



A social work study of effective cultural, social economic factors on work stress: A Review

Mohammad Reza Iravani¹, Ahmad Reza ShekarchiZade²

¹Assistant Professor, Department of Social Work, Islamic Azad University Khomeinishahr Branch, Daneshjou Blvd, Iran.

² Assistant Professor, Department of Management, Islamic Azad University of Najaf Abad, Najaf Abad Branch, Isfahan, Iran.

*Corresponding author's E-mail: iravani@iaukhsh.ac.ir

ABSTRACT

Correlation between external factor and internal responses of the body, other studies had been done by Wolf and Wolf show that different patients suffer changes in the stomach activity, for example in some patients, changes in excitement situation is accompanying with change in scientific study about blood circulation and stomach discharges. Next years, main point of this of the study was developed and the field of scientific study in medical researches was provided and led to the subject psyche, body disorders like ulcer and asthma. We collect information Statistics show affected of current behavioral and emotional reactions with number and digit and costs of Work stress is very high and determining precise level is difficult. All of us experienced such relation among external factors and internal responses like when we concerned or when we are anxiety we fell muddle.

Original Article:

Received 20 Jun. 2014

Accepted 29 Feb. 2014

Published 30 Mar. 2014

Keywords:

Work, stress

Opinions

effective cultural

1. Introduction

Today stress is one of life problems that is considered by industrial societies and construction and total changes of societies from traditional to industrial life. Recent modern society makes stresses that may not been observed in the past and is predominant now. Employment is essential case for continuing human life, so it brings stresses that timely recognition and interference of these stresses can prohibit negative effects. Stress is as one power and pressure. If these pressures and forces are excess of defined limits, they will cause disturb present position and make stress. Therefore, recognition possible ways for interfering and before that recognition the word of stress is very important to decrease stress and we can productive ways with detailed study and interfere timely to prevent or decrease skills of challenge with stress have spread concepts and behavioral and cognitive components. In general, challenging is defined as attempts for increasing compromising with environment or attempt to prevent occurring negative consequences un stressful situation (Lazarus et al., 1984). The most commonly cited reasons for wanting to work involved psychological and social gains. Clearly, people seek intrinsic rewards from their employment in addition to the traditional extrinsic outcomes (Herzberg et al., 1959).

2. Materials

2.1. Mental tension

it is active situation that a person encounters with one opportunity limitation or need 7 is relating to something he tends to do and obtained results are vague and insecure for him and yet important (Pier, 1991).It is interaction between work conditions and an individual characteristic that needs of workplace is more than individual ability (Haghshenas, 1996). Stress theories: stress perhaps is most common problem of life (Abzari and Saraydarian, 1997). For example as one noun in the sentence "he suffers stress", as an objective in sentence: " today life is stressful" and sometimes as verb. In fact, stress is specific side of today life (Randle and Eltimar, 1998). Moreover, these tools are not designed to identify combinations of events in complex systems that are more likely to lead to incidents (Lineroothbayer and Wahlstroem, 1991).

Necessity of this stage continues attempts of human to make compatibility with stressful factors or habits to it. For example, you consider a worker who works in the factory. After some months he remains such environment, he isn't upset due to noise but we see he suffers headache and he robs his teeth together in asleep. After times his spasms of cervical muscles due to stress of noise such workers learnt to bear work stress due to sever noise of environment but they show physical defects that are felt by stressful noise.

In recent years, however, the number of claims has been steadily increasing and the reported cause for these claims has moved away from traumatic stress to chronic conditions (Bull, 1996).

The form of stress is prevalent among people and has different meanings and applies in various grammar forms of work. Work is activity or thought for producing things as economic activity to prepare family (Abzari and Saraydarian, 1997).

2.2. Stress as an internal response

Hans Selye was one of researchers who describes stress as new phenomenon in the year 1956, Selye paid attention to body responses against requests that it deals with. He believed that this response is one of non-special responses and his intent was requests of everybody who is encountering stress. Follow common and similar pattern and this certain pattern called general compatibility. This process has three stages: first stage is syndrome of general response against stressful factors. This distance takes short time to show first resistant response of body following them longer resistant would be achieved. In this stage, changes in the body to make it ready to respond immediately heartbeat makes it faster and hypertension are high. Sugar of blood releases to provide due energy for working for example when you pass away the streets and suddenly we find a car quickly comes to you and you move faster or you start to run to save yourself from accident. It is sample response to stress in the warning stage. If stressful factor remains second stage or resistance reaches, in this stage first response that appears in warning stage replaces with response to make longer compatibility (Rasel, 1990). Higher levels of psychological distress following prolonged periods of unemployment, the majority of unemployed people expressed a strong desire to work (Weiner et al., 1999).

In Selye's view knockout means the body cannot eliminate conflict with stressful factor and due to energy for continuing compatibility became low and person disables. Then specific side in the third stage is to direct resistance against stress, depression or even death like soldier who knockout because wounds and pressure, hunger, thirst, and anxiety. Selye believed that there is positive stress means stress can be as a motive to grow and effective factors for changing, sometimes it is called good stress.

2.3. Environmental factors of stress

Engineers consider stress as product of summing forces that apply on device and set can break it. In year 1930, for first time Adolf Meyer generalized this concept and said physicians enter medical information into tables like past disease history, changing job and so on and make tables that may be a plot for after disease. After that, Holmes and Rahe in 1967 generalized this concept, both of them purposed stressful events of life are predominant and human encounter them and they result important changes in the life. Some of these events are obviously stressful like divorce and so on. All events have positive side like permission, gratuity and so on. For this reason, potential negative effects are considered from early human life stress as interaction. Third pattern that Richard Lazarus said is more considerable and called interactive pattern. He believed that when stress occurs that balance between request and references disturb and this balance and imbalance have progressive entity. In addition to it, the pattern is extensor of influencing environment on individual and vice versa. In this pattern first stage for forming process of stress and conflict is evaluated individual event or specific situation. This evaluation called first evaluation. In these uncomfortable consequences of evaluation damage done, damage occurs while evaluating threat or danger means that it is possible to bear future damage. Lazarus had other evaluation called challenge and when it is succeeded that instead of keeping yourself against consequences you can conflict to reach positive consequences. But second evaluation is including person with possibility of selection tries to determine and select possible ways for facing problems. Interactive pattern is knowledge to subject for conflicting with problems of equipment's and references in evaluating future against to event stress full situations is effective. For example a person who loss his work and knows that have relatives give him another place or borrow money, so this chance causes not to see his situation as serious threat. But vice versa, another one sees himself within serious threat may know if he changes his job or he loses his job it is possible to lose his job work can be a motive. Flexibility of this pattern shows both weakness and strength. Based on this pattern, we can consider stress as a combination of noteworthy problems and individual interests that change during the time. On the other hand, references and remedial answers should be applied in stress; on the other hand, they change by passing time. The definition of Work stress is interaction between work conditions and individual characteristics of worker that environmental workplace's request and as a result relating pressures are in the way one can undertake. This definition points out context of relation with environment. Signs of Work stress are including signs.

2.4. Behavioral signs

They are two sets: first set is signs referred directly to working person like increasing consumption of liquors, avidity and jade. Second set referred to behavior that its consequence is organization or machineries. Like absence of work releasing work, what is releasing to inability we can observe in a person who is unable to do anything and tired frequently.

Inability regarding to researchers of Piers and Aronson in year 1981 is one of main inevitable of Work stress, while this stress remains, they can continue. Inability has three sides: first side is physical exhaustion. Selye in this pattern shows that when stress occurs, stocks of energy of individual finish. By continuing this phenomenon, exhaustion appears one forming component of inability. He complain this severe exhaustion with invasion. Two sides of inability are emotional. When physical stocks decrease because of continuing stressful work condition, it is possible resources of emotional force decreases like prostration and disappointment and satisfactory decreases. Third side is mental exhaustion. In this case, workers behave unexpectedly and review work of stockholder, colleagues or clients. This subject that unable worker cannot observe feelings

and requests of there and this theory can be drawn to home while Penis and Aaron point out workers who suffer this problem none only release their work but also release their profession and skill.

In the part of human services negative effects are obvious and deleterious another group of workers who suffer inability remain in the workplace and eventually release their interest to personal and professional development. These persons don't want to accept other suggestion of works that is useful for themselves as if interfere is performed by others. They are workers who wait to retire and exit organization from useless human force.

2.5. Costs of work stress

We collect information Statistics show affected of current behavioral and emotional reactions with number and digit and costs of Work stress is very high and determining precise level is difficult. One mental ill patient like depression may cause Work stress. In fact, one of other costs of Work stress show effects of working performance in workplace. For example absence of work is expensive. Great expenses are relating to loss which results in failure of workers who employ sensitive works (Employees of watchtower of airport). Another invisible and irreparable damage is family center. Reflection of stress indentifying interpersonal relations particularly spouses, parent, children and damage based on quality life.

3. Suggestions

We suggest

- Making proper space for representing suitable solutions for problems in work place, asking workers opinions about making active atmosphere to continue work at certain place
- Motivation to continue work after coming back of reaction or travel
- Publish advertising and proper books about causes and motivations of work stress and situation of interfering to prevent them among workers and increasing knowledge of workers about these problems
- Replacing workers based on specialty and work division regarding to individual characteristics
- Studying strategies for increasing incomes and wages and giving proper gratuity for doing better work
- Training to raise work yield presenting professional and nonprofessional training workers can make group or remedial team among themselves to solve problems more than discussing problems

References

- [1]. Abzari, M., and Saraydarian, H. (1997). Management organization and mental pressure. organ prose of Isfahan, Iran.
- [2]. Bull, H. (1996). Stress - fact or fiction: The assessment and management of Workers' Compensation claims for stress: A Commonwealth perspective. In Proceedings of the National Institute of Occupational Safety & Health Conference.
- [3]. Haghshenas, A.M. (1996). Persian language from tradition to modernization. journal of healthy society, 5, No.26
- [4]. Herzberg, F., M. B., and Snyderman, B. (1959). The Motivation to Work. New York: John Wiley & Sons. Industry, pp. 370-409.
- [5]. Lazarus. R. S., & Folkman, S.(1984).Stress, appraisal and coping .New York: Springer.
- [6]. Lineroothbayer, J. and Wahlstroem, B. (1991). Applications of probabilistic risk assessments: the selection of appropriate tools. Risk Analysis, 11: 239-248.
- [7]. Pier. H.L.(1991). Permanent stress. Translated by Gharib, A., , first edition, Mashhad: Derakhshesh.
- [8]. Randle. R.M. Eltimar, E. (1998).Ranslate by Khajehpoor, M., industrial management organization Press, first edition.
- [9]. Rasel. M. (1990). Depression. Translated by KhajehPoor, G.R, Tehran: Mina.
- [10]. Weiner. K., Oei, T. and Creed, P.A. (1999). Predicting job seeking frequency and psychological well-being in the unemployed. Journal of Employment Counseling, 36 (2): 67-81.