

Evaluation of Work Place Driven Mental and Neural Stress on Satisfaction and Mental Health

Dr. Asadollah Mehrara¹, Ebrahim Zarepour Nasirabadi²

¹Department of Management, Qaemshahr Branch, Islamic Azad University(IAU), Qaemshahr, Iran

²M.A Management, Science and Research Branch, Islamic Azad University(IAU), Tehran, Iran

ABSTRACT

The present study is the evaluation of neural and mental stress driven from work place on satisfaction and mental health of physical education office of Mazandran province that are approximately 220 persons which 114 persons have evaluated as a sample research tools are a questionn aire of 36 questions with 0/78 of reliability (Cronbach alpha)which has ben used to analysis of information,independent t test ,kroskalvalice and mono group kolomograf -smirnoff test has been used to examine normality.

The result showed that the existence of neural and mental stresses in the organization caused the reduction on mental healt and in their view point there is no meaningful relation with satisfaction and workplace neural stress , but paying attention in to the mental health have had relation with the content of satisfaction and don't show the gender as a differential interferencial variable between two sex , but the health of individuals have had a direct relationship with the health of organization.

KEYWORDS: neural and mental stress, work place, staff performance, the organization of physical education.

INTRODUCTION

The most important relations between person and organization is the amount of person motivation and willingness in order to the effective and efficient attendance to attain the organization and staff have mutual expentations. The expentations of organization is person s effort for the survival of organization and attaining to it s objectives , mutually staff expect that in lieu of the time and life thye are spending , they attain in to mental and physical growth and improvement. Labor as intellectual property is the greatest capital of each organizations [1].

The most important element in obtaining the organizational objectives is labor and undoubtfully. The progress and success of every organizations also depend on labor . the efficiency of each organization directly depends on staff motivation and their morale in obtaining the predesigned objectives of the organization[2].

The employees are more motivated in their work, further efforts toward organizational objectives are used. But in the affairs of man's emotions and doubts are in doubt Based on a subjective comparison by type of work and personal and environmental conditions and as stress, mental patients are emerging. But these pressures do not undermine the person and finally, will be performance and individuals productivity. Accordingly, the managers should try to psychological stress and that stress is expressed in the form are considered.

The personal traits such as age, experience, welfare and etc have many relationship with decreases in performance and satisfaction, increase in anxiety and depression, fatigue and other psychosomatic disorders.

This paper first reviews the theoretical literature and research, we will then examine the impact of stressors.

LITERATURE REVIEW

In past days , people worked only in smallgroups and their working links could be managed easily.the livedhard work condition,full of disease,pollution,risks and lack of natwral resources. Then industrial revolution came and included industrial innovation , increased goods and more knowledge.[3]

Technology causes people change their job and behavior continuously. The complete quality control and the emphasis that technology have on the improvement of process systems , can increase mental tension and stress in people , because people constantly see that the are expected to produce where as in many people, if the amount of tension reduces , thye will have better performance consequently it increases thir hardworking and readiness and placed them in a better position by showing the suitable responses.

But when tension continues or intensifies. It yields unpleasant results and decreases the performance [4].

Esmaeili (1996)in the examination of the relationship of job satisfaction and educational performance of teachers of primary schools of concluded that there is a meaningful relationship between general satisfaction of job and educational efficiency, external and internal job satisfaction and teachers educational performance

*.Corresponding Author: Dr. Asadollah Mehrara, Department of Management, Qaemshahr Branch, Islamic Azad University(IAU), Qaemshahr, Iran. Email: mehrara_a@yahoo.com Tel : (+98) 09125246257

Navabinejad et al (1998) state that some elements such as work load and quantification , ambiguity and role apposition , sensitivity and job qualification , time pressure and technology along with individual characteristics such as age , experience , welfare and etc have great relationship with the decrease in performance and satisfaction, increase in anxiety and depression, fatigue and other psychosomatic disorders[5].

Rezaei and veysi (2001) in a research have reached to this finding that there is a negative meaningful relationship between job stress and job satisfaction and between job stress and mental health and there is a positive meaningful correlation between job satisfaction and mental health . This study showed that in stressful condition, people with high pertinacity have job satisfaction and mental health. Similarly people with high social support have more job satisfaction than people with low social support, but there is no difference between them with respect to mental health. The research showed that social support and pertinacity have positive and meaningful interaction and men show more pertinacity than women[6].

Raeesi and tavakoli (2003) in a study on managers and supervisors of nurses department concluded that neural and mental stresses and their influence on mental health was more serious on nurses [6].

Azadmarz and salimi (2005) in a research on military persons of unit concluded that there is a meaningful relation between job satisfaction and neural and mental stress [7] Christensen T.S.etal (1996) in a research examined the relationship between neural and mental stress driven from workplace with cardiac disease. They concluded that, the more people have mental stress at work, the more they are exposed to cardiac attack [8].

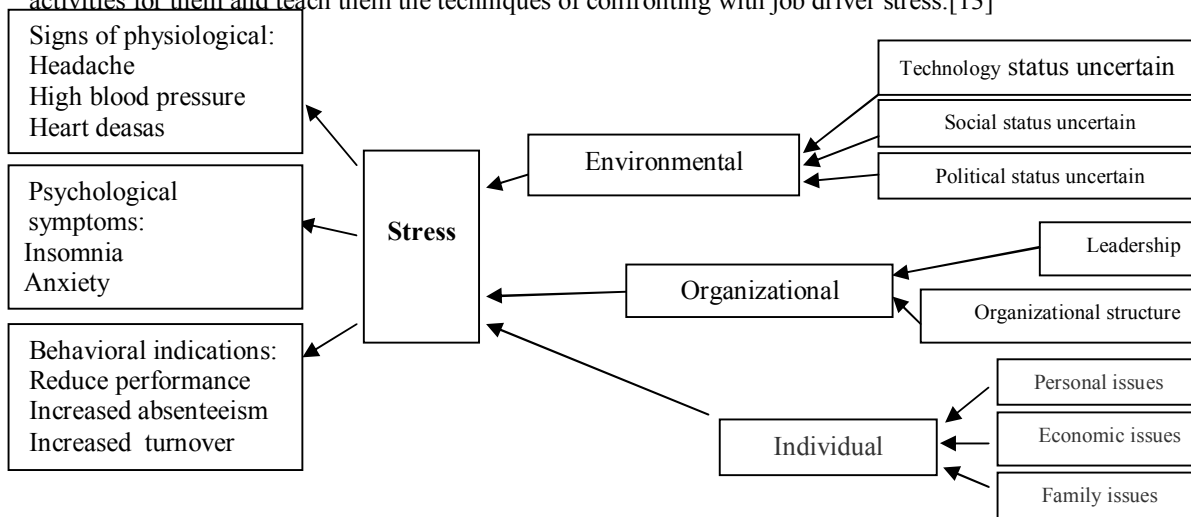
Antony et al (2005) in a research concluded that neural mental stress in staff can decrease job satisfaction and consequently the performance [9].

Chen (2005) showed that personal traits such as age, experience, welfare and etc have many relationship with decreases in performance and satisfaction, increase in anxiety and depression, fatigue and other psychosomatic disorders [10].

Ming Chan et al (2010) in their study on hospital staff concluded that internal job stress on staffs job satisfaction have negative impact and external job satisfaction have positive impact on increases in staff performance, an commitment and performance can be considered as criteria for the performance of human resource management.[11]

Michael and et al (2009) in their study under the title of ‘ the relationship between job satisfaction and job stress with mental health of depositors and staff concluded that the less stress staff had, the more job satisfaction they had.[12] But enjoying the job were same in both group but depositors in banks with better performance experienced higher level of stress than depositors in the banks with lower performance.

Elaytan et al (2010) in their study on primary school teachers concluded that teachers must make plans for confronting with stress and have social facilities such as satellite televisions, Internet and the school must compile their curriculum on order to update teachers and informing them and hold hygienic and sportive activities for them and teach them the techniques of confronting with job driver stress.[13]



Figure(1):A model of stress [6]

METHODOLOGY

According to the nature of present study , we can state that based on study objective, the present study is practical.

Since the objective of doing such an study is to examine the condition of organizational factors of physical education offices of Mazandaran province in order to evaluate the neural mental stress driver from workplace on staff performance and offering suitable recommendation. One of the most important objectives of this research are to collect, describe and analyze the information. Thus the suitable research methodology in this research in descriptive survey.

Statistical Universe

The examined statistical universe in this research includes all formal and formal and contractual staff higher than diploma who are employed in physical education offices of Mazandaran province and are 220 persons. In this research, statistical sample has been selected randomly based on Morgan table of 220 persons of the whole statistical universe, 140 persons of the staff of physical education offices of Mazandaran province, the questionnaire were distributed among them and 114 questionnaires have been collected. According to the nature of research design (descriptive) in order to collect the required data and research questions test, the toole of questionnaire has been used in this research which is maked as researcher. This questionnaire has been prepared by using Alvami job stress questionnaire (1994) and includes 36 question the questionnaire is of closed answer type and the likert scale is the scale of measuring the questions.

5 questions are related to personal traits of statistical universe that totally the questionnaire has maked up 41 questions. In order to ensure that the questionnaire really has dealt with the considered concepts of measurement, the questionnaire were distributed among 20 staff of physical education of Mazandaran province for validity, the results of statistical analysis with kronbach Alpha coefficient have shown 78 percent of reliability coefficient in the level of 0.05.

Research findings:

In this research, first tables and graphs are used to analysis the descriptive data related to the gender of responders and inferential statistics (independent t- test, one – way variance analysis , cross – kalvalis test) were the tested research hypothesis.

First hypothesis: In staff view point, stress has no meaningful impact on motivation and satisfaction.

Tab1:Indicator Stress on Motivation and satisfaction& Mental health					
Stress on	Frequency	Mean	St. deviation	Z	Sig.
Motivation and satisfaction	114	2.36	0.40	0.82	0.05
Mental health	114	3.71	1.01	1.75	0.04*

The results of kolmogor off – smirnow test about the influencing of neural stress on motivation and role of neural stress and organizational health is as follows:

According to Z and meaningful level in one- group kolmogroft – smirnov test, Zero hypothesis can be rejected. Thus, in staff view point neural stress has no meaningful impact on motivation and satisfaction and paying attention mental health has meaningful impact on decreasing the neural stress of workplace.

Tow hypothesis: there is no meaningful difference between men and women view point about the effeteness of workplace neural stress on motivation and satisfaction.

Table 2. The comparison between men and women view points about the effectiveness of neral stress on personal performance, motivation and satisfaction.

Tab2:Indicator Stress on Motivation and satisfaction						
Motivation and satisfaction	Gender	Mean	St. deviation	t	df	Sig
	Mal	2.36	0.40	1.754	102	0.082
	Female	2.17	0.38			

The results of table (2) show that, according to t and meaningfulness level in independent t – test, Zero hypothesis can be rejected; thus there is no meaningful difference between the view point of men and women about the effectiveness of neural stress on motivation and satisfaction.

The Third hypothesis: There is no meaningful difference between men and women view point about paying attention to mental health on decreasing the workplace neural stress.

Table 3: The comparison between men and women view points about paying attention into mental health on decreasing neural stress.

Tab3:Indicator Stress on Mental health						
Mental health	Gender	Mean	St. deviation	T	df	Sig
	Mal	3.74	0.97	-1.467	102	0.142
	Female	4.04	1.01			

The results of table (3) show that according to Z and the meaningfulness level in Umanwitney test, the Zero hypothesis can't be rejected, So there is no meaningful difference between men and women viewpoint

about the effectiveness of training and paying attention into mental health on decreasing workplace neural stress.

Conclusion

As has been emphasized in this article Pressures in the affairs and undermine the efficiency and productivity of individuals will be followed. The research results showed that there is no meaningful impacts of neural stress on motivation and their satisfaction in staff view point, that this result is the opposite of the results of other researchers.

The research results showed that in staff view point, paying attention into mental health had meaningful impact in reducing workplace stress.

The results showed that:

1.A meaningful relation was seen between stressful factors and mental health of male teachers, so that the increase in stressful factors was accompanied with the increase in mental health threat.

2.A meaningful relation was seen between job stressful factors and the factor of weak management in one hand and mental health of female teachers on the other hand.

By relying on the findings of this research: there was no meaningful difference between male and female staff about consider ting mental health, motivation and satisfaction on reducing job driven stress.

It is mentionable that the quantitative research has been done in this area, because this research has been examined gender separately with each research variables. So the results of the demographic variables have been presented briefly. Without taking the studied variables into consideration .

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