The Psychological Pressure management and Performance Improvement

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ABSTRACT

Background and Aim: the Psychological pressure is creating from high density, complexity and long hours of work. Psychological pressure is higher among Human resources because of the nature of knowledge work based on the complexity and high focus, aside from the Millennium Challenge is the Performance of Human resources. The aim of this study reviews the relationship between Psychological pressure and Performance of Human resources at the Saipa Company.

Methods: In this cross, sectional study was studied 120 human resources of Saipa Company. Data in this study were extracted through interviews and completing of the Performance measurement questionnaire, Psychological pressure measurement questionnaire and Human resources Performance measurement questionnaire.

Results: The group of Computer Programming has highest Performance and job satisfaction, and Psychological pressure in this group is more desirable. Psychological pressure in the 95 percent confidence level and loyalty and job satisfaction in the 90 percent confidence level are associated with human resources Performance. Job's satisfaction has the most effect on human resources Performance.

Conclusion: The findings of this study indicate that not only Psychological pressure has harmful effects suffering of people to emotional and physical diseases. However, it affects on the Performance of managers and human resources. Deal with it, which need for proper proactive planning in this area, who should participate in planning the annual interest adhered.

KEY WORDS: Psychological pressure; human resources, Performance, Saipa.

INTRODUCTION

Psychological pressure is not a new phenomenon, and it has always existed throughout human history. Psychological pressure has effected in different forms on the man such as natural disasters, wars and massacres. According to the industrial revelation and profound changes in social, economic, cultural and political in all of communities and constantly the need to adapt to new conditions, the domain of Psychological pressure has a greater intensity and extent. Today, Psychological pressure has been Pandemic in the world, and Human resources involved it kindly [1, 2, 3]. The scientific studies suggest that Psychological pressure affects the body and mind health, and it wastes the potential energy of human resources [4, 5, 6]. Psychological pressure is a multidimensional concept. In the theoretical dimension, Psychological pressure has been viewed as a stimulus, a response, or a process. In short, the Psychological pressure defined by the stimulus approach is the Psychological pressure, or objective Psychological pressure events; the Psychological pressure defined by the response approach is the strains, or one's reactions to Psychological pressure. The Psychological pressure defined by the process approach puts emphasis on one's subjective appraisal of the demands of environments [7]. Based on the investigation of Psychological pressure and health constructs, we placed the concepts of the response approach in the health domain and the concepts of stimulus and process approaches in the Psychological pressure domain in this study.

Today, the word of Psychological pressure applies as the modern term for expressing any concern or worry of everyday life, and uses as the part of human life. It is difficult to define Psychological pressure. Not only Psychological pressure is the result of itself, but also the cause of Psychological pressure is itself [8, 9, 10].

Psychological pressure provides an important conceptual and physiological link between an individual's social context and their physical health status (McEwen, 1998) and research involving individuals' exposure to social Psychological pressures and their overall well-being has increased notably.

Given the physiological emphasis on this Psychological pressure–health relationship, the Psychological pressure process has been operationalized almost exclusively as a characteristic of individuals. However, because the residential context may shape individual's exposure to Psychological pressures [11, 12, 13], researchers interesting in the relationship between Psychological pressure and health have been increasingly sensitive about including information on individuals'

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neighborhoods in their analyses. Previous research finds that residents of poor communities are more likely to experience stressful life events such as death of a loved one, job loss, and criminal victimization [14, 15].

The convergence of research relating Psychological pressure to health with neighborhood specific processes that are believed to affect physical health denotes an important and relatively new contribution to social scientific inquiry into population health differences. Over recent years there has been growing concern about Psychological pressure in human resources [16 , 17]. Psychological pressure in nursing is a concern for a number of reasons. It can affect the human resources, in terms of both physical and psychological health. Psychological pressure can result in financial costs for employing organizations.

Studies on the association between Psychological pressure and human resources have been conducted for many years [18]. However, the research findings are inconsistent in terms of their significance, magnitude, and, in some cases, direction. Some studies found a significant positive relationship between Psychological pressure and human resources diPsychological pressure [19]. Some studies showed the little association between them. Other studies even demonstrated a negative correlation between them [20]. These inconsistent findings could result from three causes. First, different studies investigated different types of Psychological pressure. For example, some studies focused on specific work Psychological pressure or caregiver's Psychological pressure, while others focused on the measure of general life Psychological pressure. Second, different studies were concerned with different human resources facets. For example, some studies focused on, such as clinical diseases or symptoms, others.

Focused on social role functions or adaptive behavior, and still others focused on subjective life quality. Third, some moderators may exist between Psychological pressure and health—such as social support, coping strategies, personality traits, demographic variables, study quality, and so on—which alter the association between Psychological pressure and human resources. In sum, "Psychological pressure" and "human resources" are multidimensional concepts. Different Psychological pressure types and human resources facets could result in different degrees of association, as shown in many studies. The exploration of moderators between Psychological pressure and human resources is drawing more attention. A moderator is a qualitative or quantitative variable that affects the direction and/or strength of the relationship between an independent variable and a dependent variable [21].

For improving of human resources Performance, it needs to identify main resources of Psychological pressure. There are three main resources for creating Psychological pressure (Environmental, Organizational, and individual factors). Environmental factors are focused on the political, economic and technological factors, which effects on the levels of Psychological pressure in the staff. Organizational factors are: work needs (related factors on the jobs), role needs (related to pressures on the person), Intrapersonal needs (pressures are created by another staff), organizational structure (Differentiation at the level of organization and instructions), Organizational Leadership (management style of top managers). Individual factors are focused on Personal and family relationships, personal economic issues and inherent personality [22, 23,24].

To study and analyze these problems, we should be able to answer some basic questions: What factors effects on HR Performance? It Furthermore, provides conditions for output quality (And provides conditions for improvement HR Performance). It needs to select the suitable strategies for improving of HR Performance.

The study is set five major sections; the second part presents materials and methods. The third part presents result's analysis. The forth part describes discussions. The fifth part is expressed conclusions.

MATERIALS AND METHODS

Research methodology of this paper has been based on the analytical and descriptive Research. This analytical and descriptive type research has been carried out using the questionnaire as the research tool for gathering the required data. Data's gathering involved both reference material and a questionnaire survey. Sampling was simple random sampling and the data-gathering instrument was the questionnaire. The author had already undertaken research in this field, which had stimulated the decision-making techniques used to analyze this case study. There are four groups, and for any groups are selected 30 persons (in sum, it is selected 120 persons. In November 2008 a request for interviews and questionnaires was sent to a number of **the Accountants(group1)** (30 persons, 30% Male and 70% Female, 70% over 10 year's experience), **the production line supervisors(group2)** (30 persons, 30% Male and 70% Female, 70% over 10 year's experience), **the researchers(group3)** (30 persons, 30% Male and 70% Female, 70% over 10 year's experience) and **the computer programmers(group4)** (30 persons, 35% Male and 65% Female, 65% over 20 year's experience) in the Saipa Company. Prior to the interview and fill the questionnaire, the author explained the purpose of the research and made it clear that this information would be in the public domain, so any confidentiality concerns could be noted. The interview and questionnaire, from December 2009 to April 2010, lasted ten hours per week. The interview and questionnaire were semi-structured in nature, starting with general questions on the HR Performance management to put the respondent at ease. To ensure internal validity the interview and questionnaire were transcribed and sent to the experts for check that no commercially sensitive information had been included.

It is used three type questionnaires for data gathering (the first questionnaire is for reviewing of Psychological pressure with 23 questions. The second questionnaire is for reviewing of HR Performance assessment with 10 questions, and the third questionnaire is for reviewing of HR Performance with 57 questions).

Data analysis is done using Minitab 17, Spss 16 based on the descriptive and inferential statistics.

RESULTS ANALYSIS

In the questionnaire, it is used the combination of three indexes (job satisfaction, loyalty to the organization and work Psychological pressure) for measuring of HR Performance. In addition, the weights of the HR Performance factors are calculated by the correlation coefficient (see table 1).

Table 1: combination of three indexes (job satisfaction, loyalty to the organization and work Psychological pressure) with the HR Performance

Groups	HR Performance	Work Psychological pressure	Loyalty	Job Satisfaction
G3	3.43	4.40	3.10	3.00
G4	3.50	4.40	3.15	3.20
G2	3.35	3.90	2.90	3.00
G1	2.67	2.60	2.40	3.00

According to table 1, HR Performance in G4 is more than other groups. In addition, job satisfaction and work Psychological pressure in G4 is the desirable level rather than other groups. Therefore, there is the direct relationship between HR Performance with job satisfaction and work Psychological pressure. There is the direct relationship between HR Performance with loyalty and work Psychological pressure in 95% confidence level, and there is the direct relationship between HR Performance with job satisfaction and loyalty in 90% confidence level.

- Job's satisfaction has effects more than loyalty and work Psychological.

Table 2: weights of job satisfaction, loyalty and work Psychological pressure on the HR Performance

Factors	Weights
job satisfaction	74.3 %
loyalty	53.5 %
work Psychological pressure	43.5 %

Therefore, the HR Performance increases based on the increasing of Job satisfaction and loyalty (see figure 1).

Figure 1: Main effects for performance
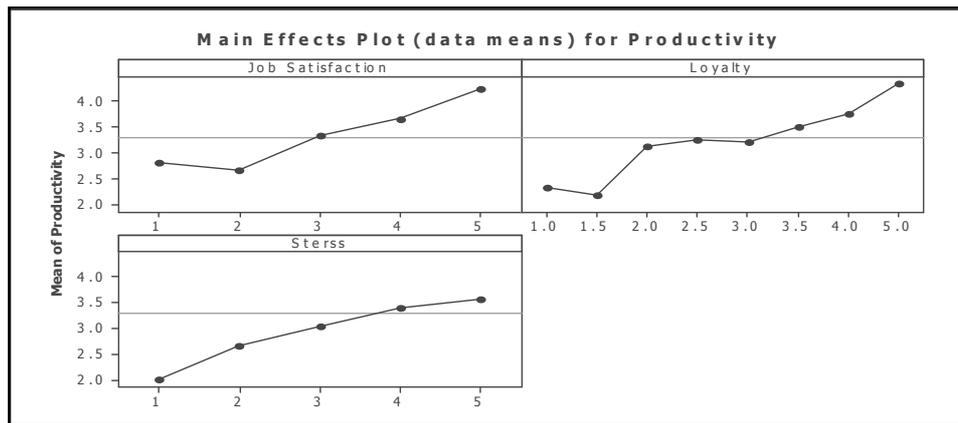
It concludes that there is the direct relationship between HR Performance and Psychological pressure. In addition, figure two presents interactions between four groups.

DISCUSSIONS

It may seem that there's nothing you can do about your Psychological pressure level. The bills aren't going to stop coming, there will never be more hours in the day for all your errands, and your career or family responsibilities will always be demanding. However, you have a lot more control than you might think. In fact, the simple realization that you're in control of your life is the foundation of Psychological pressure management.

Managing Psychological pressure is all about taking charge: taking charge of your thoughts, your emotions, your schedule, your environment, and the way you deal with problems. The ultimate goal is a balanced life, with time for work, relationships, relaxation, and fun – plus the resilience to hold up under pressure and meet challenges head on.

Psychological pressure is lower than the medium-level and HR performance is the medium-level in the Saipa Company. There is the direct relationship between Psychological pressure and HR performance. Therefore, It needs managing of Psychological pressure. Psychological pressure management starts with identifying the sources of Psychological pressure in your life. This is not as easy as it sounds. True sources of Psychological pressure are not always obvious, and it is all too easy to overlook own Psychological pressure-inducing thoughts, feelings, and behaviors. Sure, it may know that theirs constantly worried about work deadlines. However, maybe it is their procrastination, rather than the actual job demands, that leads to deadline Psychological pressure.

To reduce the Psychological pressure level of the Saipa Company was the following actions:

Target in order to increase staff motivation: at first, it studied job description, **secondly**, Desirable performance standards documents, **thirdly,** Operational objectives write by employees with the guide the managers, and finally, the staff and management targets to try to show good performance.

Job's enrichment: it is focused on the some factors, such as, Empowering, Independent work, Favorable context for the dynamism and creativity, Career development and job rotation.

Recreation Staff Management: Providing of Psychological needs of employees.

Changing of Physical conditions of the workplace: changing light, color of room and bettering air ventilation.

CONCLUSIONS

We have defined and classified the Psychological pressure factors effects on the HR performance, and analyzed them using the statistical approach. The HR performance is one of the most powerful elicitors of subjective emotion, yet it is not clear whether emotions elicited by the Psychological pressure are similar to emotions elicited by visual stimuli. It presents the Psychological pressure strategy influence on the HR performance. Consequent to this analysis, we have presented strategies for improving the HR performance, which were verified and validated in a case study. The results were re-rating of the experts who confirmed that 83.2 percent, and it suggested for reliability. Validity of the model is used the Cronbach' alpha value was 88.2 percent, which indicates validity of the model.

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