

The relationship between stress and performance of Iranian drilling company with emphasis on the modeling Jerkers and Dodson

K. Alboshkeh *, A. Ghahramani, H. Saadie Ale Kasir

Department of Humanities, Shoushtar Branch, Islamic Azad University, Shoushtar, Iran

Abstract: This study attempts to identify the factors causing stress, their role on performance of Iranian Drilling Company employees review. Recommendations concerning mitigation stressed in order to provide improved performance. In this study, the survey and the type of analysis was used, through simple random sampling of 200 of the total 348 employees Iranian Drilling Company Distributed among them were selected as the sample was collected. Based on the results of stress and psychological factors and observable impact on employee performance is no, In other words, a significant relation was found between these two variables, Means increase or reduce stress or increase employee performance does not decrease. In this study, factors affecting the individual factors, organizational external environment are fragmented. The main recommendations for reducing stress can actually run a performance evaluation, Joe turned to positive organizational climate, Reasonable balance of job duties expectations of demarcation, Also consult with your trusted professional and positive thinking to improve the performance of the employee. Further research is recommended to researchers studying the relationship between the performances of the other variables, Thread stress between different levels of management in their organizations studied.

Key words: *Stress mental; Character; Job stress; Stress factors; Performance*

1. Introduction

In today's industrial world that is constantly changing _ evolving, every day change and new developments that occur as a result of these changes is the need for manpower, Along with these changes in order to meet these needs, change. These developments in the human stress Due to its importance for plant managers, economic _ particularly industrial, and this issue becomes more important. The effects of physical and psychological stress due to the great influence in decision-making and determining the organization's meshes are considered. Should consider ways to reduce or manage the stress. People worry than work, family, expectations from employees, managers, social problems, economic status, etc., Cause people to sleep after waking moment, Emotions have always been tensions and worries and hopes that many times the capacity of the physical, mental and nervous system are not compatible. Such a state of stress _ strain (stress) is called. Stress causes the body to easily perform tasks that normally hard to do, this has caused great harm to the individual _ the organization will result. Or nerve pressure caused by personal factors such as family financial difficulties, Tensions between co-workers or the organization as a result of restrictive regulations, Administrative bureaucracy, formal relationships, stress management, supervisors, or due to external

environmental factors such as economic organization of society, the existence of discrimination (of any type) in the community, Low cultural level of society. Reviews research done in the field of organizational psychology, Human resource management, organizational behavior achieves this result stresses the role of performance of organization's staff, this study examines the cause's stresses their effect on performance of Company's drilling deals.

2. Background research about stress

In 1913, "jasper" in his book *The General psychopathology* emphasizes the concept of reaction. The original meaning of the stress or pressure of 1936 changed this year, the word stress means the stress faced by managers _ others are applied, before 1936 in the fifteenth century, after which the word stress was used in the engineering sciences architecture. As pressure was applied to the walls or building columns. In 1704 slightly exceeded the meaning of the word stress, the strain that was used for walls or building columns, was used as the lead or difficulties. In 1950, the concept of stress by providing another concept called "General Adaptation Syndrome" by Dr. "Hans Sallie" was complete. After years of research on the causes of stress and its effects continued. Dr. Hans Sallie, who smear of the study, were named as the father of stress, "Wolf with Henkel" in the year (581,957) are due to the social and cultural transformations, and

* Corresponding Au thor.

Concluded from their studies is that changes in variations may be important to one's health at various risk. In this context, two main requirements have to be considered: First, the incident severely affected Byford, Second, the individual is predisposed to certain diseases. In order to determine the effects of a traumatic event not only by their size. Physiological – psychological characteristics but also have a major impact in this regard. In 1998 at the Canadian Research Institute conducted a public opinion survey about their stress causes, Conflict between workers of different industries, this research suggests that, 35% of staff had experienced stress, 1991 compared with a growth rate of 5/8 percent. The main reason is due to the pressure volume of staff working extra hours they knew (Kuroshio, 2003).

Ali Hamid Rescue (1996) conducted a study on the California cement plant worker does. He sampled 132 employees on three counts and then the questionnaire (questionnaire assessing symptoms caused by stress factors questionnaire rushing performance stress factors) and between staff providing distributed. For the measurement of all significant assumptions ($\alpha=5\%$) will be considered.

The main hypothesis of this study consisted of a secondary hypothesis was 18. The main hypothesis of the study was to investigate the perception include: Between stress and job performance among employees of the Cement Company PA is negative. Sub-hypothesis relationship between stress and job performance to an index of 18 classified. A comparison was assessed. The results confirm the hypothesis of the research found. Mr. Muhammad Lutfi (1995) conducted a study of Islamic Azad University of Dezful Branch had done, Sought to examine the factors contributing to the creation of job stress and its relation to the performance of the staff. In this study, using a two-item questionnaire (Questionnaire performance appraisal questionnaire stressors) variables measured. His stressors questionnaire to the participants completed a questionnaire to evaluate the performance of the supervisors the university authorities. In this method, descriptive, empirical solidarity with a significant level ($\alpha=5\%$) used. The research consists of a main theory that encompasses the research, seven sub-hypothesis that the relationship between stressors and seven indicator variable for the variable performance is evaluated. The results indicate that the research hypothesis is confirmed.

2.1. Research goals

Job stress is one of the important issues in human resource management, Should pay more attention to their causes and factors to be taken, Inattention to the reduced performance of individuals, Finally the efficiency of the organization employees are the most important risk factor for mental health. The main objective of this study was to identify occupational stressors, pressure the nature of the fight anemia. Another purpose of this study is to

classify stressful put them in the original series. This provides the framework for their study.

Researcher's organizations seemed to help to identify the source of each of the stressors and the subsequent actions take appropriate decisions to solve their problems.

2.2. Analytical modeling study

The first step is a question of nerves due to stress (stress) arises the intuitive understanding, this social phenomenon is discussed in relation to the functioning of society, So that ((Morphed / Griffin)) commented that: "Because of the pressure, either physical or psychological stimulus or a particular way of reacting to the show.

Here is a reaction to the pressure to adapt to the requirements of physical and mental stimulus that creates a wide, for he defined". The second stage is assumed that the stress nerves stress is affecting employee's rate their performance.

Having the idea that stress always bad is easy, but really stress is on two aspects: One positive and one negative. Manufacturer of pressure or stress is good for the individual or organization is good. Studies show that low to moderate levels of stress as a factor of power unit, go to work repairing function gives, the levels of stress or pressure can increase the person's effort, Stimulate encourage creativity and perseverance. Destructive pressure or stress or distress is detrimental to the performance of an individual or organization. High levels of stress, a person's physical and mental disturbances (Shermenhon, 1999). The above proposition is a hypothesis, and asked for a statement causes a decrease in employees' performance is presented. This hypothesis establishes the relationship between the two concepts: The concept of employee performance should be defined mental pressure (stress) employee who was previously defined. This hypothesis provides the selection analysis of statistical data, in turn, will allow statistical data to change modify the hypothesis.

2.3. The research hypotheses

In this study, there was a main hypothesis sub-hypothesis.

The main hypothesis

Among the factors causing stress and paramedical staff functions Iranian Drilling Company was significant.

Sub-hypotheses

1. Organizational factors causing stress and paramedical staff functions Iranian Drilling Company was significant.

2. Among the factors causing stress and paramedical staff functions Iranian Drilling Company was significant.

3. Environmental factors causing stress and paramedical staff functions Iranian Drilling Company was significant.

2.4. Field of study

Thematic scope

The study of the subject, the issues surrounding human resources management system in the context of organizational behavior, the study of stress and psychological factors their impact on employee performance model-emphasizing "Jerkers and Dodson" deals.

Spatial domain

This study was conducted in Ahwaz Iranian Drilling Company in place. The population of the personnel (formal and contract) Iranian Drilling Company makes parapsychology.

3. Materials and methods

In order to achieve the objectives of this study, the field-survey methods used. To establish the theoretical foundations and theoretical methods used to study in library, and then set the questionnaire with the necessary data is collected.

The population

The study included men and women of all employees contractors are official Drilling Company Were employed in 1385. Employees of the company are currently 438 of us, of which 20 were female and 418 are male.

The sample sampling

Simple random sampling was used to select employees. Thus, after preparing a list of employees, Random sample of 200 (two hundred) people were selected. Of these employees, 162 completed the questionnaires statistical operations have been performed on the same number.

3.1. Research tools

When variables were identified. It becomes clear that they are a form of measurement is not possible. Measure, a set of rules for assigning subjects to numbers. In this study, the dependent and independent variables for this hypothesis is as follows.

To collect the data, there are different methods. Some of these methods are more applicable in the fields of humanities and behavioral. You must be a way through which we can investigate the facts of

the matter are more important, It was given to researchers.

Table 1: Variable Research

| Hypothesis | The independent variable | The dependent variable |
|-----------------------------|---|------------------------|
| The main hypothesis | Mental stress | Employee Performance |
| The first hypothesis (sub) | Individual factors and mental stress | Employee Performance |
| The second hypothesis (sub) | Organizational factors and psychological stress | Employee Performance |
| The third hypothesis (sub) | Psychological stress and environmental factors. | Employee Performance |

In this research the required information through questionnaires, the questionnaire also obtained.

The following instruments were used to measure the variables of interest are:

1. Scale factors causing stress
2. Occupational Functioning Scale

Analysis of data

To analyze the data the following statistical methods were used:

1. Descriptive methods such as mean, standard deviation, maximum and minimum.
2. Pearson's correlation coefficient
3. Multivariate regression analysis.
4. Multivariate analysis of variance (MANOVA).
5. Cronbach's alpha and split-half reliability coefficients for the calculation.

To analyze the data collected from software «SPSS» Eleventh Edition is used. Also, all significant assumptions ($\alpha=5\%$) is considered.

4. Conclusions:

Around us there are many resources causing mental stress. Studies on this topic have shown that in industrialized countries, such as employee and manager with stress, job loss, family and social pressures, lack of autonomy, and so on, this Pressure causes a drop in the efficiency of labor human resources, in other words, performance is a function of the stress. According to the analysis, findings, and taking into consideration the goals of the research is looking, the present study is to investigate the relationship between stress and performance are discussed in this context stress was subdivided into variables. It also defines the variables related to employee performance, Documented to assess the correlation between stresses factors (organizational factors, individual and environmental) performance of employees was conducted. All of the above in the context of model Jerkers and Dodson (Jerkers and

Dodson low) was defined. Finally, a secondary hypothesis was defined three main hypotheses.

To test their hypothesis, the effect of stress causing factors (individual, institutional environment) into five degrees:

1.) Too much, 2.) High, 3.) Medium, 4.) Low and 5.) Then divide the very least, a questionnaire was prepared in relation to the effectiveness of each of the factors causing stress on employees from the perspective of They measure, as well as to measure the performance of a standardized questionnaire "Paterson" was used. Surveys among a random sample of Iranian Drilling Company employees who are high school graduates and above were distributed. In this section, According to the above results, hypothesis testing, analysis of research findings to explain the results of the hypotheses, Described as follows.

First hypothesis

In this hypothesis, the researchers claim that there is a significant relationship between stress and performance of staff has obtained results show that the degree of stress factors, staff performance, and lesser amounts 117.47 ninety-three thirty-ninths is. The correlation coefficient between the yield stress of employees ($r=0.01$) of the surface ($p=0.921$) there is a positive relationship between Pearson.

The above results indicate that:

1. Iranian Drilling Company employees are affected by stress.
2. Drilling Company's actual average performance is rated above average.
3. Although the Iranian Drilling Company employees are affected by stress, but the performance of the pressure, the ratio has not decreased.

Second hypothesis

In this hypothesis, the researchers claimed that the relationship between stress and performance of an organization's employees are boring.

The results are:

Organizational factors influence employee stress levels are 68.61. The correlation coefficient between organizational factors causing stress and performance ($r=0.06$) at a significant level ($p=0.483$) there is a positive relationship between these two variables. The results indicate that:

1. Iranian Drilling Company employees affected by organizational factors are stress.
2. Despite Iranian Drilling Company employees affected by organizational factors are stress, but their performance has not decreased.

Third hypothesis

In this hypothesis, the researchers claim that there is a significant relationship between the performances of individual factors causing stress

Drilling Company of Iran. The results show the effect of individual stress factors, staff is 20.95. The correlation coefficient between individual factors causing stress and performance ($r=0.16$) is, on the surface ($p=0.045$) there is a negative relationship between these two variables. These results suggest that:

1. Iranian Drilling Company employees are influenced by individual factors causing stress.
2. A significant negative correlation between employee performance stress factors there. Thus increasing stress factors can adversely affect the performance of the company will be drilling.

The fourth hypothesis

In this hypothesis, the researchers claimed that creates tension between environmental factors and the Company's drilling there was a significant relationship. The results indicate:

The effect of environmental factors causing stress is 28.91. According to the correlation coefficient between stress and performance of employees ($r=0.11$), the significance level ($p=0.163$) no significant relationship.

These results can be interpreted as follows:

1. Iranian Drilling Company employees located by environmental pressures.
2. However, performance has not decreased with increasing pressure.

The results of the analysis of this section can be described as follows: General provisions on the relationship between stress and performance Jerkers and Dodson that emphasizes staff, the study has been approved. Performance regardless of the variable stress factors may vary due to other factors. In the second hypothesis, the researchers claim significant relationship between organizational factors causing stress were observed performance of the employees Iranian Drilling Company. In other words, Increase or reduce the impact of organizational stress factors, the company's employees will not decrease or increase performance. The above hypothesis is rejected.

* In the third hypothesis, the researchers claim evidence of the relationship between individual factors causing stress Drilling Company's performance, was reconfirmed. I.e., increase or decrease the effect of factors causing stress, reduce or increase the employee's performance will be.

* The fourth hypothesis, the researchers also claim that there is a significant relationship between environmental factors causing stress on employee performance will not be confirmed, Thus it can be observed that, Increase or decrease in performance due to environmental factors causing stress not increase or decrease.

Proposals

As noted earlier, the purpose of this study was to investigate the neural and psychological pressure, Factors that impact on employees' performance

Iranian Drilling Company Also proposing to enhance the status of its employees to improve their performance is psychological. Based on the recommendations as proposed organizational levels that require intervention such as the organization is suggesting individual levels are presented. The proposed organizational level

- Improved organizational climate

Climate change in a positive atmosphere, strengthen the spirit of cooperation between different levels of employees and create an atmosphere of friendship and intimacy is one way of reducing stress and mental health. Managers should avoid areas of threats, slander and uncertainty and provide job security. Management styles arbitrary, tyrannical, mixed in holding the political use of coercive power should be turned Style Participatory and self-control power utilization. Strengthening the open atmosphere, the major features of the humane treatment of honest, cooperative staff and morale is high, which can lead people to reduce stress in employees.

To prevent stress and psychological impacts of Web-based discrimination in the workplace justice practices include:

- Implementing administrative regulations for all people equally.

- Make appointments on the basis of criteria, qualification and competency of individuals.

- Rewarding, according to the technician and competent people.

- Allocation of resources based on criteria that needs real advantages.

- Accurate and continuous monitoring of employee performance and try to update it.

- Clarify the scope of duties and powers of the people to keep personal taste and opportunism applying those barely profitable.

- To reduce bureaucratic organization and modified atmosphere.

- A reasonable balance in the volume of job duties and determine the expectations.

Ceding a certain amount of work at the individual level.

Be coordinated with individual abilities, personality, taste and style of their work that they perform in an acceptable time. His health had positive effects on reducing psychological stress, and He will. Also, people tend to just be aware of the expectations of their role Perhaps it may be due to lack of clear responsibilities, or because they refused to perform some perform some task that is not in the scope of their duties and are accountable. To prevent stresses the role of uncertainty and a lot of heavy work load, Company personnel assigned the roles that are needed to define the scope clearly define the expectations teller .By using time management skills taught, Help employees to use their time more effectively. In time management, work planning and for whom the priority is determined.

- Provision of appropriate physical conditions in the workplace

Physical conditions as well as providing appropriate and specific space, sufficient light, fresh air, relative silence, heat balance, color painting, staining the appropriate spaces, sequential and full clean environment, quality of equipment and facilities, such as the proper chair furniture (particularly in accommodation Onshore Project staff) Factors that have a positive effect on people's mental body .If the work environment is more polluted than usual Or due to lack of minimum qualifications and crowded workplace, the employee provides the relative ease of enforcement. Causing mental stress in individuals that reduces their performance.

- Due to personal problems, family problems, employee

Due to personal problems and family managers and employees of the association and sympathy. To resolve these problems, a considerable effect on their family's positive attitude toward the organization. And consequently reduce mental stress and thereby improve their performance impact

5. Proposed individual level

- Strengthen the faith and appealed to Imams

As the Quran says, "With the remembrance of Allah do hearts find rest" Strengthen religious faith and belief and trust in God and the mystery of need, also appealing to the saints different circumstances to those in the spiritual and mental relaxation.

- Consult with trusted

Abdominal pain and problems with relatives and friends to retell trusted .Benefit from their successful experiences regarding career issues and improve communication with others, Will have a major impact in reducing stress and psychological.

- Positive thinking

Positive perception of job being useful, useful sense of self-motivation, positive self and others, in addition to reducing the psychological stress caused in innovation initiatives will work.

- Rest and Relaxation

With Relax and take in a particular situation Such as closing the eyes, lying down, listening to soft music to relax the muscles and nerves, such as the use of focused relaxation techniques of yoga exercise Also do short trips and enjoyment of nature can reduce stress leads to mental peace.

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