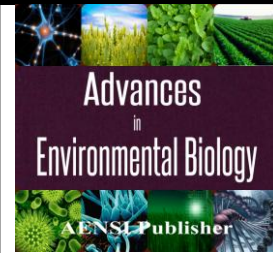




AENSI Journals

Advances in Environmental Biology

ISSN-1995-0756 EISSN-1998-1066

Journal home page: <http://www.aensiweb.com/AEB/>

Studying Occupational Stressors and Their Relationship with Job Performance Electricity Distribution Company of Kohgiluyeh and Boyer Ahmad Province

¹Abdollah Panahandeh and ²Abdolkhalegh Gholami

¹Department of Management, College of Humanities, Yasouj Branch, Islamic Yasouj University, Yasouj, Iran.

²Department of Management, College of Humanities, Yasouj Branch, Islamic Yasouj University, Yasouj, Iran.

ARTICLE INFO

Article history:

Received 11 June 2014

Received in revised form 21 September 2014

Accepted 25 November 2014

Available online 29 December 2014

Key words:

job stress, job performance, management factors, welfare factors, stress

ABSTRACT

Because of stress and negative effects of behavioral, physiological and cognitive behavior in the workplace, so it can also affect the job performance. Today, stress is one of the problems of people, especially in the growing industrial societies and understanding the factors causing this problem and presents the results and ways to prevent and treat it; it has attracted many people's minds. This study was done aimed to evaluate occupational stress factors and their relationship to job performance distribution of Kohgiluyeh and Boyer Ahmad Province. The study personnel distribution of Kohgiluyeh and Boyer Ahmad Province Which are the subject population was 397 people. Then the table Jersey and De Morgan 195 people selected as members questions responded. And for appropriate monitoring data from the questionnaire included measures of job stressors and staff questionnaires grading report questionnaires were completed by the employee and the second questionnaire was used by the supervisors. The study, according to research, is Correlational. To analyze the data, inferential statistics including factor analysis, correlation coefficient was used. The results indicate that the stress of factors, including the management and welfare of their formation. The first factor is the lack of attention to the promotion and advancement of employees with timely loadings (0.68) as the primary agent is effective. The article "The problems of the city's geographic location, lack of service" with loadings (0.59) as the most important factor is the convenience. The results showed that there is a negative relationship between stress and job performance.

© 2014 AENSI Publisher All rights reserved.

To Cite This Article: Abdollah Panahandeh and Abdolkhalegh Gholami., Studying Occupational Stressors and Their Relationship with Job Performance Electricity Distribution Company of Kohgiluyeh and Boyer Ahmad Province. *Adv. Environ. Biol.*, 8(21), 628-633, 2014

INTRODUCTION

Modern man with two contrasting aspects of stress and stress on the one hand, there is an essential part of a lifestyle that momentary stimulation, a person to live, move and prepares progress and on the other hand, the stress of lot of psychological problems medical and social It is, in fact, can be used instead of the word stress from the stress. Technological advances in recent decades have brought significant changes at all levels of society. Adapt to changes in such great physical and mental and social needs of comparative methods. A healthy organization must salute the physical and mental workers to the attention of productivity. For effective management Regardless of belief, mental health professionals are not. And phenomenon is not important to the mental health of workers. [1] Difficult or even impossible to eliminate stress completely, and the complete absence of physiological stress is equal to death, we should try to reduce stress in society. The subject of this research Evaluation of occupational stress factors and their relationship to job performance electricity distribution companies of Kohgiluyeh and Boyer Ahmad Province One of the definitions of occupational stress on the accumulation of stress factors or conditions that are generally recognized in the definition of other job-related stress of the job stress. It is certain that the person has a specific job to define the characteristics of the individual and occupational factors are implicated in the process of monitoring the fear of job since the individual and the environment. It could be argued that interaction internationalism working conditions and the individual characteristics such the demands of the work environment over which the individual can cope with them. During the last years the fact that businesses may create conditions that cause stress in employees there has been considerable interest organizations. And because the stress of the job is one of the major causes of employee turnover and absenteeism. And the psychological pressure on an employee may have an adverse effect on the health of the other employees, so we need to identify the stressors to be able to eliminate or reduce

Corresponding Author: Abdollah Panahandeh, Department of Management, College of Humanities, Yasouj Branch, Islamic Yasouj University, Yasouj, Iran.

them strive to be learned to all employees of the stressful factors treat the psychological and physiological effects of these factors are casting their Bangyr negative effect on the pressure can also affect the trend of working in the absence, for example, the job, the employer and the employee behaviors that clear have the There is job stress, while decreased job performance is also affected by mental health professionals. Stress is one of the most important problems of the day increasing health and economic point of view of one of the constraints is considered. Accumulation of factors or conditions that are associated with a stressful job too There are causes of occupational stress. Creates costs that job stress is high, but it is difficult to measure accurately. Information and Statistics in the United States of America of emotional and behavioral responses to stress job like alcoholism and drug abuse, mental illness such as depression, causing expenses, loss of working hours and generated more than twenty million dollars per year estimates. Calculation of damages that arise as a result of mistake workers, as well as damages, especially spousal relationships, quality of life, loss of a job is very difficult.

2- Problem Statement:

Kohgiluyeh and Boyer Ahmad Province limitations and exclusions are greater than in neighboring provinces, and facilities are limited. According to surveys conducted attitude and intellectual influence political and religious views, lack of attention to meritocracy in the selection and management of human resources, resulting in incorrect diagnosis in selected skills, expertise, and the ability of individuals and employees of the Company and the exercise of power by political To install the appointment and promotion of staff in different jobs, the lack of professionalism and expertise in place, person or organization, poor management of Responsible for, false competition Tension Hidden between employees and show consideration for the interests of officials and the lack of progress and good human relations among the staff have created a features . These factors have caused as the creation particulars initiative, innovation specialty, skill and ability the staff is under consideration. Absence due to mental health problems such features in the form of job stress, anxiety, concern for employees creates. As a result, it will reduce employees' job performance. Multiple and diverse factors directly or indirectly causing stress and impact on performance that is described in this article are out of tolerance. Factors such as: how to evaluate the performance of staff, lack of feedback on performance, cutting some benefits and rewards of employment and financial problems, lack of management commitment to its obligations, intellectual gap that managers and employees, and the incidence of negative rumors, discrimination and failures, Lack of communication between home and work, unhealthy competition, proximity (density) of work, lack of time, other factors such as physical and material, light, noise, temperature, vibration and motion, air, ergonomic factors andSymptoms and signs of stress is not the same for everyone and this is due to the patient's response to stress is different. And countless factors such as: Status and working conditions are different, the time period in which the person was exposed to stress and stress and ... Depending on the flour. The results of research studies show that psychological stress experienced as a result of the interaction between different sources of stress and individual. The researchers suggest that the proposed structural model of single stressful situations do not think the differences in their individual personalities and life experiences, their response to stress overshadowed. [2]. Distribution of Kohgiluyeh and Boyer Ahmad Province 397 employees with the education Diploma and higher diploma, which formed the population of the study is one of the subsidiaries of the task force that is responsible for distribution of the home, commercial and industrial taking care of the lines of power distribution in the of Kohgiluyeh and Boyer Ahmad Province. The first and most essential element for this task, it is necessary for the absorption of human resources is effective and efficient use of resources, the Sunny, factors affecting the performance of the most important element to be considered. Studies have shown that human resources organizations as well as other sectors of society are affected by stress. In this study, the researcher tried to answer the question of job stressors distribution Kohgiluyeh and Boyer Ahmad Province and what is their relationship with job performance.

3. Research Background:

3.1. Research carried out in the country:

Mohammad Hassan Jazayeri (1999) In their study on the effects of job stress on the staff of National Iranian Oil Company and reveals tensions between job stress and job performance of employees participated in this study is a significant relationship between the multiple regression analysis, studied, and A total of 95% significance level, there was a significant difference Occupational status, whether a working day, the satellite mission or shift work and job stress. Rafiee [3] study the causes of stress and its relationship with the staff of the machine Arak payment. Organizational factors such as role ambiguity, role conflict, and responsibility for others and environmental factors, including environmental The results showed that all of the researcher's family had a positive and significant relationship of stress and conflict as the main cause of psychological stress of the organization and All of the outcome of the most important factors of environmental factors such causes the pressure of children psychological.

Mohammad Saffarzadeh showed in their study of pressure Creation of employment that employees union of the subjects suffered from it are classified in two categories of management problems and welfare issues. Amiri

Asl (2002) investigate the causes of stress Occupational Khuzestan Water and Power Authority staff in results among the substances listed in its decision that the first factor, called management has named the female respectively criteria benefit system and tastes Acting as principals, discrimination and inequality in organizations, bands playing and group-oriented and non-use of the expertise most have their own distinctive contribution to the development of mental stress. Among the factors that have been designated as heavy as the demographic and time constraints, anxiety and stress due to the inability to cover the cost of living, a job living and the stress induced highest impact on the work of fatigue subjects they were assigned.

3.2. Research carried out abroad:

Neil (1955) in their research workers receives adequate information about the success of his and no clear picture of their activities was compared with workers who reported higher stress. Shepard and Heric (1972) in a survey of employees who have no jobs Uniform are the soul and found that the highest level of dissatisfaction with the staff was when they began their careers at this time of 3 to 5 years from the activities of workers in this occupation after began to the satisfaction level of announced. University of Michigan research, which on 2000 men and 23 occupational groups to study the stress level was between jobs and workers found that, compared with more employees with physical diseases are on the staff of the study of stress high level of employment, job insecurity, lack of full utilization of the power, simplicity and uniformity of role ambiguity and job. Porter & steers (1973) in their research showed that there was a relationship between stress and job specifically. This type of reaction is a reaction to stress (BAS) is the location of the reaction, the reaction may be healthier than "war" the rest staying on the job is stressful.

Harisan a study on 318 men who participated in the survey in 1975, Kaplan and his colleagues concluded that the complexity of the job there is also a significant positive correlation between job satisfaction and job dissatisfaction with the complexity of the job or have a meaningful relationship. Warom (1964) in his study concluded that the relationship between job satisfaction and the likelihood of accidents and disasters resigned and there was negative correlation. Khan (1972) stated in their study of the question of whether the opportunity is still present job if they select will be next? Most respondents refused to respond positively and were more willing to change jobs. In an article Peters and Sudan (1995) work stress, pressure and ways of dealing with them in terms of character for both Australian and Scottish teacher discusses the increasing workload of both teacher and the duties of a great source of stresses work was recognized.

4. Research hypotheses:

The study was conducted Begins with the hypothesis of the study's hypothesis is based on the speculation that these questions are given. Note that in this study are as follows:

4.1. Main hypothesis:

There is a negative relationship between job stress and employee performance distribution of Kohgiluyeh and Boyer Ahmad Province.

4.2. Alternative hypothesis:

Since the performance of different areas, so for each domain separately sub hypotheses is written. These assumptions are:

1. There is a significant relationship between occupational stressors and employee competence distribution of Kohgiluyeh and Boyer Ahmad Province.
2. There is a significant relationship Judgment and problem solving between occupational stressors and employee distribution of Kohgiluyeh and Boyer Ahmad Province.
3. There is a significant relationship between occupational stressors and creativity distribution of Kohgiluyeh and Boyer Ahmad Province.
4. There was a significant correlation between occupational stressors and potential distribution guidance staff of Kohgiluyeh and Boyer Ahmad Province.
5. There was a significant correlation between occupational stressors and employees of distribution of Kohgiluyeh and Boyer Ahmad Province.
- 6 There was a significant correlation between occupational stressors and co-workers distribution of Kohgiluyeh and Boyer Ahmad Province.
7. There is a significant relationship between occupational stressors and the reliability and accountability of personnel distribution of Kohgiluyeh and Boyer Ahmad Province.
- 8 There was a significant correlation between occupational stressors and employee attendance and punctuality distribution of Kohgiluyeh and Boyer Ahmad Province.
- 9 There was a significant correlation between occupational stressors and employee empowerment distribution of Kohgiluyeh and Boyer Ahmad Province.

5. Methodology:

The study, according to the study, the first part of the study is exploratory. An exploratory study on the time we do not know about the situation, but we have information about how to solve similar problems. In such cases, you should be familiar with the phenomena related to the extensive preliminary review of the case, so we can model and to complete the study the phenomenon, we will foot strong. The second part of this study is correlational. In this research, the researcher is to examine the relationship between the intensity and direction of research. Generally, events and various factors can affect the performance of its components, but in the present study, the researchers sought to examine the relationship between job stress and job performance and its components lack the personnel distribution of Kohgiluyeh and Boyer Ahmad Province.

6. Population:

The population of this study consisted of all employees Electricity Distribution Company of Kohgiluyeh and Boyer Ahmad Province, which is both technical and non-technical; in 2013 their number was 397 people.

7. Tool:

Two questionnaires were used in this study are as follows:

- Industrial Unit Job Stressor Inventory (IUJSI)
- Staff report questionnaire ratings

8. Analysis of results:

Table: Pearson's correlation coefficients between job stress and job performance

Independent variable	Index variable	Correlation coefficient (r)	Significance level (p)
Occupational stressors factors	Competency	-0.23	p<0.0019
	Judgment and problem solving	-0.21	p<0.006
	Creativity	-0.21	p<0.009
	Ability guidance	-0.21	p<0.011
	Business Conduct	-0.20	p<0.006
	Cooperation	-0.10	p<0.05
	Reliability and accountability	-0.17	p<0.02
	Attendance and punctuality	-0.19	p<0.01
	Power	-0.27	p<0.001
	Job Performance	-0.29	p<0.00001

Main hypothesis: There is a significant negative relationship between job stress and job performance distribution of Kohgiluyeh and Boyer Ahmad Province.

Based on the results observed between job stressors and job performance is a significant negative correlation ($P < 0.00001$ and $r = - 0.29$). The first hypothesis was confirmed. In other words, whatever job stressors in the workplace is more job performance decreases. And with increasing stress, job performance, such as decision making, communication, attachment to the quantity and quality of work, satisfaction and morale Operational deficiencies and defects are reduced.

Hypothesis 1: There is a significant relationship between job stress and employee competence distribution of Kohgiluyeh and Boyer Ahmad Province.

According to the results of the stress Occupational and competency There was a significant negative relationship between the employee ($P < 0.00019$ and $r = - 0.23$), so (hypothesis 1) was confirmed, in other words, what factors influence in the workplace Esther greater competence and creativity of employees decreases and the staff could not find their competencies stress over time and neurological variables competence and creativity; and the staff is disappointing.

Hypothesis 2: A significant negative relationship there is a significant relationship between job stressors and judgment and problem solving employees. ($P < 0.006$ and $r = - 0.21$), so that (H2) was confirmed. In other words, the higher the stress factors in the workplace, job, judgment and problem Solving employees decreases the possibility that employees can get rid of the problems with tact and perseverance, pale And the judgments, which often can be more internal nodes Solving many of the problems are, they are mistaken.

Hypothesis 3: There is relationship between occupational stress factors and creativity, there was a significant negative correlation ($P < 0.009$ and $r = - 0.21$). Therefore (H3) was confirmed, so whatever stressors in the workplace increases, decreases creativity, and the stress in most organizations, the impact on efficiency and effectiveness, creativity and personal touches it is essential that measures to eliminate or at least reduce its managers to take action.

Hypothesis 4: There was a significant negative relationship between occupational stress factors and the ability of guidance staff ($P < 0.01$ and $r = - 0.21$). As a result, (H4) confirmed the results obtained it is maintained that the stressors in the workplace increases, decreases the ability of guidance staff.

Hypothesis 5: There was a significant negative relationship between job stress and employee. ($P < 0.006$ and $r = -0.20$). Therefore, (H5) has been approved, whatever job stressors in the workplace is more, the behavior of employees decreases, a significant percentage of people employed in organizations and environments that are subject to the pressures Psychological different species and are, on the one hand it is physical, mental, behavioral and threatened the other hand, for the damage and lead to undesirable consequences, and thus the dynamics and effectiveness of the depends on the enjoyment of human resources is well known, will cause serious damage.

Hypothesis 6: There was a significant negative relationship between stress Occupational and co-workers ($P < 0.05$ and $r = -0.20$), the result (H6) was approved. These hypotheses can be derived from the results that the stress in the workplace is more co-workers and decreases are overshadowed. The realities of the psychopathology and mental health in the workplace and occupational show that a significant percentage of the causes of ill health and mental illness The common fatigue and lack of cooperation between employees, managers, organizations can look at ways of behavior and personality.

Hypothesis 7: The significant negative relationship There is a significant relationship between occupational stress factors and the reliability and accountability of employees ($P < 0.02$ and $r = -0.17$). Therefore (Hypothesis 7) was confirmed. So what is too much stress at work, have a direct negative impact on job performance and reliability and reduces the accountability of staff. Managers must develop the quantity and quality of job satisfaction and employee in any way may have increased the confidence and ability to respond to each other's employees and clients to be fertilized.

Hypothesis 8: There was a significant negative relationship between job stressors and time and attendance of employees ($P < 0.01$ and $r = -0.19$), so (Hypothesis 8) was confirmed. The results concluded that the lack of a salary commensurate with their living conditions would certainly cause stress, and off to employment outside the organization in order to provide individual fees will personnel of the issue punctuality negative effect variable of have.

Hypothesis 9: There was a significant negative relationship between job stress and employee empowerment ($P < 0.001$ and $r = -0.27$), the result (Hypothesis 9) confirmed the existence of discrimination and inequality in organizations all the staff strongly improved, leading spirit, aggressive and passive to the organization and responsible to, and sometimes the people to defend their rights or others and justice to combat all types of public and secret doors when using a defense mechanism of the goals of distance, thus indicating the importance of such negative reactions fever in the organization, the attention of resolution Responsible.

9. Discussion and Conclusion:

The study of the distribution in early 2013 of Kohgiluyeh and Boyer Ahmad Province Is performed. The ester of the Occupational and job performance and their employees as independent variables instead of being, judgment and problem Solution for creative positions, guiding and directing abilities, behavior Work, cooperation, reliability and accountability, attendance and punctuality, which included 10 hypotheses have been proposed as the dependent variables. In this chapter we first describe the results presented, the limitations of the study are presented, as are recommendations at the end.

10. Suggestions:

- It is suggested that similar studies done in other provinces and evaluated the results.
- It is suggested that the study adhered to the cities studied.
- It is suggested that further research related stressors studied further.
- Research and more information in order to identify occupational stressors and their relationship to job performance is discussed.

11. Research limitations:

- Social sciences and humanities research is of great complexity and limitations of the study, the researchers created the limitations of this study, there are:
 - Geographical distribution of the population in the level of Kohgiluyeh and Boyer Ahmad Province
 - Unwillingness to contribute a significant number of employees in order to complete a questionnaire which led to a decrease in the sample.
 - Lack of job security of employees, according to the coding of questionnaires and the fear that the information is made available to managers and supervisors.
 - Lack of access to information resources staff Electricity Distribution Company

REFERENCES

- [1] Saatchi, Mahmoud, 1990. work psychology (psychology applied to work, Management), second edition, Tehran, Nashre Virayesh Institute.

- [2] -Sadati Nejad, job stress, causes and solutions derived from <http://www.kashan-bahzisti.ir>
- [3] Rafiee, Mojtaba, 1994. to investigate the factors causing stress and stress management performance car factory in Arak, Tarbiat Modarres University. (Unpublished).
- [4] Saffarzadeh, Mohammad., 1997. the construction and validation of a scale for measuring stressful situations job finding a large industrial unit in Khuzestan province and the relationship with the push of mental health, Islamic Azad University of Ahvaz (Unpublished).
- [5] Amiri Asl, Hesamoddin, 2002. review of occupational stressors staff of Water and Power Authority in Khuzestan, Islamic Azad University of Shushtar (Unpublished)