Explanation of Occupational Stress Factors and their Relationship to the Work Ethic among Secondary School Teachers in Shiraz

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A B S T R A C T
This paper aimed to explain occupational stress factors and their relationship to the work ethic among secondary school teachers in Shiraz. The method of this study is correlation. The population was all the high school teachers of Shiraz. Accordingly, 169 of them were choosing based on Morgan table as. Then the work ethic questionnaires and occupational stress questionnaires were used as means of this study. It used step-by-step regression and integration method of Pierson. The result showed that there was a positive relation between independent variables of self-concern and workspace stress with work ethic. Work stress factors are also the appropriate predictor for work ethic. It must noted that there are no relation between the poor life facilities and lack of amenities and work ethic.

INTRODUCTION

Nowadays, workforce is not only a means of production. Attention to workforce, Create a human source unit and use of organizational behavior are the samples of this critical factor in organization [8]. One of the factors that interested behavioral scientists is occupational stress. Stress is a known event that represents itself in various levels and have positive and negative consequences. In one hand there is a natural stress that critical for life and growth, when created necessary excitation, and on the other hand the over stress has some serious and destructive effects on human heath and good Life [7]. One of the important resources of stress in human life in his job. According to cooper, occupational stress is the result of interaction of person and his workplace. Whether, all jobs have occupational stress, but it has an important role in careers that deal with education, it becomes more important, and there are evident to consider occupational stress to have more stress. Occupational stress can lead in work fatigue, decreasing efficiency in work office, high absence, reducing learner satisfaction; leave the profession, family problems, alcohol and drug abuse, depression and even suicide [9].

Recently, meanwhile work ethic has attracted much attention. Profession ethics also has over cross-organizational basis and bring about cross-organizational results. Profession ethic promoting in organization and ascendency in organization culture ethic not only create a lively and favorable environment, but also has an important role in society [3]. Maintain the ethical and human frame in work practices, is necessary to perform an action and its effectiveness. Ethic concepts of good and evil are concepts that rooted in every human conscience understanding and the innate mind and formation of these concepts is one of the priorities of successful managers in responsibilities of working in the field [5].

The high stress in personnel, the low self confidence and weak control in work process and these stresses have negative effect on their motivation and performance and work ethic.

So, whereas reduce in quality and quantity of work efficiency is due to work stress, and it Cause many physical and psychological problems among teachers, this study examines the level of stress in high school teachers and the factors affecting it from the perspective of teachers.

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Job Stress:  
Hans Sile note the stress as the body responds acting against the wishes. He believes that the response is a non-specific response. That is, whatever the stressor and the person who is subject to the stress, the body’s reaction demonstrates the general, certain and the same pattern. In other words, each factor that causes the body to tension and lose its stability and balance, body reaction occurs spontaneously to restore the lost balance and to reach their habitual state before [2].

One type of stress is, “occupational stress”. Occupational stress, is the stress that occurs in certain life areas and specified factor are plays a role in its emergence.

Stress is one of the most important and growing characteristics of the job health and economically is one of the inhibiting factors. Accumulation of job-related factors and conditions that are often stressful, lead in occupational stress. Occupational stress is that a certain person on a specified job, faced with it.

Depending on the experience of the worker, the strength and weakness in the face of the situation and his personality may suffer from problems that include mental health, behavioral and physical problems [2].

Causes of stress:
Environmental effects:  
Environmental effects are divided to: economical unreliability. Political unreliability, social evolution, and technology unreliability.

Economic descending fluctuation, are often conjugated with, reducing in workforce, temporary deposals, reduced payments and lower work hour and etc. Social and cultural developments, such as the lack of social justice, no loving space, not true friendship and human relationships in the community, non-compliance with social and cultural laws by others and the low cultural level of the people, are environmental factors that lead in stress.

New innovation, are obsolete skills and employee experiences in a very little time, automation, computers and automobiles and other forms of technological innovations are threatening to cause stress for many people [1].

Organizational factors:  
Organizational factors can be studied into four groups of organizational policies, organizational structure, organizational processes and the physical conditions. Unfair sources and policies and lack of job fair, dry laws, unrealistic job descriptions, continual displacement and the kind of leadership can impose mental force. Some of the top manager demonstrate the organizational culture that lead in fear, horror and tension between the personnel. They force them to do something in a short term, without respect to the time correspondence. It is obvious that they impose high mental forces to people in this way [1].

Organizations must constantly track their progress smoothly and to provide them job security, to prevent the occurrence of mental stress. One of the factors related to job security is dissimilarity between individual’s attitude and their job. When there is no coordination between the attitude of persons and the job that they are assigned, there are a lot of mental pressures inflicted.

Incomplete organizational processes can affect as stressful factors in the organization are. Incomplete communication and lack of effective transfer of information, lack of feedback, unfairly performance evaluation and conflict in targets are an example of the flawed processes that can be a source of mental stress in people. In connection with the organization physical conditions, no ideal conditions in physical environment, leads in mental stress in organization members. Unfavorable environmental conditions that can cause stress in individuals are such as high noise in the workplace and overcrowding of people, over heating or over cooling, occupational hazards and possible injury from work, light, low, and …

Work ethic:  
One of the areas of ethics is the work ethic. Work ethics as a branch of management science emerged since social responsibility movement in the 1960s. In this decade, social awareness movements, people's expectations from organizations were raised, they had to conclude that organizations have vast financial resources and social influence for social problems such as poverty, violence, environmental protection, equal rights, and public health and improve facilities [4]. Work ethics are common behavioral techniques among a profession. Work ethic, is managing human behavior when carrying out professional work and work ethic ethics is a field of science that studies the job relationship. In all these definitions, the work ethic is referring to individual responsibility and moral obligations in his job [6]. In other words, the work ethic is a set of do's and don'ts of employees in order to fully realize the quality and quantity of work that have pledged to comply [12].
Dimensions of work ethic:

1. Commitment:
   Commitment is the most common type of commitment and reflects that there has been a general coherence and active unity extended, and it is a conceivable sense, indeed the commitment, is subject to social cohesion, national unity and generalized reconciliation. In the absence or weakness of social cohesion and institutional integration and consensus, the same level of commitment to society is weak and this means the actual imbecility in the Community (Chalaby, 1998).

2. Professional Commitment:
   Professional commitment is a sense of identity and belonging to a particular profession and the willingness and interest in a career as a professional commitment. Professional commitment has three emotional, continuance and normative, and professional commitment, is a sense of identity to a profession, the need for continuity of service in a job and a sense of High responsibility towards it. One example of existence of commitment is professional commitment to devote time to a professional [13].

3. Organizational Commitment:
   Organizational commitment consider as a psychological and emotional attachment to the organization that based on the individual who is strongly committed define his identity with organization, participate in organization, dealt with it and enjoy in membership. From this perspective, organizational commitment has three factors of belief to goals and values, desire to considerable effort because of organization and the deep ethnic and wishes to continue membership in the organization [13].

4. Relational Commitment:
   Relational Commitment, is a sense of duty and loyalty to others, especially significant others, their relative Loyalty to the values, expectations and objectives. Relational commitment involved the relationship to the person’s statements of others. Relational Commitments naturally is particular pursues.

Fig. 1: Conceptual model of research.

Research hypotheses:
1 - There is a significant relationship between work ethic and the self situation stress.
2- There is a significant relationship and between work ethic and workplace stress and organizational problems.
3- There is a significant relationship and between work ethic and the stress caused by the lack of opportunities in life.
4- There is a significant relationship and between work ethic and the stress caused by the lack of amenities.
5- Job stressors are able to predict work ethic.

Methods:
The method of this study is survey, and techniques employed, is sampling techniques and the use of questionnaires. The research hypotheses of the study were analyzed by Pearson's correlation and multiple regression analysis were used.

In this study, in order to gather data, two questionnaires were used as follows:
Employee stress questionnaire: this questionnaire is created by Abolqasemi and Reyshahri (2000) on the employees of Ahvaz. This questionnaire has 33 questions and each subject person response four options (no ”1”
rarely "2". Sometimes "3" often times "4". The questionnaire has four subscales concern about self condition (9 items) work-related stress and organizational problems (9 items) lack of life facility (7 items), and lack of amenities (8 items).

Ethics questionnaire: The standard questionnaire to measure work ethic Gary Gregory C. Petty, built in 1990, has been used. The questionnaire contains 23 questions that estimate the four dimensions of work ethic (working interest, working diligently, human relationships, work and participate in the work) in terms of "C. Petty" and the five-point Likert scale questionnaire was used.

In this study, Cronbach's alpha coefficient was used to obtain the reliability. Reliability value obtained for the work stress' independent variable is 94% and for dependent variable, work ethic, is 84%.

The populations in this study are all high school teachers in Shiraz, that their number is 300. In this study, the sample size is obtained using Morgan by the number of 169 bases on this table.

Analysis of data:

First hypothesis: There is a significant relationship between work ethic and the self situation stress.

Table 1: The relationship between self situation stress and work ethic

<table>
<thead>
<tr>
<th>Variables</th>
<th>correlation coefficient</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>self situation stress and work ethic</td>
<td>-0.202</td>
<td>0.008</td>
</tr>
</tbody>
</table>

According to able (1) the values are: (sig=0.008, r=-0.202). The results indicate that there is a significant inverse correlation between the two variables. That is the more self situation stress; the amount of the employee's work ethic is reduced. So this hypothesis is accepted.

Second hypothesis: There is a significant relationship and between work ethic and workplace stress.

Table 2: The relationship between work ethic and workplace stress.

<table>
<thead>
<tr>
<th>Variables</th>
<th>correlation coefficient</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>work ethic and workplace stress</td>
<td>-0.298</td>
<td>0.001</td>
</tr>
</tbody>
</table>

In assessing the second hypothesis we examined the relationship between stress at work and the work ethic of teachers. Based on the results obtained correlation coefficient is -0.298 and significant level of is 0.001. So, it means that there is a negative relation between variables. That increases workplace stress among employees, will follow reduced work ethic, and therefore the above hypothesis was confirmed.

Third hypothesis: There is a significant relationship and between work ethic and the stress caused by the lack of opportunities in life.

Table 3: The relationship between work ethic and stress caused by the lack of opportunities in life.

<table>
<thead>
<tr>
<th>Variables</th>
<th>correlation coefficient</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>work ethic and the stress caused by the lack of opportunities in life</td>
<td>-0.083</td>
<td>0.281</td>
</tr>
</tbody>
</table>

Based on the results obtained correlation coefficient is -0.083 and significant level of is 0.281. it means that there is no relation between variables. Thus, stress due to lack of life facilities does not affect in the work ethic of teachers and therefore the above hypothesis was not confirmed.

Forth hypothesis: There is a significant relationship and between work ethic and the stress caused by the lack of amenities

Table 4: The relationship between lack of amenities and work ethic.

<table>
<thead>
<tr>
<th>Variables</th>
<th>correlation coefficient</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>lack of amenities and work ethic</td>
<td>-0.097</td>
<td>0.207</td>
</tr>
</tbody>
</table>

The results indicated that the lack of amenities on work ethic, according to the results of Pearson's correlation there is no relation between the two variables (sig=0.207, r=-0.097). Therefore, in this study stress the lack of facilities does not affect the work ethic of teachers. So the null hypothesis is rejecting and this hypothesis is accepted.

Fifth hypothesis: Job stressors are able to predict work ethic:

In analysis of predicting the effectiveness of the work ethic along with job stress and demographic variables, stepwise linear regression was used. The results of these tests showed that variable in this study, only explain 8.3% of the variables influencing on professional ethics. (Table 5).
Table 5: The adjusted coefficient of determination to subject the predict of the professional ethics changes along with the variables in this study

<table>
<thead>
<tr>
<th>model</th>
<th>The correlation coefficient</th>
<th>The coefficient of determination</th>
<th>Adjusted R square</th>
<th>Standard error</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.298</td>
<td>0.089</td>
<td>0.083</td>
<td>13.08327</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), work, Stress

b. Dependent Variable: Total.Work.ethic

After the fitness test, ANOVA regression analysis showed a value of $p = 0.001$. And in following with the removal of non-relevant variables in the model, the only variable associated with occupational stress factors showed a significant linear relationship with work ethic that sowed in table 7.

Table 6: Results of the analysis predicts the work ethic and job stress.

<table>
<thead>
<tr>
<th>The correlation coefficient</th>
<th>f value</th>
<th>Mean-square</th>
<th>Degrees of freedom</th>
<th>Sum of squares</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.000</td>
<td>16.273</td>
<td>2785.44</td>
<td>167</td>
<td>28585.715</td>
</tr>
<tr>
<td></td>
<td></td>
<td>171.172</td>
<td>167</td>
<td>31371.160</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Total remaining regression</td>
<td></td>
</tr>
</tbody>
</table>

According to the table, we can say that the F calculated is at less than $p < 0.05$ significant level. So we can say that, "Job stress has an effect on the work ethic". Also according to the above table we can say that "workplace stress" caused the highest effect among all occupational stress, on work ethic. So that for every unit increase in stress due to workplace, work ethic is diminished by 0.656.

Table 7: Estimating B value in order to predict changes in work ethic, in the presence of variable amounts of research.

<table>
<thead>
<tr>
<th>model</th>
<th>Non Standardized coefficients</th>
<th>Standardized coefficients</th>
<th>t</th>
<th>The correlation coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Standard error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Constant factor</td>
<td>112.915</td>
<td>3.784</td>
<td>29.842</td>
</tr>
<tr>
<td></td>
<td>Work stress</td>
<td>-0.656</td>
<td>0.163</td>
<td>-0.298</td>
</tr>
</tbody>
</table>

a. Dependent Variable: total.Work.ethic

According to the table, we can say that the F calculated is at less than $p < 0.05$ significant level. So we can say that, "Job stress has an effect on the work ethic". Also according to the above table we can say that "workplace stress" caused the highest effect among all occupational stress, on work ethic. So that for every unit increase in stress due to workplace, work ethic is diminished by 0.656.

Results:

The first hypothesis:

Based on those results, it is clear that there is a significant inverse correlation between the two variables. That is the more self situation stress; the amount of the employee's work ethic is reduced. So this hypothesis is accepted.

So finding indicated that self-position concern causes the person suffering physical, mental and emotional fatigue. This is followed by severe emotional problems such as depression, despair itself, and in this the person in relation to work, organization and his colleagues will deal with the negative view and is unable to do with respect the feelings and wishes of others, and all the systems of work and the work ethic are affected by this self position stress.

The second hypothesis:

The results of Pearson correlation analysis showed that there is a significant negative relationship between the stress of work and the work ethic of teachers. That is, increases workplace stress among employees, reduced work ethic will follow, and therefore the above hypothesis was confirmed.

Perhaps these findings can be explained such that a positive organizational climate can increase work ethic. In other words, departments and agencies can enhance collaborative atmosphere combined with personal work ethic to increase the interact with each other.

The third hypothesis:

In assessing the third hypothesis examined the relationship between potential weakness in life and work ethic that there is no significant relationship between the two variables based on the results. Thus, stress due to lack of facilities in the lives such as tenant, inability to purchase equipment needed to live, not having transportation, low salary, lack of attention to family affairs, over expectations of family and affordable housing, haven’t effect in work ethic. So this hypothesis was not confirmed.

The fourth hypothesis:

There is no significant relationship stress due to lack of the amenities with work ethic given to the results of Pearson correlation test. Therefore, in this study stress due to lack of the amenities has no effect on employees' work ethic. So the null hypothesis was rejecting and forth hypothesis was not confirmed.
It can be said generally work ethic is connected with a variety of functional areas including inconsistencies in collaborative relationships, conflicts between work - family, work ethic and... That caused stress due to lack of facilities, does not seem significant effectiveness of work ethic.

The fifth hypothesis:

The fifth hypothesis is explaining the occupational stressors of ethic work. Findings from linear regression analysis showed that the values obtained are significant and an occupational stress factor has the power to predict the significant for people's work ethic.

Molazem and et al (2005) conduct the study entitled to some of job stressors and their tension degrees in the point of view of the nurses at University Hospitals and Health Services Kohgiloye and Boyer. The results of this study showed that due to the stress in nurses will follow potentially adverse consequences and reduces the physical and psycho balance and performance for bring them in different dimensions including work ethic, therefore, according to results of this study government should be take appropriate action for reducing tension factors such as dissatisfaction with salaries and benefits, high volume work.

Suggestions:
1. Employees to be employed based on interest, ability and expertise.
2. Create a free office environment, free of threat and benefit from delegation.
3. Recreational programs that teachers’ families engaged are also largely be a problem-solving way in workplace stress.
4. High schools manager have to train about how should be organized to help teachers about their job and family obligations. Otherwise, managers may fail to aware from teachers’ problems and their family and work conflicts.
5. Trained Managers need to have training classes for teachers in order to learn how to balance between work and family aspects. These classes offer adequate tools to teachers in order to better manage their manage their family roles.
6. Finally, the establishment of appropriate reward systems, both to establish a more supportive environment, and also to increase teachers' satisfaction with their work, that both of these in turn lead to a better working environment, could be helpful.

RESOURCES