

Mental health and risks in organizational behavior

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Background and Aims:

This article presents results of the job characteristics analyses among operating personnel of energy companies (Job Characteristics Theory, Hackman & Oldham, 1975).

The research aim was to analyze job characteristics related to the increase in occupational stress and behavioral distortions.

The sample included 5732 men (average age = 40.69).

Methods:

The participants completed The Occupational Stress Survey (Leonova, 2006), which identifies six stress indexes (perceived job conditions, job reward, acute and chronic stress manifestations, behavioral distortions and general stress index) and Russian version of Job Diagnostic Survey (JDS).

Results:

Based on cluster analysis results three different groups of employees were revealed according to general index of stress and index of potential motivation.

The group with high level of stress and low potential motivation is characterized by acute and chronic stress manifestations as well as behavioral risk factors (risk behavior, impulsivity) and experienced low responsibility and meaningfulness of work.

The group with moderate stress and motivation is characterized with moderate signs of acute and chronic stress and moderate potential motivation. The third group is psychologically prosperous on both criteria - the indicators of the psychological state (low or moderate stress) and potential motivational growth.

Conclusions:

The results suggest that the strong need for personal growth and individual ability to seek challenge regardless to a job low in motivating potential are important psychological resources. They reduces the risk of negative stress manifestations and contributes to the well-being and reliability of the human factor.