



STRESS AND JOB PERFORMANCE

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Abstract *Solving problems irrational and poor health status of employees, has symptoms of excessive stimulation, boredom and depression has while symptoms of insufficient stimulation. Work analysis is of particular importance both in human resource management and organizational stress management, representing a systematic process for determining the skills, responsibilities and knowledge required for a particular job working in year organization, i.e. the provision of certain activities within organization.*

Key words:

Stress,
teamwork,
workgroup

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J23, J28, O15, M 20

1. Introduction

To design a professional selection system, the schedule of professional training and evaluating staff, it is necessary to have employee requirements clearly defined, both professional and psychological correlated with tasks and appropriate behavior. How the jobs are in constant change, job analysis is a continuous process. "in general, work is making a substantial analysis contribution to the reorganization of the workforce of the company, retraining of employees, more rational structure of the salary scale, the identification of needs for training, staff appraisal system design or design professional recruitment and selection procedures" (Pitariu, 2006).

The Importance of work analysis emerges from three essential conditions:

- Establishing organization and start of the program year for analyzing labor;
- Creation of new jobs and their significant changes as a result of retrofitting;
- Introduction of new working methods and procedures.

2. Aspects of stress and job performance

Attributes have the main features of the labor and employment job description job specification work. includes job description responsibilities, tasks, activities and actions. and labor job specification refers to knowledge, skills, abilities and personality. A complete list of the job description and job specification is useful

and necessary human resources for recruitment and selection policy, training and development, performance appraisal, compensation and benefits (job evaluation), psychological health and safety, labor relations, the legality of human resources and labor analysis teams. All this has major significance has the organizational stress management.

Includes analysis of existing work job examining the different skills (the extent to which it will use the skills needed to work as a certain post), task identity (requires requires far as work station completing year identifiable sequence of work associated with the post holder work), meaning pregnancy (requires far as job work activities and results touch the lives of employees and other people), autonomy pregnancy (mean how holder is free to exercise creativity in the performance of his work) and feedback (how work station owner receives frequent and clear information about job performance work through the process of making the work) . Annalisa job involves examining the results and how employees perceive work activities and results achieved.

Change working group or post group includes tasks, showing the arrangement and efficiency in carrying out the work. This includes examining the tasks size (number of tasks performed by the job), time (the time required for year activity to determine if damage or has been task completed correctly or not), the relations between tasks (tasks the same post or relative dependence on an employer who is required to the

performance of the particular job of work, the results of the work of others), load efficiency (speed is carried out at which business) and task effectiveness (how well a task is performed).

Expanding job is represented by adding more of the same activities of existing post. Expanding increase employment and job diversification of duties - scale work station. Magnitude refers to the number of different job tasks performed by a single employee of can add that job rotation job. Expanding job require the employee to perform using the same skills more activities. Expanding employment is the quantitative change in duties. More active involvement of employees leads to a considerable increase in labor productivity.

Job enrichment, ice adding activities that require more knowledge, technical expertise and responsibilities. Job enrichment increases the number of motivators - adding depth work station. Requires more work station depth control responsibility. Enrichment personal increase performance, each employee becomes more satisfied with his work station. Employees have more motivated, which makes them able to provide increased company performance by decreasing absenteeism, grievances but the turnover.

That assumes rearranging workflow activities related to the work relationship is that some work stations is dependent on others and therefore the results have interdependent.

Job rotation is moving people working on another new job with the new activities. In general rotation takes several months. This has the effect of the individual, peer assessment work, improves the flexibility of employees to motivated employees workstations and adding variety to their work. The movement is done horizontally at a position with activities similar but different difficulty.

Modeling work is represented by the movement of people in boring and repetitive jobs diversification order. In general modeling takes only a few hours.

Autonomous work groups or teams have teams coordinated that classical self-components that extend the principles of employment for the entire group, each group receiving a target to attain freedom and its development mode, group members work breaks setting times, the selection of new members, evaluation of current members and employees layoff unsuitable.

Work sharing is when two employees share one job, usually working part-time. This situation creates a form of flexible arrangement for both employees, employees opting for this form of sharing work station or if they can get a full-time job or in other circumstances. This

approach can be accepted by the organization, in order to reduce labor costs.

Schedule changes Increase employee scheduling flexibility in working hours, Meaning that each employee decide the when you start work and finish day course within certain set times. This improves employee satisfaction.

Supervisor training increases the responsibility for making decisions, supervisors delegating responsibilities to employees.

Implementation redesign work carried out can be using:

- The constraint. Managers announce change after Using Methods of enforcing compliance change. It can occur resistance to change from employees, employee turnover and absenteeism leading to. The advantage of this form can be is that changes made quickly.
- Belief. Managers fail to explain the advantages and benefits of change and the change made to the Employees will be quickly and successfully.
- Educate employees houses teach managers how to Perform the work.

Evaluating Monitoring results have executed all steps in the realization of this process in terms of efficiency, effectiveness, work, activities, responsibilities and obligations, relationships Between individual and group work, individual and organization Between, Between individual satisfaction and quality of working life and. Evaluation can be done by repetitive analysis and diagnosis of post employment or studies on employee attitudes, Obligations and Structured observation in terms of results, rates, Costs and turnover of staff).

The total system is important in the design of the master plan work, arrangement of safe systems of work, and stress prevention. The total Takes into account human work Characteristics, Environmental factors, interference between humans and machines etc. Speaking of human Characteristics, distinguishing the physical capacity (body size, power etc) and psychological elements of learning, perception, personality, attitude, Motivation and Reactions to stimuli. The level of knowledge, training received, the personal skills and work experience, they also have direct Influence on job performance. High performance in work only can be achieved by the proper combination of all factors THESE. How does count money, activities, man-machine interference and Environmental factors of total system working, explains ergonomics.

Ergonomics is the study of the relationship Multidisciplinary Between man and the environment. Ergonomics explains how the human being is Affected

by the environment at work, in terms of safety, productivity and quality of life. Work Properly Organized can be, through the evaluation and design of the workplace, the job, activities, equipment and Processes through human interactions in the workplace and Capabilities. To create political be taken into account shouldn't Conditions and user options.

The Consequences of inadequate design has Serious and costly, Causing Delays in time, discomfort, loss of performance, Even permanent damage. Human Beings is capable of adapting activities and inadequate equipment, but with Adverse Consequences on the body. The problems come from the human body adapt to repetitive work activities and improper posture, leading to cumulative trauma Disorders. Therefore, designing the ergonomic working environment in compliance leads to Decrease the occurrence of accidents and Their Costs, reduce the occurrence of injuries and Disabilities. At the same time induce Improving wellbeing applying ergonomic Principles Within the organization, organizational Optimizing Performance, Increased job satisfaction and productivity growth, all of Which Has the effect of reducing physical stress and cognitive Employees.

The design and condition of employment have direct Influence on stress tolerance, the comfort, Motivation, safety, and feelings of wellbeing. There have four levels of space, depending on how a person communicates with bystanders. Woven levels have intimate space, personal space, social space and public space. Intimate space is the most private and untouched (literally, by others) field, that field surrounds that the body of the individual. No one in this field of can enter, unless it is in intimate with that person. Personal Space is the field in which allowed to enter only the person selected friends for personal discussions. Area distanced office space is purely personal or social contact field, on a temporary basis. And the public space is the field where there is direct contact with others.

If your desktop is too dark, it will decrease employees and William make work more anxious. On the other hand, if the desktop is too bright, Will it create a sense of too much exposure. The space will seem monotonous if they have too many colors, too many saturated colors without visual pattern, texture or decoration. Luxurious spaces, sophisticated drive more people to speak slowly warm colors; wallpapers and discreet lighting make the space more peaceful. People need to feel that they are in contact with the Outside world, the perception of safety. Therefore, they appropriate Need windows. But if the windows is too large and too many, can occur feeling of overexposure

or aquarium effect, vulnerability and anxiety. The attractiveness of the job is very important for Necessary and comfort and self-esteem.

3. Conclusions and recommendations

For productivity and ambition, self-expression is very important. Whenever possible, be granted permission to customize the workspace. Furniture and systems must be adjusted to the needs of employees and organizational needs. Objects and designed in the space must be natural, human-environment relationship to meet.

Health can be influenced by electromagnetic fields caused an electric or gas by the objects, making and even small trace of mercury from fluorescent tubes by the light or attempting discharged batteries.

Ambient temperature affects the physical capacity of employees. In high heat or humidity conditions of significant requires more energy body and the why people get tired faster and moves slower. On the other hand, the conditions of cold temperatures lead to muscle tension.

Regarding safety and security, access points visible and open to Increase protection by setting lights especially at entrance doors and parking spaces. At redesign workspace must be noted that can be many recycled materials which is particularly important for environmental protection.

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