (1), "sometimes" Rated (2) and "often" rated (3) and always has Rating (4) and the sum of the scores obtained from the score achieved job stressors questionnaire. In the questionnaire, for each question item that represents the highest level of job stress is equivalent to (3) points and the option that represents the lowest level of job stress is equal to (0) points will be considered. Options are among the highest score to lowest score giving those 2 and 1. Should be noted that, the rating scale job stressors such that the greater the level of job stressors, his score will be higher. Validity by researchers was obtained of the retest and Cronbach's alpha. Cronbach's alpha coefficients of internal consistency of the questionnaire %94 and also emphasized the retest, %65 is reported. Retest method evaluated repeatedly feature, Re-emerging and stability of questionnaire over time.

Another questionnaire (28- GHQ): This questionnaire by Goldberg (1972) was invented. A questionnaire is based on self-reporting methods that are used in the clinical set those target are mental disorders. General Health Questionnaire can be considered as a set of questionnaires which are composed of the lowest levels of co-morbid symptoms of mental disorders and thus distinguish mental patients, as a general category, of those who consider themselves healthy; thus The purpose of this questionnaire isn't to achieve a specific diagnosis in the hierarchy of mental illness but its main purpose is to create a distinction between mental illness and health. The original version of the questionnaire consists of 60 questions but also made a number of shorter versions of the most important ones are: 30- GHQ, 28- GHQ and 12- GHQ). The advantage of form 28-item General Health is that designed for community. This questionnaire has 4 subscales: Subscales of physical symptoms, anxiety, insomnia, depression and dysfunctional social productivity action. Duration of test, on average 10 to 12 minutes.

Reliability coefficient Persian version of the 28-item General Health Questionnaire estimated with test-retest method with an interval of 7 to 10 days on a group of 80 people at a rate of %91 that is significant in 0/001 level. Jacobi (1994) reports total of the test was%88 and subtests reliability coefficient is %50 to %81 ratio. The validity of the questionnaires was obtained by internal consistency method (Cronbach's alpha) for the scales of physical symptoms are %85, %78 anxiety and insomnia, social dysfunction and depression worse %79, severe depression %91 and %85 of the whole questionnaires.

Test method for grading the mental health: In this case the two methods used for scoring: The first method is to categorize questions into four parts that the questions 1 to 7 measures physical characteristics of the subjects. Question 8 of the 14 tested for sleep disorders of subjects. From 15 to 22 questions related to public relations and interactions of participants and from questions 23 to 28 assessment and recognized severe illness, such as depression and suicide.

Table 1: Explanatory variables, the mean and standard deviation of the research variables

Variable	Count	Mean	STD deviation
Physical Symptoms	160	13/89	4/77
Anxiety Symptoms	160	12/95	1/54
Mental Health			
Social function	160	6/86	2/06
Depression symptoms	160	12/05	1/98
General Mental Health	160	45/77	4/14
Job Stress	160	35/44	4/77

Table 2: Matrix of correlations between job stress and mental health components

	Mental health components				
	Physical Symptoms	Anxiety Symptoms	Social function	Depressions symptoms	total
Job Stress	%46**	%56*	-%15 **	%36**	%42 **
Significant level	0.00	0.00	%04	0.00	0.00

Table 3: Prediction of job stress on the mental health of employees

Predictor variables	F	P	R	R ²	β	T
Physical Symptoms					%33	5/23
Anxiety Symptoms					%43	6/23
Social function	31/29	0.00	%66	%44	-%12	-2/10
Depression symptoms					%08	1/20

The second method of scoring and interpretation of test scores: in this way to answer multiple-choice questions based on numerical values give 3, 2, 1, 0. if participants chose option A to answer any questions he will score 3. In the end, has gathered scores and obtained scores put in one of the four domains: 1) the score of 21 to 17, public health subjects, severely compromised, and to save his life shall undergo medical care. 2) The score of 16 to 12, the subject of public health is average. In such cases it is advisable to consult a doctor and Counseling Psychology. 3) The score of 11 to 7, the subject of public health is low that negative aspect concerns to the subject. 4) from grade 6 to 0, public health subjects is normal and mental health is good.

Results

As Table 2 shows between occupational stress factors (physical symptoms, symptoms of anxiety, depression) and mental health of employees, there is a significant positive correlation but there is negative relationship between job stress and social functioning of employee.

As can be seen in Table 3, the regression (%66) implies that mental health is predicted %44 of the variance in job stress and "F" is significant in 0.01 levels. Therefore, the beta coefficient of mental health Anxiety symptoms ($\beta = \%43$) is the most powerful predictor of job stress and components of depression ($\beta = \%33$) next variable is predictive of job stress.

Discussion and Conclusion

According to Table 2, between job stress components (somatic symptoms, anxiety symptoms, depressive symptoms), there was a significant and positive correlation with mental health. May be said that whatever there are more job stress will affect on physical health, anxiety and depression of them. In Table 3, the regression analysis showed that %44 of the variance in job stress predicted by staff mental health that among these factors, anxiety and somatic symptoms of stress on the job will have the greatest impact: Therefore, the stress cannot always be seen as a negative phenomenon and stress have positive aspects, However, stress affect in the functions and activities of the organization. Managers, staff and clients under the influence of certain mental states are experiencing stress and acts likely to be

reflected directly in the activities and organization effectiveness; thus, stress management, and use it for Creativity and move faster toward organizational goals is one of the goals that have recently become prevalent in organizations. Organizations with education their employees and managers by goal knowledge to study the cause of stress and with better its management prevent the negative consequences of stress. The result of this hypothesis with the results Lavassani 2008, Ansari 2010, Pour Ravry Sharifi, M. 2009, F. Godin et al. 2011, Batmn and Strasser in 2011, James et al. (2007), a border village and colleagues (2006), J. et al. (2006), Lee Vshyn (2010), Kim et al (2009), Gaytr et al (2008), parasites and Perry 2009, Kathleen Doll (2011), Chang (2010) are consistent and aligned.

So stress is very acute problem in modern organizations which endangered the physical or mental health workforce and imposed additional costs to organizations, Stress in organizations such as pest activity and destroys activities. Regarding the environment, employment and working conditions of employees it is a principle that enhance the quality of work, maintaining the health of employees, taking advantage of more and better direction during working years. Due to the impact of job stress on the life and work of employees, Practitioners of these systems are found to be risk factors associated with satisfaction and considered direction of progress and improve employee performance.

However, as the results of this study showed employees in their work environment to deal with job stress factors that can overshadow their public health considering the position of the field in the clinical setting, job stress affect the quality of their work. On the other hand, due to imposes the high cost of training staff in the health system – health, damage to public health and the subsequent deterioration of the job leads to loss of productivity and lowers capital.

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