



The nature of its negligence and its impact on the behavior of employees in the organization with the cultural approach

Ali Khosravi Moghddam^{1*}, Mohamad Kolagar², Ali Akbar Shokri Khosrodi³, Jahanbakhsh Sadeghi⁴, Ahmadreza Khosravi Moghaddam⁵

¹ Ph.D of Science in Islamic Azad University, Firoozkooch Branch, Iran

² Master of Science in Islamic Azad University, Shahre Ghods Branch, Iran

³ Master of Science in Islamic Azad University, Eslamshahr Branch, Iran

⁴ Master of Science in Islamic Azad University, Dlejan Branch, Iran

⁵ Bachelor of Science in Applied Sciences University, Babol Branch, Iran

Abstract

In today's complex world, one of the most important factors in reducing employee productivity in the workplace is nerve strain, while research by psychology researchers in the field suggests that if an organization is able to detect the nerve-generating factors before they occur. Preventing them from detecting, identifying, fixing and re-occurring can easily increase workforce productivity by up to 25%. Therefore, the purpose of this study was to explore the relationship between work-related stress (job stress) and its effect on employee behavior in the organization. The present study introduces you to the causes of neurotic stresses, organizational stresses, and life stressors and their consequent behavioral, psychological, and physical consequences, and provides a model for controlling employees' workplace nervous stress to managers of organizations and companies. Offering work force productivity.

Keywords: nervous pressure, work environment, job stress, job management

Introduction

First, we must know that the truth is that the nervous system is complex and not properly understood. In fact, some people think they understand nervous system, but it is not because perception has an abstract meaning and everyone has an understanding of nervous pressure on their own terms. Here we need to have a precise definition of neurotic stress so that we can then measure its effects on employee behavior in the organization.

It should be noted, however, that neuroscience research in organizations is so important that companies and advanced organizations around the world consider such a factor to be the greatest risk to the well-being of their staff and try to use leading-edge psychologists as a factor. Motivate and eliminate the detrimental effects on employee behavior.

In this article, both the definitions and the concept of neurotic stress have been attempted to be well-known to readers and the various causes of neurotic stress have been identified and a model has been developed to better understand the story.

Different Definitions of Nervous Pressure:

1. Richard Lazarus defines nervous pressure as follows: "Stress is the feeling or condition in which one realizes the urges beyond what social or individual resources he or she can provide.
2. Murshid & Griffin: defines nervous pressure as a person's response to adaptation to a stimulus that creates a wide range of physical and psychological requirements for him / her.
3. Dr. Mehdi Alvani: Nervous pressure is a response that a

person expresses in a mental or physical manner in order to adapt to an external situation different from the normal one.

4. Dr. Memarzadeh: Nervous pressure is a person's reaction to threatening situations in the environment.

In fact, all of the above definitions have a common ground

1. Movements are generally called the cause of nervous pressure. In other words, anything that causes pressure is called a "nerve-triggering factor".
2. The causes of nervous pressure can be physical or psychological.
3. Finally, what you are asked to do should be large enough to cause nervous stress. Of course, it may be necessary for one person to be broad and intense and for another to be tolerant and ordinary. Therefore, nervous pressure arises only when a person feels that he or she has been asked for something that cannot be done, otherwise the nervous pressure will not occur.

Nervous and individual pressure

Dr. Hans Seley put forward general adaptation of symptoms and the theory of good neuropathy. According to this theory, every human being at the normal level is resistant to events involving neurotic stress. Some people can be very tolerant of nervous pressure, and others are unbearable. However, each human being has a boundary from which neurotic pressure begins to take effect.

According to Dr. Selie's theory, adaptation syndrome consists of three stages

1. Warning stage
2. Resistance stage
3. Exhaustion or burnout stage

According to Dr. Selie, "there is no need to be a source of bad neurotic pressure, but it may be due to factors such as reward, promotion, fame and the like.

These factors motivate people. When this is potentially profitable, this is considered as an opportunity or opportunity. Of course, what most people hear when they hear the word nervous pressure is the bad nervous pressure. Continuous pressure, waste of time, bad news and its effects are categorized in this group.

Causes of Nervous Pressure:

Many things can cause nervous stress that can be categorized as two types of organizational stress and life stress.

1. Organizational Nervous Pressure

There are factors in the workplace that can make you nervous.

- 1 - Job Requirements
2. Physical Requirements
- 3 - Role Requirements
- 4 - The transitional requirements are expressed

2. Nervous Pressure of Life:

Nervous stress in the workplace may be affected by accidents outside the organization. The neurotic stresses of life are examined in the context of life-changing and life-changing events. Changing the status of any changes to your statements is personal or personal. Such as: change of residence, maturity of loans, discomfort of relatives, contention,...

The catastrophe of life is a sudden change in human life, and compared to the change of life, attention to it is more specific, direct, and shorter in time.

Consequences of Nervous Pressure:

If the stress is positive, the result may be more serious activity. If the stress is negative, it has individual and organizational consequences.

A) Individual consequences:

1. Behavioral group
2. Psychology
3. Physical

1. Behavioral consequences are nerve pressures that can cause harm to others tomorrow, such as smoking.
2. Mental consequences depend on one's physical and mental health. The simplest and most obvious psychological effect of stress is job dissatisfaction. People with stress at work may also be depressed.
3. Physical consequences can cause headaches, stomach ulcers, etc.

B) Organizational consequences

Obviously, the individual consequences of nerve pressures can affect the organization as well, but some of the consequences have more direct effects on the organization.

1. Performance: One of the obvious consequences of severe nervous pressure is the loss of proper and proper function. The decline in performance may be due to a decrease in the quality and quantity of work in workers and managers in the form of wrong decisions and disruption of working relationships.
2. Resignation: It can be the result of nervous pressure. The most important types of resignation are leaving the organization and resigning.
3. Attitudes: As mentioned, morale, organizational commitment, motivation, and satisfaction from neurotic stress are impaired.
4. Fatigue: The ultimate consequence of nervous pressure that affects both the person and the organization is fatigue. Tiredness is a feeling of burnout and arises when one feels too much stress and too little satisfaction.

Nerve pressure coping strategies

a) Individual Coping Strategies

1. Exercise: People who exercise regularly have less stress and nervousness and more confidence.
2. Rest: Proper rest is one of the best ways to deal with stress. Such as: regular holiday use, relaxation, closing your eyes for ten minutes each afternoon.
3. Time Management: One of the time management methods is to make a list of tasks that need to be done during the day. Things that need to be done. Then the usual tasks that need to be done and the third group is optional tasks that can be done in person. Someone else did or didn't do it.
4. Role management: One of the strategies to deal with the stress of managing a role is to manage the role. For example, if you do not know what to expect, you should not sit down and think about it, but rather ask your boss to explain it. Also, remove the stress by saying no to unrelated tasks.
5. Support Groups: A support group is a simple group of family members or friends that one can spend time with and talk to.

B) Organizational Coping Strategies

In the organization to cope with the stress of employees as members of the organization, we must eliminate or reduce the factors causing organizational stress. Hence practices such as creating a supportive environment for employees, enriching jobs, reducing organizational conflicts, avoiding harsh and rigid rules in the workplace as much as possible, creating a conducive physical environment for employees and so on can all Solve stressful problems for staff to be helpful and effective.

Depending on the job position (individual position in the organization), the person can take measures to reduce stress:

When you are in charge of others at work, reduce the pressure on yourself:

1. Take a break from your responsibilities, take the job and leave it behind.
2. Change it, it may seem like a waste of time in the short term, but it is relaxing in the long run. Set aside time to think and plan instead of taking action .
3. Accept that not everyone will always love you.
4. Have some humility

The pressure on others at work can be reduced by the following ways

1. Don't threaten employees with promises

2. Make any type of criticism
3. Avoid unreasonable management and dictatorship. Participatory, free, authoritative types are usually less stressful.
4. Promote a culture that reduces stress, make it acceptable to use lunch breaks and holidays.
5. Make it easy for them to ask you for help.

Conclusion

Considering the above, it can be useful to increase the productivity of human resources due to the behavior of employees within the organization, in addition to identifying the factors causing the stress. Because on the one hand, employees feel valued for the organization, which in turn increases employee loyalty to the organization and on the other hand increases profitability and reduces the costs of firing and hiring staff.

If organizations can find the source of the stressors within organizations and companies, management can more effectively plan and divide the workforce in order to increase the efficiency of the organization, unless this is achieved by an expert team. To practice in the field of psychology in organizations.

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