ID: 517

Congress: The First International & 4th National Congress on health Education & Promotion, 2011

Title: Relationship between job stress and absenteeism

Authors: Nayereh kasiri dolat abadi 1, Golamreza sharifi-Rad 2, Hossein shahnazi 3, Akbar HassanZade 4 , parisa hosseini 5

Abstract: Introduction:
One of the major problems in recent decades that have induced many difficulties in human societies is stress. The phenomenon of job stress is an inevitable part in people’s professional life. Job Stress occurs when there is no coordination between job requirements with capabilities, skills and individual’s wishes. Job stress has adverse psychological, physiological and behavioral effects such as depression, absenteeism of staff working, job accidents and ... on organizations. International Labor Organization (ILO) has estimated that the incurred cost on the countries due to job stress is 1-3.5 percent of gross domestics of countries. It is believed that stress is an effective agent in reduction of job performance and also increase of absenteeism in employees. This paper investigated the rate of job stress and its relation to absenteeism in workers.

Methodology:
This cross-sectional study, 82 persons from personnel of Provincial Health Center of Isfahan were randomly selected based on simple sampling. Data collection instrument was a questionnaire including demographic information variables along with Davis and colleagues job stress questionnaire. Minimum score of stress was zero and maximum score was 48. The subjects, who have received scores of 0-25, probably have enough adaptability with job stress, 40-26 suffers from job stress, 41-55 need to avoid job burnout with a preventive action, 84-56 burnout that a comprehensive management program for their job stress is necessary. The study data were analyzed by Pearson correlation, independent t test, Spearman correlation and ANOVA statistical tests using SPSS software.

Results:
In this study, 62.2% of subjects were female and 37.8% were male. Mean and standard deviation of stress was 19.05±12.04. Mean ±SD number of days of absence was 2.7 ±7.6. Pearson correlation test showed no significant correlation between stress score and absence from work (r= 0.122 and p=0.141). Average score of stress in women was 20.80 ±12.45 and in men was 16/16±10.91. T-test showed that the relationship between sex and stress scores was significant. It showed that the stress scores in women were more than men (p=0.046). Pearson correlation test also showed that, there was negative significant relation between stress score and income (r= -0.221 and p=0.023).

Conclusion:
In this study 20.7 percent of people suffered from job stress (score 26-40).Regarding the physical, mental and social problems caused by job stress, it’s necessary to emphasize on method of prevention.

Job stress – absenteeism

Presentation: Poster