

PSIHOLOGIEA MUNCII

THE STRESS ANALYSIS OF EFFECT OF STRUCTURE OF PUBLIC EMPLOYEE
PRODUCTIVITYANALIZA EFECTULUI STRESSULUI ASUPRA STRUCTURII
PRODUCTIVITĂȚII ANGAJAȚILOR PUBLICI

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Abstract

The most current problem of our time is the daily stress that people experience. Stress occurs at home, in the street, at work, and in many other situations. Our study is focused on the study of stress at the workplace of employees. Employees spend most of their time at work, where they face stressful situations.

Although people work for a variety of reasons, the most important goal is to earn a living and a better quality of life. People who work for individuals and organizations are subject to fatigue. Employees contribute to the development of the organization, in order to have more success and income. Therefore, they need to work qualitatively and productively for both, the organization and themselves. Due to the intensity of work, stress inevitably occurs due to employee fatigue.

Keywords: stress, stress factors, stress structure, public employees, productivity.

Rezumat

Cea mai actuală problemă a vremurilor noastre, este stresul de zi cu zi pe care îl trăiesc oamenii. Acasă, pe stradă, la serviciu și în multe situații intervine „stresul”. Cercetarea noastră este orientată spre studierea stresului la locul de muncă a angajaților publici. Angajații petrec cea mai mare parte a timpului la locul de muncă, unde se confruntă cu situații stresante.

Deși oamenii lucrează din diverse motive, cel mai important obiectiv este de a obține venituri și de a susține o calitate mai bună a vieții. Oameni care lucrează pentru persoane fizice și pentru organizații, sunt supuși oboselii. Angajații publici contribuie la dezvoltarea organizației, pentru a avea mai mult succes și venit. Prin urmare, ei trebuie

să muncească calitativ și productiv pentru a beneficia atât organizația, cât și pentru sine. Din cauza intensității muncii, inevitabil, intervine stresul în urma oboselii angajatului.

Cuvinte – cheie: stresul, factorii de stres, structura stresului, angajații publici, productivitatea.

Login People are exposed to stress, during their entire lives. There are many definitions of stress in literature. Stress, as the origin of the Latin word ,refers to (an Baltaș and Baltaș, Z., 1991). [5]. However, English has been used in the past until the present day. The general word meaning is worry, grief, trouble, it might be referred to as destruction. Historically, it was found that many physical and psychological discomfort caused by feelings in the 20th century (Balcioglu, 2005). [4, s.9-12].

In literature, stress is treated as a negative phenomenon. The positive aspects of stress as the subject of several investigations are often ignored. Therefore, we would analyse the main aspects of the negative stress. Most of the literature focuses on research referring to negative stress. In contrast, the Chinese define stress as the provider of dangers or opportunities [21]. According to this statement, even though the stress is dangerous, it can be considered as an opportunity as well.

People can be always exposed to stress. Stress can occur if the person did not have enough sleep. Therefore, people at home, at work, in the street, and many more places can experience stress. One place where people can pass through stressful situations is the workplace. Many different events can be experienced in the business environment. These events can lead to many things in the business

environment. Stress events can cause, as is, as a result, a situation that can occur during the event or events. The stress experienced in the working environment can be referred to from two angles. Stress in the business environment (organizational stress) is due to the organizational culture. On the other hand, individual stress arises due to a condition related to the inner world of the individual. Stress in a different way if the individual case can be made that if the definition of individual stress arise due to a condition related to their inner world. In this study, we would highlight on the effect of stress on the productivity of the individuals working in the public sector and the solutions to the problems that occur in this context.

The aim of the study is the analysis of the stress and its effect of structure on public employees productivity.

Every human being living on earth, in a significant part of his life are forcing their limits and capabilities to a new level, due to which they might confront with stress. Where are they being confronted with stress does to try escape (Ertekin, 1993) [11]. Because of many uncertainties, business life faces many risks as well. The rapid development of technology, along with globalization, the expansion of the networks depending on technology, the crises in the economy, directly or indirectly linked to unemployment crises, inflation, political instability, the existence

of fierce competition increase the uncertainty in the business environment. In addition, there are also many factors that affect employees' individual situations.

Stress is a very common topic in many academic studies, though stress has not been clearly defined (Norfolk, Translated by: I. serdaroğlu 1989). However, the effect on the human body in a conceptual sense, any variable is defined and effective results format. (ÖZMUTAF, 2006) [17]. The word stress has emerged from the Latin word **estrici** and the French by Ester. The first is a concept used in engineering and the physical sciences. Later, it has been the subject of research in psychology and medical science. Management science is one of the science that investigates the issue of stress. The investigation of behavior in organizations concerned with efficiency, management sciences for many reasons, tends to make effective use of resources in order to face care of-the issue of stress (and Aktas Aktas, 1992). [3]. The Turkish Dictionary defines stress as **coercion, violence, oppression, tension** (Eroglu, 1998) [10, s.296-297]. Hans Selye Stress defines stress as the human body general response against any variable (Gümüştekin, and we Oztem, (2005), [12, s.271]. Stress can be generally defined as the form of different factors that will change the balance in the human being (Eroglu, 1998, [10, s.296-297]. Stress try to explain all definitions: describes the stress is affected in two ways. Firstly, the existence of an effective outsourced, while the other is a reaction to the impact of the human body (Aydin, 2004). [3].

Stress Factors: Stress factors, in general, depend on two main aspects: the relation with the individual with himsef,

and the relation of the individual with the environment (also referring to the business environment). for individuals with individual and environmental factors that arise from events that occurred between the individual's environment can be created so that two general headings. However, the general classification of the factors that cause stress are as follows: the person about his or her individual factors, environmental factors related to the environment are also factors related to the business organizational factors (Aydin, 2004). [3].

Individual Stress Factors Capacity of individuals, abilities, personal needs and character of the individual elements are stress factors. Individuals upbringing, education, relationships within the family, marriage, divorce, death, accidents are some of the factors causing stress to the individual (Gümüştekin and our Oztem, 2005) [10, s.277].

Personality characteristics: age; gender; domesticity; frustration.

Organizational Stress Factors: Stress at the workplace is a condition which people might experience. Organizations are formed from people because the human element is very important for an organization. The importance of the human factor leads to people not at all related in any case important for the organization. There are many cases in which the organization can be a source of stress. The most common sources of stress are: excessive workload (Glass, 2004); chores (Wrestler, 2000, p.27); failure costs-field (Eroglu, 1998, s.315); advancement (Küçükaslan, 1994, p.21), longer working hours (Camkurt, 2007, p.89); işgüvence,

working conditions (Gümüştekin and our Oztem, 2005), [12, p.274].

Role Roof Work to: The individual tasks within an organization has an incompatibility in their structure (Erdoğan, 1999).

Ambiguityfied role: Individuals lack information about their role. This condition is seen in most newly hired individuals.

The stress factor consists in the fact that individuals have to make value judgments with non-overlapping business. It represents a personality conflict with his role. For example, an engineer producing weapons is an example of conflict when he actually wants peace (Wrestler, 2000, p.40).

Environmental Stress Factors: Individuals factors are those that cause stress for itself. The majority is formed around the individual. Individuals start with the circle of family, friends, school, work, relatives, neighbors, lived in the country continues he said. Each of these can be considered social groups which form a separate source of stress (Ekinci and Growers, 2003), [8, 93-111]. Due to the difficulties brought by the People living in towns and cities are exposed to stress more. in life. Daily life in haste, rapid urbanization, the need to act quickly and bustling city life can be a source of stress in itself.

Stress, Symptoms and Effects: Stress, both physical and psychological durumol which is birçoksonuçdoğur because an effect. . The increased stress can disrupt the balance of extending human existence over time. Disruption of the body's balance reveals some signs (not the Sun, 2001, p.26).

Physical Symptoms of Stress: The stress effect on the human body may vary be in different formats (Ketamine, 1988, p.344). Usually the occurred symptoms are: the increase in the pulse rate, some pain, digestive disorders, acceleration of the heartbeat, dry throat, dry mouth, dizziness, fatigue, chills, and so on. It can be expressed as (Eroğlu, 1998), [8, s.329].

Behavioral Symptoms of Stress: There are behavioral symptoms resulting from stress. These can be classified as follows methods of the individual applicant are divided into two groups:

1) Tea, coffee, cigarettes, alcohol, drugs, overeating or loss of appetite, introversion, aggression;

2) The self-deception of individuals with different defense methods.

Individuals that business owners, personality, social support, conditions such as level of education also has an impact on behavior change (Aytac and Day, 2000, p.45).

Psychological Stress Symptoms: Stress is a condition which people experience every moment. Therefore, some reactions can occur in humans. The general psychological symptoms of stress are:

- Anxiety and increase in anxiety levels;
 - Tension;
 - Incompatibilities and difficulties;
 - Aggression;
 - Feeling inadequate,
 - The idea of the doors have been exhausted.
 - Avoidance of teamwork or cooperation
 - Depression form (quick cry)
 - Panic or undue haste (Tezcan, 2008).
- [18].

Organizational Stress can result in:

- Job dissatisfaction;
- Loss of loyalty to the organization;
- Impairment of the quality of the produced goods or services;
- The decrease in work productivity;
- The decision that the organizations are ineffective;
- Labor increase in speed
- Cold relations between individuals within the organization;
- The tension in the relations experienced in the workplace
- Lack of communication within the organization;
- Weakening of inter-departmental coordination and cooperation;
- Loss of image in the eyes of other organizations;
- Addition to the costs because of waste of time
- Staff longer break times;
- Continuing problems at work;
- Lack of staff discipline;
- Increase in requests and complaints of employees;
- Increase in accidents in the work environment;
- Increase in customer complaints;
- Slowdown in the career progression of employees;
- Organization of insurance payments, health care costs and increase in compensation paid to employees;
- Increase in the number of lawsuits filed against the organization;
- Sabotage or fraud against the organization.

Efficiency Evaluation of Relationship Stress Structure of my employees

In practice, many stress-related studies can be identified in literature. is lo-

cated.

Literature is an important work in this regard was made in the University of Michigan. The Institute for Social Research of the University of Michigan has studied for more than thirty years, the harmony between the individual and the organization has been the subject of study-business environment. The study on the essence of the stress has shown a different perspective on stress at the workplace. The first is the experience of the individual who can not get from the business environment. The other is the ability to have an individual state that can not be sufficient in any matter. In other words, the individual can not be enough to fulfill the demands yeteneklerininoluş. The study emphasizes that these concepts are compatible. In both respects the requirements, the exit mismatch between individual abilities and requirements. The formation of incompatibilities paves the emergence of stress (Siegrist, 2001).

The public sector have a unique structure that can cause stress. Public employees productivity resulting from stress is due to the continuous decline. For this reason the structure is able to stress efficiency of public employees. Productivity must also take the necessary precautions to avoid exposure to stress.

RESULTS

Among the reasons for stress, particularly, in the public sector we can discern workload, because the public sector is working with a system that continuously manage the routine processes of a certain number of employees. In this case, the employees may be due to increased workload. To avoid this, it is necessary

to establish the distribution of tasks. In addition, training on stress management should be organized to public employees. This subject should provide a psychologist employed in public institutions necessary for a more robust solution.

Increasing the use of technology in the public sector will help the employees recover from the induced stress. Technology can help reduce the workload in all areas of public sector, thus escaping from the pressure of work. Making the task management and controlling the distribution of employees in a fair way may be another solution to this situation.

In order to organize social activities in terms of reducing the stress load of public employees, it will help reduce the causes

of psychological pressure. You also need to get some support around issues that can be produced in the solution of public employees in work life. The name of this is social support. Family members, friends play an important role in reducing stress. It was stated above that required for the social support of the employees and executives with colleagues in the business environment to enhance communications. In addition, the individual's family, friends and the preservation of such support is important to see the psychological health of their relatives and get away from the stress. Therefore, discuss with friends, a team of social support facilities such as relatives visit will contribute to reducing the stress level of individuals.

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