

STRESS AND BEHAVIOR RESEARCH IN ORGANIZATIONS FROM ROMANIA

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Abstract: *Interest in the status of individuals at the place of work and his relationship with his performances have triggered a series of research of industrial psychology. Stress causes specific organizational managers are generated by conflicts of role which they are seeking to harmonize during their work. Stress and problematic behavior in organizations has aroused interest of several discussions and research, representing a theme increasingly invoked by managers, employees and consultants, from different perspectives. Stress organizational constitute a theme of research at international level, as well as in the studies performed in the Romanian organizations, due to economic pressures and all social measures which have derived from crossing economic crisis over recent years. The following are a few approaches in defining stress, fundamental notion.*

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JEL Classification: J28, J81, M12, M54

1. Definition and analysis of characteristics stress within organizations

In the literature of organizational stress specialty involves energy has been exhausted and the resources which causes a decrease in the full potential of action of individual. [Trandafir D., 2008].

It is clear that the term stress triggered a permanent debate. Normally all the investigations begin by noticing difficulties arising from confusion existence around attempts to definii what is stress. [Cooper, G.L., 2001].

It was considered that the answers given to stress does not depend on the kind stresor factor and consequently follows a template. [Pitariu & Virga, 2008].

It is known that the work-intensive mode of Romanians' life drastically causes an increase in stress; in conclusion at the place of work, stress is a psychological response to launching stressful conditions.

The main categories of stress factors are the ones who are related to the workplace (hours of work overtime, activities too much carried out without frequent breaks, boring activities which do not require the use of their powers, failure exceeding targets, too many responsibilities incapability status to perform multiple expectations in performance, interpersonal problems, instability of the workplace, unpleasant or unhealthy conditions in the workplace, etc.) and the protectors (needs, capability, type of personality, the social affect human health) [3, p. 16-17].

The main stages of stress are: alarm, resistance and exhaustion. The alarm stage is regarded as an intensive subjective scope of tension and strong psychological changes. Stage of resistance - is characterized by agency effort to balance created at the stage of alarm. Stage of exhaustion - according to which stress is held down, and the level of activity drops below normal border.

Stage stress depends on the specific circumstances in which the staff member concerned shall construe as threats or as challenges, and if the person concerned sees itself able to pass over the situation that stressful working. In the case organizational stress, stage stress that a person lives depend upon an assessment of personal needs its labor.

Type of personality of an employee and its ability to fight stress may have direct effects on the results of stress, therefore, the work must be in a correlation close with every employee interests [4, p. 253].

Known following types of connections between the types of personality and stress:

- First has to ambitious professionals, toward competitiveness, persons perfectionist, people who are always in a hurry and do not have enough time. These employees are permanently under pressure, are never sitting back.

- The second type is employees, who seem to be calm, but they need to control your senses and emotions, therefore they hide their negative emotions.

- The type referred to employees who are able to see actual situation, they have the ability to devise a strategy to help them get out of the situations that they will not be able to control, as a result they are able to avoid stress.

In conclusion even if organizational stress is influenced by the very many requirements at the place of work, the physical environment and psychological of the organization, stress depends on the way in which the person perceives a situation [4, pg. 254].

2. A specific features of stress factors organizational

The approach interactionala in defining stress focuses on statistical interaction between stimulus and response. The ultimate manifestation of stress, represent the depletion condition occurred on the person who can no longer manage constructive stress.

The most stressful parts of employment are those which include many changes. Employees do not have the obligation to describe the nature his personal problems its managers or specialists in the department for human resources, however, in cases where personal problems affect the performance in the work, they should be discussed, with a view to finding appropriate solutions employee, with a view to regaining his professional efficiency. [3, pg. 24-25].

Stress is the result of the modern world which is growing, where connections to the community, family and friends, are no longer so intense, so they are all in a high correlation with the tasks work very loaded and heavy, with uncertainty of the workplace, higher pressure, a lifestyle much more quickly.

It identifies the following approaches to organizational stress:

a. Medical approach - which are oriented toward influence stress at work on health and employees malfunction;

b. the approach clinic - shall be oriented toward the impact of labor conditions stressful parts of the results of mental health.

c. engineering approach - physics - shall be guided onto the sources stress coming from physical work environment

d. The approach organizational-psychological - are turning to sources of psychological stress in the workplace.

Stress occurs when the position in the organization is not assessed properly. The stress factor can be any item at the place of work or in the environment organizational constraints, which requires some form of adaptation of the employee. One of the biggest sources of stress organizational constraints are co-workers.

The main factors of stress at the workplace:

a. The job description is the set of information used by the employer in defining roles within the organization, that role characteristics presented employees

b. Overloading in the work is the amount of work which an employee conduct in a given period of time, they can do to make him feel person worthless or capabilities that are not.

c. Interpersonal conflict can be caused by social interactions which do not always represents a source of satisfaction and personal achievements.

d. Organizational constraints represent various conditions organizational, which may stop the employee from its maximum capacity of performance. No relationship between organizational constraints and performance, result in poor quality and insufficient results.

e. Violence and harassment at work appear in the case in which the crop aggressive management causes psychological violence, in forms of mobbing and harassment, causing severe damage health, employees suffering from the physical and verbal abuse.

f. The perceived presentation human desires to control the environment of the organization, reflected by the autonomy of the post and through participation in decision-making in carrying out its activities and details of time.

g. The conflict service-family appears because it is almost impossible to separate professional life of personal life, particularly in contemporary living.

h. Uncertainty of the workplace is a very current, caused by financial and economic crisis. Number businesses that he is firing employees are increasing.

i. Emotional labor emotional from the requirements with which the staff member is faced at work

j. Changes in the workplace - no matter if the person has changed only the office or the entire job. Nowadays, the changes are very frequent in business environment. People change in the workplace and even vocational guidance. Stress will be felt not necessarily if you switch to a job less good.

Immediate effect of stress on employees to be strengthened by the status of each to cause or threaten events. There are two categories of the effects of stress on health: physiological effects and social issues, and physical and physiological effects.

There is no link between organizational and stress physical and mental dysfunctions. Stress organizational constitutes one of the most important health problems at the place of work, but stress is insufficiently explored in our country. [6, p. 1].

3. Stress influence on organizational peformantelor employees

Research relating to stress organizational constraints affects diagnostic trouble, sources of stress, of the reactions to stress, a corelator personality which tempers the relationship between stresori and responses to stress and, on the other hand, assessment of the impact of strategies to reduce stress.

Those of us, who love constant changes in our lives, will be worry about running out of a monotonous work. And vice versa, but at the same time it is necessary that stages stress must be appropriately controlled.

Launching stressful situations at work have direct effects on the performance in the work. It is important to achieve a balance between their responsibilities in the workplace, and the health status of personnel. People need a certain level of stress, which to make life interesting. Optimum level of stress varies from one person to another, and from one situation to another.

Stress can have direct effects on the process of decision-making and hence it negative. If the stress increases. Stress can fall productive thinking and increase thoughts that call anyone away

Stress symptoms in the workplace can occur under the following changes: the arrival at regular service to

absences, from punctuality on the delay, the more seriously in the work to his/her negligence, from positive attitude to negative attitude, the openness of changes to resistance to change, in the cooperation to hostility, the freshness of fatigue. [1, pg. 55].

The most common effects of stress on the performance at work are: low availability for work, involving high rate of fluctuation of the employees, absenteeism, performance and productivity at work low, the increase in complaints from customers, as well as an increase in complaints of lack of compensation of the employees.

People may continue to come to work under the pressure of stress, but in this case will be your motivation to do well very standing next.

Irrational manner to solve problems, as well as bad condition of health of employees are symptoms excessive stimulation, while boredom and depression are symptoms of insufficient pacing.

In the literature are presented three types of intervention in order to prevent stress at the place of work: primary prevention, Has the removal or reducing stresorilor; prevention secondary, shall aim to improve matching between employee and the organization; therapy - prevention tertiary, shall aim institutionalization processes and health services. [7, 2007].

Conclusions

Organizational stress is a natural phenomenon and is the product of labor conditions. The term stress describes actual suffering as a result of daily pressure or of some important events. Stress symptoms may be divided also depending on its period exhibiting itself, as well as symptoms in the short term and the long-term. Stress precarious conditions were the result of labor and lifestyle, the number of persons affected by the organizational stress is constantly increasing. Any changes shall be concerned with the way in which it is placed and shall coordinate a change, as well as to the way in which a change is communicated to staff. They cause varying levels of stress.

Managers who ignored organizational behavior is certainly Bad both in the short term and long term.

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