Correlation of Job Stress, Job Satisfaction, Job Motivation and Burnout and Feeling Stress

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Abstract

Nowadays, existence of efficient and self-motivated human resource is one of the important issues of great importance in professional environments. Considering that human resource in an organization is one of the important resources in that organization, steps should be taken to identify weak and strong points in improving the operation of increasing efficiency in the organization. The main goal of this essay is identifying the correlation of job stress, job satisfaction, job motivation and burnout and feeling the stress of employees of Imam Sajad of Ramsar city in 2010. The case of study in the essay is 160 of employees in this hospital, who have been chosen with randomly sampling among 269. This essay is of solidarity type. To assess the hypothesis of research, Pearson correlation coefficient and step by step regression analysis have been used. The results of the essay defined that burnout is in positive and meaningful correlation with job stress but burnout isn’t in a meaningful correlation with job motivation. Also stress is in a meaningful correlation with job stress, job satisfaction and job motivation.

Keywords: Job Stress – Job Satisfaction – Job Motivation – Burnout – Feeling Stress

1. Introduction

Nowadays employees think and worry more about their work life, according to Rebber (1985) who believes job stress is a state of psychological stress by means of that, all types of physical, mental and social forces and pressures are resulted. Job satisfaction is one of the important factors in increasing performance and causing positive views of the individual about his job, which is in correlation with salary level, social value of the job and conditions of work environment (Etemadi 2004). Burnout is a state of getting tired and disappointed which is resulted from the way of living or working or job that doesn’t lead to desired consequence.

In this essay, researchers are seeking to identify a correlation of job stress, job satisfaction and job motivation to burnout and feeling mental pressure among employees of the Imam Sajad hospital of Ramsar.

Is there any correlation of job stress, job satisfaction and job motivation and burnout and employees’ feeling of mental pressure?

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(Vafaei 2010) according to a research on school teachers found beginning of stress more than high school teachers.

Essays describes that employed women are exposed to more stress than men and face stress in different ways of men (Wittkin, translated by Qarache Daghi 2001). (Cremlin and Biosier (2009) in a research concluded that there is a meaningful correlation of job satisfaction and job stress.

Plizeir and colleagues (2007) categorized uncommon work conditions as an important source of job stress which leads to anxiety disturbance and depression of employees.

Wanan and colleagues (2003) argued that high control and less job complexity causes job stress to reduce and individual feels merit.

A research made by (Mehrabi and colleagues) to identify job stress generating factors in nurses, showed that seeing patients die and in pain, workload and conflict with physicians and colleagues are with nurses.

According to a research by (Barati 2007), those jobs which are different and active and have social values and properties, have more shares in employees’ job satisfaction.

A research performed in Ferdowsi University of Mashhad by (Salehi, 2008) with the title Correlation of Managers’ Motivation Believes and employees’ satisfaction showed that there’s no correlation of mangers’ motivation views and their studying field and management records.

In a research made by Qezelbash, Salehi and Khalesi Moghadam (2005), they considered effective factors on personnel’s job motivation in government agencies, providing them with their needs and regarding their individual differences.

According to clinical theory devoted and undertaker personnel and dominant persons and managers and individuals who assume the organization as social life are subject to exhaustion.

2. Method

This research type is solidarity. The researcher’s goal is to identify a correlation of job stress, job satisfaction, job motivation and job exhaustion and feeling psychological pressure on employees of the Ramsar Imam Sajad hospital in the year 89.

Because key information is achieved from a group, the research methodology is solidarity. Data analysis was performed by multi variable regression model and step to step method.

In this research the statistical society includes all the employees of the Ramsar Imam Sajad hospital. The random method has been used to choose the samples.

The research tool is job stress questionnaire (Essipo), job satisfaction questionnaire (Davis, Laf Quest and Vice), job motivation questionnaire (made by the researcher according to Herzberg’s two factor theory), a job exhausting questionnaire (Meslesh), feeling psychological pressure questionnaire (Markham, 1992).

Job stress questionnaire stability has been calculated in a satisfactory level by test-test. Cronbach alpha has been calculated as (r=89%). Job satisfaction questionnaire has been reported by Cronbach alpha r=83% with great validity. Job motivation questionnaire has been processed by software SPSS with Cronbach alpha coefficient r=93%. Job exhaustion questionnaire has been edited in 1981 by Meslesh and Jackson. Internal stability for each of the subtests, emotional fatigue r=90%, personality source r=90%, lack of progress r=71%, feeling psychological pressure has been introduced by Orsold Markham.

The calculated validity report has been calculated by the Cronbach alpha method r=83%. Statistical methods like average, deviation and standard deviation and multi variable regression illative statics has been used in data analyzing method and SPSS has been used for calculation.
3. Findings

Table 1. Name of the table

<table>
<thead>
<tr>
<th>Model</th>
<th>Square</th>
<th>Degree of Freedom</th>
<th>Mean Square</th>
<th>F</th>
<th>Meaningfulness</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Linear Statistics</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tolerance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance Effect</td>
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<td>3.123</td>
<td>0.002</td>
<td>0.242</td>
<td>0.759</td>
</tr>
<tr>
<td>Error Effect</td>
<td>8242.359</td>
<td>158</td>
<td>52.16y</td>
<td>0.000a</td>
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</tr>
<tr>
<td>Sum</td>
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<td>159</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Balance Effect</td>
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<td>1082.126</td>
<td>21.893</td>
<td>0.000b</td>
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<tr>
<td>Error Effect</td>
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<td>49.428</td>
<td></td>
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</tr>
<tr>
<td>Sum</td>
<td>9244.400</td>
<td>159</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a predictor: Satisfaction Job
b predictor: Satisfaction Job, Job Stress
c predictable: Feeling Psychological pressure

Concerning the results from the above table, there is a meaningful correlation of feeling psychological pressure with job satisfaction and job stress and the independent variable can predict criterion variable.

According to the above table, the meaningfulness of the correlation of feeling psychological pressure with job stress and meaningfulness of the correlation of feeling psychological pressure with job motivation surely claims that the independent variable can predict the criterion variable.

4. Discussion

The goal of the research is to detect correlation of job stress, job satisfaction and job motivation with job exhaustion and feeling psychological pressure among the employees of the Ramsar Imam Sajad hospital. There is a meaningful correlation of job exhaustion and feeling psychological pressure. According to Meslelesh and colleagues’ researches (2001), it has been concluded that job exhaustion is a multidimensional structure and is about three components of emotional exhaustion; which are losing Individual’s emotional energy, depersonalization so the individual is not considered as a human being and the next component is feeling a low situation.

Soltani (2000) concluded that the more people be subject of stress the more the possibility to suffer from job exhaustion. A research by (Mehraj and colleagues) to identify stress generator factors in nurses showed that seeing patients to suffer and die and workload and conflicts with physicians and colleagues are with nurses. So the findings of this research admit the direct relation of job stress with job exhaustion and psychological pressure. There is no meaningful correlation of job exhaustion and feeling psychological pressure. (Lock) claims the most important factors affecting job satisfaction as risky mental work, individual’s interest in his job and the job not to be fatigued in a physical point of view and reward. The correlation of job motivation with job exhaustion and feeling psychological pressure is not meaningful.
References


Mostaghami, M (1998) Reviewing Job exhaustion in Isfahan Dr. Shari’ati Hospital Personnel, Medical thesis.