

Study the relationship between job stress (JS) and job fatigue (JF) in the personnel of Shahrekord legal medication, Fran

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Abstract:

The aim of the present investigation was to study the relationship between job stress elements (role and support of authorities, support of colleagues, control, demand, relation and changes) and JF elements (emotional fatigue, personal performance and conflict) in the personnel of Shahrekord legal medication. The tool used for gathering the data was JS standard questionnaire having 35 questions and JF one having 25 questions. The method was descriptive- scaling and it was operative (applied) in term of the aim statistical society includes 29 subjects of legal medication personnel.

Feasibility of the content has been affirmed by elite experts in various investigations. α -Kronback was used for affirming the stability and stability was obtained as .88 and .81 for JS and JF, respectively. In the present study, statistical tests of single- society a mean comparison (single- sample t), kolmorph- smirnov test and fried man test were used. For inferential analyzing the data, Pearson correlation statistical method was applied. Given the results of

mean test for the variables, JS, FS and their elements among the personnel of Shahrekord legal medication organization in confidence level 95% are in medium level. Findings about the relationship between JS and FS show that there is a meaningful and positive (0.381) relationship between the variables JS and FS, meaning that as JS increases, JF is also increased. Correlation among three elements including demand, relation (communication) and change in JS with JF is significant, with demand the relationship is negative and with two other variables it is positive (529 and 415, respectively). With regard to role having mean rate 5.62 and two elements changes and demand are followed, respectively (545 and .16 mean)

Keywords:

JS- JF -Pearson -correlation -coefficient

Introduction

Today, optimum usage of human resource (HR) is one of the fundamental factors in economical efficiency and cultural and social development of the countries. Uncourtly, efficient and powerful work force is a determinant factor on which the attainment of the countries to preference in various economical and social is depended. Job activities of work force is continuously influenced by condition change resulted from scientific and technology developments in work environment. Attempt at conforming with existing revolutions and challenge in these changing environment can be an effective factor on creating JS and JF. Practitioners in various professions should bear some limitations and pressers in conforming with their job and social environment. Consequence of these pressures and limitations is the fundamental factor is JF. In fact, JF is created as a result of some undesirable organizational conditions. But in some cases, personal and job factors are also effective on its creation. In this study, we try to study the relationship between JS and JF.

Today, JS has been transformed in to a common and expensive problem in work environment. Medical sciences Scientifics have attributed significant percentage of emotional and physical diseases resulted from work to excess stress. In addition, its harmful effects on performance are significant.

Health and safety Executive (HSE) has spent more than 130 million work day and more than 4 milliard pond as a result of damages from JS in 2007-2009. In his discussion about neural pressure, Alvani believes that neural pressures influence the performance and activity of the organization's members and suffer them from special mental states. They also result in the actions which are reflected in the organization output. HR degrades the

organization and declines the aims. In the study by Permission Research Institute, it was shown that 3/4 servants believe that they experience more JS than before, for this reason in the recent decades, neural Pressure or stress and its causes in the job environment including organization has been studied and considered and become as the main subject of discussions about organizational behavior. Field Scientifics find that neural pressure has numerous effects on the performance and the activity of the organization members. Managers and employees have been suffered from special mental states as a result of this pressure and try to do some actions whose results are directly reflected in the organization's output. Then, JS is an important issue requiring discussion and solution.

HUP to 1980, JF was exclusively studied in America but gradually it was considered in the other countries such as Canada and England. In general, JF studies are classified into two general clusters. In the first step, JF was considered as a social challenge and conceptualized through field observations. In this step, most emphasis is on clinical descriptions of JF. In the second step, studies on JF included experimental and systemic investigations in various statistical societies. After these steps, theories were developed and JF concept was developed. Experts have presented various definitions from JF. Friodaberger considers JF as an excess fatigue resulted from hard work, no-motivation and interest. He called it mental and physical repletion syndrome. Stows considers it as a state of emotional and physical fatigue resulted from existing conditions in work environment. JF is a type of disease having other mental and physical symptoms and shouldn't be confused with normal and temporary fatigue. Farber believes that JF is a state of mental, emotional and physical fatigue which is appeared as a result of direct and long term confronting to the people in boring mental conditions. The most common definition of JF in mental, emotional and physical fatigue resulted from long-term work in the boring mental condition. Dick states that JF is a state in which individual considers himself as inferior that the other and feels that his action and work is neglected.

Khalife soltani has done a "study entitled, study the JF in educational principles of fsfahan" In this investigation, he measured JF of educational principles by using JF questionnaire. Findings show hat their JF is less than medium. Extent of JF among the principles of elementary schools is more that the others.

In the other hand, extent of JF in men is higher than women and extent of JF in principles of elementary and high school is more than female principles.

Mostaghaie studied JF resulted from work in the personnel of Dr. Shariati hospital of Isfahan by using Maslach Questionnarie. Results show that JF in the studied society is in critical level and its treatment and prevention require immediate intervention.

Khosravi Studied the job stressfull factors among the personnel of central libraries of Ministry of sciences, Research and Technology. Findings show that five factors as lack of support by supervisors, lack of job security, lack of manager's cooperation, lack of correct encouragement criteria and non-scientific methods of performance evaluation have the highest stressful factors.

Shisely in a study on JF in university librarians identified the significant levels of fatigue including repetitive activities in a job, presence of the responsibility conflicting with individuals' interest, lack of challenges and stimuli, lack of personnel and increased responsibility resulted from it. JF can be reduced by applying some methods: individuals in selection center are employed in a job in which they are interested and have require personality characteristics to correctly perform the job tasks, appropriate educational courses should be held for those who are employed in various jobs, individuals' skills should be increased in controlling the conditions, punishment approaches should less be used, high -risk condition in selection should be minimized and interaction networks in selection should be improved.

Method:

The present study is applied in term of aim and is in descriptive scaling correlation type. Variables are divided into dependent (JS) and independent (JF) variables. Two questionnaires of JF and JS were distributed among 29 staff of legal medical organization of Shahrekord and were studied after gathering. In addition, library data was also used.

Assumptions

Main assumption:

There is a significant relationship between JF and JS in the personnel of legal medical organization of Shahrekord (LMO).

Secondary assumptions:

- There is a significant relationship between role and JF among the personnel of LMO.
- There is a significant relationship between authorities' support and JF among the personnel of LMO.
- There is a significant relationship between co-workers' support and JF among the personnel of LMO.
- There is a significant relationship between control and JF among the personnel of LMO.
- There is a significant relationship between demand and JF among the personnel of LMO.
- There is a significant relationship between communication and JF among the personnel of LMO.
- There is a significant relationship between changes and JF among the personnel of LMO.

Pattern:

In this study, conceptual model of the investigation has been proposed and designed based on theoretical principles, as the following:

Personal performance

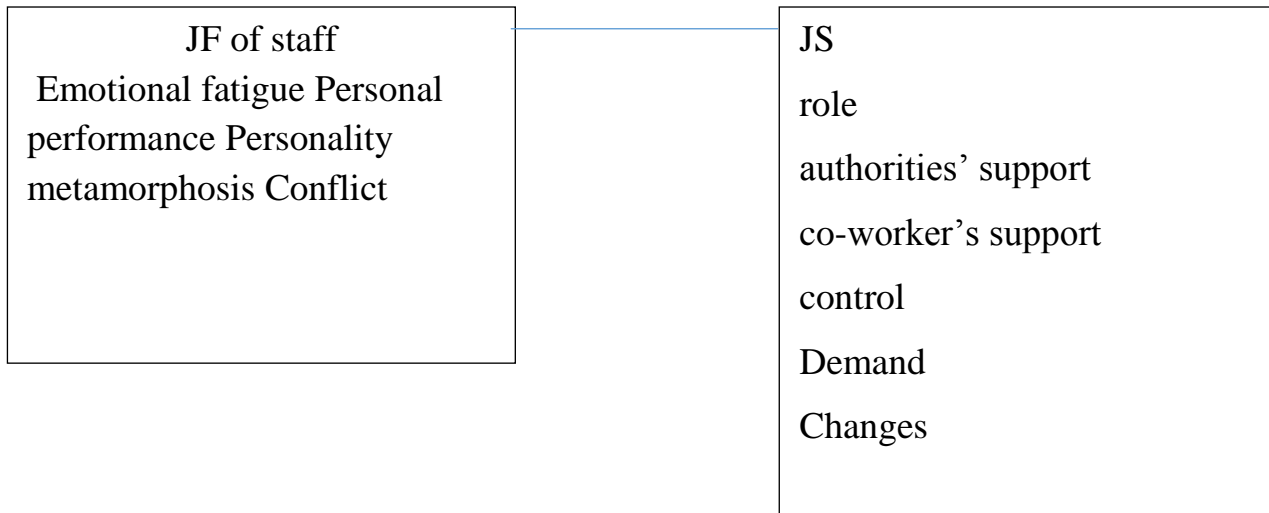


Fig 1. Proposed pattern

Findings:

After collecting the questionnaires, data was statistically analyzed. Feasibility of the questionnaires has been affirmed by elite experts in various investigations (8, 13, 21). α -cronbach was used for affirming the stability of the questionnaires.

(Table 1.). $\alpha=0.7$ shows high stability and between 0.5 and 0.7 shows medium stability of the questionnaire. Stability was obtained as 0.887 and 0.809 for JS and JF, respectively, showing high stability of the questionnaires. In addition, stability was studied for each elements of JS and JF which is shown in Tab. 1. Results show high stability of the elements including role, authorities' support and communication in JS and elements including emotional fatigue and personal performance in JF. Stability of the elements co-worker's support, control, demand and changes in job stress and also personality Meta more ptosis and conflict in JF is in medium level.

Table.1 . α -cronbach of the variables and their elements

JS	0.887	Role	0.844		
		Authorities' support	0.799		
		Co-workers' support	0.601		
		Control	0.569		
		Demand	0.614		
		communication	0.745		
		changes	0.567		
JF	0.809		Severity	Redundancy	Score
		Emotional fatigue	0.959	0.948	0.911
		Personal performance	0.685	0.620	0.589
		Personality metamorphosis	0.790	0.732	0.728
		conflict	0.570	0.0	0.541

By using Kolmogorov- smirnov test, distribution of the data (normal, passion, uniform) is specified. In this investigation, this test was used for studying the normality of the questions in the questionnaires whose results are given in Table 2. Given the significance level of test is higher than .05, normality claim is accepted and parameter tests can be used for studying them.

Table 2. Results of kolomorph- smirnov test.

Variable	Sample number	mean	SD	Sig level	result
JS	29	88.48	12.52	0.953	Affirmation. H
JF	29	54.31	0.577	9.544	Affirmation. H

Results of mean test for JS and its elements are given in Table 3.

Table 3. mean test of JS and its elements

Variable		Mean	SD	T	Sig	Confidence interval	
						High	low
Elements of JS	JS	88.4	12.5	38.04	0.000	93.24	83.71
	Role	16.03	3.63	21.759	0.000	17.54	14.52
	Authorities, support	10.62	3.05	15.759	0.000	12.01	9.24
	Co-workers' support	7.89	4.04	13.93	0.000	9.05	6.73
	Control	12.448	5.09	16.59	0.000	13.98	10.9
	Demand	16.17	3.78	170.7	0.000	18.11	14.23
	Communication	9048	5.09	13.49	0.000	10.92	8.04
	changes	15.8		16.71	0.000	17.76	13.88

With regard to t-statistics for JS variable and sig level (sig<0.05), and positive high and low limits, in 95% confidence interval it can be said that mean studied variable is higher than 88 and extent of JS among the staff of LMO of Shahrekord is in medium level. With regarding to table 3, al elements of JS (role, authorities' support, co-workers' support, control, communication and changes) have sig less than 0.05 (sig <0.05), and given positive high and low limits, in 95% confidence level it can be claimed that mean of these elements is medium level. Results of mean test for JF and its elements are given in Table 4.

Table 4. mean test of JF and its elements

Variable		Mean	SD	T	Sig	Confidence interval	
						High	low
Severity	Emotional fatigue	37.34	15.14	13.28	0.000	43.1	31.5
	Personal performance	23.93	4.613	27.93	0.000	25.68	22.15
	Personality metamorphosis	18.34	8.941	11.04	0.000	21.74	14.94
	conflict	13.79	2.833	26.21	0.000	14.87	12.73
Redundanc	Emotional fatigue	42.75	18.496	12.44	0.000	49.78	35.72
	Personal performance	27.44	6.104	24.21	0.000	29.77	25.12
	Personality metamorphosis	21.68	10.84	10.76	0.000	25.81	17.56
	conflict	15.27	3.779	21.77	0.000	16.71	13.83
Scoring	Emotional fatigue	20.24	4.223	25.81	0.000	21.84	18.63
	Personal performance	12.17	2.310	41.41	0.000	12.71	11.58
	Personality metamorphosis	15.13	1.583	35.28	0.000	16.01	14.26
	conflict	6.75	0.951	38.28	0.000	7.12	6.38

In Table 4, results of mean test for JF and its elements in term of severity, redundancy and scoring are presented. Given sig<0.05 and positive high and low limits, of the elements in term of severity, redundancy and scoring, it can be concluded that extent of these elements in staff of LMO is in medium level. Results of correlation between JS and JF are given in Table 5.

Table 5. correlation of JS and JF elements.

	Independent variable	Dependent variable	Correlation type	Correlation extent	sig
JS		JF	Pearson	0.381*	0.041
Elements of JS	Role	JF	Pearson	0.045	0.818
	Authorities'	JF	Pearson	0.303	0.111
	support	JF	Pearson	0.081	0.676
	Co-workers'	JF	Pearson	0.309	0.102
	control	JF	Pearson	-0.415*	0.025
	Communication	JF	Pearson	0.529**	0.003
	changes	JF	Pearson	0.415*	0.025

Sig in 5% / sig in 1%

With regarding to the table, there is a positive and significant relationship between JS and JF, meaning that as JS in creases, JF is also increased. Correlation between demand, communication and changes in JS and JF is significant, meaning that as demand increases, JF is decreased and JF also increases as the communication and changes increase. Pearson correlation coefficient values between JS and JF elements are given in Table 6.

Table 6. Pearson correlation between JS and JF

Independent variable	Emotional fatigue	Personal performance	Personality metamorphosis	Conflict
Role	0.029	-0.561**	0.573**	0.551**
Sig	(0.880)	(0.002)	(0.001)	(0.002)
Authorities' support	0.402*	-0.045	(0.001)	0.045
sig	(0.030)	(0.818)	(0.001)	(0.817)
Co-workers' support	0.227	-0.327	0.068	0.09
Sig	(0.237)	(0.083)	(0.727)	(0.644)
Control	0.255	-0.095	0.115	0.224
Sig	(0.182)	(0.625)	(0.553)	(0.242)
Demand	-0.334	-0.117	-0.451*	0.-0.300
Sig	(0.077)	(0.545)	(0.014)	(0.113)
Communication	-0.698**	-0.224	-0.269	0.103
Sig	(0.000)	(0.242)	(0.158)	(0.595)
Changes	0.334	0.117	0.331	0.300
sig	(0.077)	(0.545)	(0.079)	(0.113)

Sig=05%, sig=1%

Given the results of table 6, there is a positive and significant relationship between role and personality metamorphosis and conflict and a negative and significant (-0.561) between role and personal performance, meaning as an individual has higher conception of his/her role in the organization, work Pressures on him/her are reduced, his/her stresses are less and his/her relations with the client are improved.

Emotional fatigue is a kind of mental power release which results in the work to be boring for the person. With regarding to Table 6, authorities support leads to reduction in emotional fatigue. Correlation between control and personality metamorphosis is negative and significant. In the other word, as control increases.

Personal stresses during work is decreased. There is a negative and significant relationship between communication and emotional fatigue, meaning that in work place, as social communication increase and conflict decreases, emotional fatigue is decreased. Finally for rating the effect of each seven elements of JS on JF, Friedman test has been used, its results are given in Table 7.

Table 7, mean rates of each elements of JS resulted from Friedman test.

Elements of personnel JS	Mean rate
Role	5.62
Authorities' support	3.21
Co-workers' support	1.78
Control	4.09
Demand	5.16
Commune action	2.71
changes	5.45

As seen in the table, the highest rate is related to role having rate 5.62 changes and demand having 5.95 and 5.6 are followed. Then this test show that these there elements have the most effect on JF. After them, control, authorities' support, communication and co-workers' support are placed.

Table 8. Results of the relationship between JS and JF in the personnel

Assumption No	Assumption representation	Result
Main assumption	There is a significant relationship between JS and JF in the personnel of LMO of Shahrekord	Affirmation
Secondary assumption 1	There is a significant relationship between role JS and JF in the personnel of Shahrekord LMO	non-affirmation
Secondary assumption 2	There is a significant relationship between authorities' support and JF in the personnel of Shahrekord LMO	non-affirmation
Secondary assumption 3	There is a significant relationship between co-worker's support and JF in the personnel of Shahrekord LMO	non-affirmation
Secondary assumption 4	There is a significant relationship between control and JF in the personnel of Shahrekord LMO	non-affirmation
Secondary assumption 5	There is a significant relationship between demand and JF in the personnel of Shahrekord LMO	Affirmation
Secondary assumption 6	There is a significant relationship between communication and JF in the personnel of Shahrekord LMO	Affirmation
Secondary assumption 7	There is a significant relationship between change and JF in the personnel of Shahrekord LMO	Affirmation

Discussion and conclusion

With regarding to the results of mean variable test, extent of JS and JF and their elements in the personnel of Shahrekord LMO in 95% confidence level is in medium level. With regarding to correlation results, there was a positive and significant correlation between JS and JF. Correlation between three elements as demand, communication and changes in JS and JF is significant, with negative. Relationship related to demand and

negative one related to two other variables, with regarding to Friedman test results, the highest rank is related to role having mean rate 5/62, changes and demand having 5.45 and 5.16, respectively are followed.

Then this test shows that these three elements have the most effect on JF. Stress among the personnel of an organization has numerous effects on the performance and activities of its members. Managers, staff and clients do some actions which are directly reflected in their activity and output.

Handling stress and using it toward creativity and more rapid movement toward organizational aims is one of the goals which should be considered. Then some steps should be taken aiming at controlling JS and JF. For example, role of the individuals in the organization should be clearly specified, job changes should be so that they be desirable, social communications should be increased and conflict should be inhibited. Awaiting public from JS, recognizing its causes, stress handling, confidence in superior managers' support and clearing their planning method can be effective in reducing stress.

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