Annotated Bibliography

Article 1

Arnetz, B. B., Lucas, T., & Arnetz, J. E. (2011). Organizational climate, occupational stress,

and employee mental health: Mediating effects of organizational efficiency. *Journal*

of Occupational and Environmental Medicine, 53(1), 34-42.

Current research presented by Arnetz et al. (2011) examines the tight link among

healthy organizational climate, mental health of employees, and, finally, occupational stress

(Arnetz, Lucas, & Arnetz, 2011). According to the claims of researchers, focusing on

enhancing psychosocial work atmosphere and improved organizational efficiency ensures an

excellent opportunity to minimize occupational stress, promote employee well-being, and

contribute to organizational performance. The authors reveal that occupational stress is one of

the most threatening hazards for both employees and organizations because work-related

stress has an adverse effect on effectiveness and efficiency of organizational performance,

threatens mental health of employees, and demotives people to collaborate and participate in

decision-making processes (Arnetz et al., 2011). The results presented by Arnetz et al. (2011)

provide confirmatory evidence that because occupational stress, efficiency of performance,

and organizational climate are closely interrelated phenomena, development and adoption of

evidence-based interventions on organizational level is essential. Information presented in

this resource is accurate and reliable, and may be used in this research project as it provides a

list of practical and accurate methods that minimize and eliminate occupational stress and

promote employee well-being (Arnetz et al., 2011).

Article 2

Babatunde, A. (2013). Occupational stress: A review on conceptualisations, causes and cure.

Economic Insights-Trends & Challenges, 65(3), 73-80.

The researcher Babatunde (2013) who investigates the origin and nature of

occupational stress, its main causes, and, finally, potential cure provides evidence that

occupational stress is a complex, versatile, and multidimensional concept that results in a

variety of destructive consequences, especially extremely low morale, poor performance,

numerous mental health problems, lack of motivation and absenteeism, career uncertainty, and intense work-life conflicts (Babatunde, 2013). As experienced professional, Babatunde (2013) explores organizational factors contributing to stress, the most common symptoms of organizational stress, and stress outcomes. In this study, the results indicate that managerial actions should focus on elimination of occupational stressors because it ensures a chance to enhance psychological capital, motivation, and satisfaction of every employee (Babatunde, 2013). The findings of this research are of direct practical relevance as it provides a strong theoretical base for further investigations of causes, consequences, and prevention of occupational stress. The role of this research study is critical as a well-developed research methodology and results offer a variety of authentic solutions to occupational stress as one of the most significant and relevant organizational problems (Babatunde, 2013).

Article 3

Beheshtifar, M. & Nazarian, R. (2013). Role of occupational stress in organizations.

Interdisciplinary Journal of Contemporary Research in Business, 4(9), 648-657.

Beheshtifar & Nazarian (2013) widely investigate the notion of occupational stress in healthcare sector as, despite organizational stress is one the most widely researched topics, most of the previous research studies do not consider symptoms, costs, and consequences of occupational stress (Beheshtifar & Nazarian, 2013). The authors of the research study appear to suggest that elimination of occupational stress is of utmost importance as it leads to a variety of threatening psychological and physiological effects, stimulates turnover and absenteeism, negatively impacts safety of employees, and motivates employees to intectact and collaborate (Beheshtifar & Nazarian, 2013). The role of this research is fundamental as it encompasses sufficients amounts of qualitative and quantitative data about impacts of organizational stress on the organizational level. Thus, this article can be utilized in this research as it organizes an effective stress management program purposed to eliminate adverse consequences of organizational stress and accurately assess multiple sources and threatening effects of stress in healthcare sector (Beheshtifar & Nazarian, 2013).

Article 4

Colligan, T. & Higgins, E. (2005). Workplace stress: Etiology and consequences. *Journal of*

of Workplace Health, 21(2), 90-97.

Current research by Colligan & Higgins (2005) provides evidence that there is a

variety of factors, including a toxic workplace environment, lack of collaboration and

autonomy, and numerous career development barriers that directly and indirctly contribute to

occupational stress (Colligan & Higgins, 2005). The authors insist on the increased need to

explore the causes and consequences of occupational stress as it drastically increases the risks

of developing healh disorders that result in absenteesm, poor performance, lack of team

cohesion, and many other adverse impacts. This reseach is well-developed, informative and

descriptive. Moreover, its results may be applied in the current research as it is well-written,

organized, and, finally, sufficiently detailed for critical analysis (Colligan & Higgins, 2005).

Article 5

Donovan, R., Doody, O., & Lyons, R. (2013). The effect of stress on health and its

implications for nursing. *British Journal of Nursing, 22*(16), 969-973.

Dorovan et al. (2013) provide convincing arguments that occupational stress is one of

the msot critical issues in the sphere of nursing. The paper presents a comprehensive account

of disastrous effects of occupational stress on health of employees and its close relationship

to the sphere of nursing (Donovan, Doody, & Lyons, 2013). The researchers explore the

possibility of stress reduction in a varietyof health care settings as maintaining and promoting

occupational stress contributes to positive patient outcomes, improves motivation and

satisfaction of employees, and facilitates involvement of the staff in the processes of

negotiating and decision-making (Donovan et al., 2013). Despite minor limitations of the

paper, the main findings are relible and valid as reseachers prove that this topic is meaningful

in nursing practice and directly contributes to the nursing discipline. After having

summarized the main ideas presented by the researchers, it is important to emphasize that this

paper fits to the current research as it ensures a chance to utilize concise and clear definition

of the term "stress" and evaluate the list of the most threatening impacts of stress (Donovan et

al., 2013).

Article 6

Finney, C., Stergiopoulos, E., Hensel, J., Bonato, S., & Dewa, C. S. (2013). Organizational

stressors associated with job stress and burnout in correctional officers: A systematic

review. *BMC Public Health, 13*(1). Retrieved from

http://bmcpublichealth.biomedcentral.com/articles/10.1186/1471-2458-13-82

Current research by Finney et al. (2013) is focused on the link between the level of

organizational stress and burnout rates among employees. However, the authors devote their

study to exploration of main job stressors among correctional officers who work in

correctional facilities and bear responsibility for safety and security of these facilities

(Finney, Stergiopoulos, Hensel, Bonato, & Dewa, 2013). The results indicate that

correctional officers experience extremely high levels of occupational stress and burnout

rates that usually stem from numerous organizational stressors. Considering the conclusive

results, the authors have developed effective interventions purposed to determine targeting

organizational stressors and alleviate threatening outcomes of these stressors on employees in

correctional facilities (Finney et al., 2013). Moreover, the results of the research review

indicate that the organizational structure of correctional facilities and inhospitable climate of

correctional centers are the main factors that cause occupational stress (Finney et al., 2013).

This paper may be utilized in the current researh study as the results of this article present

numerous interventions that minimize stress by improving communication between

employees and senior management.

Article 7

Gershon, R., Barocas, B., Canton, A., Xianbin, L., & Vlahov, D. (2009). Mental, physical,

and behavioral outcomes associated with perceived work stress in police officers.

Criminal Justice and Behavior, 36(3), 275-289.

The study presented by Gershon et al. (2009) estimates and measures harmful effects

of occupational stress in police officers, and concentrates on tight relation between

organizational stress and physical as well as psychological health (Gershon, Barocas, Canton,

Xianbin, & Vlahov, 2009). This paper is useful as the research problem is stated directly and

unambiguously. Moreover, core concepts, especially occupational stress and psychological health, are accurately defined conceptually. Despite previous studies explore the link between occupational stress and its threatening consequences, the research presented by Gershon et al. (2009) investigates the main causes that stimulate occupational stress, especially numerous incidents, discrimination at workplace, poor cooperation among coworkers, and, finally, job dissatisfaction (Gershon et al., 2009). This paper provides meaningful evidence about causes and solutions to occupational stress that can be used in currrent research purposed to explore and evaluate occupational stress.

Article 8

Gulavani, A. & Shinde, M. (2014). Occupational stress and job satisfaction among nurses.

International Journal of Science and Research, 3(4), 733-740.

Gulavani & Shinde (2014) are proponetns of the idea that occupational stress and job satisfaction are interdependent phenomena that have a cost for employees in term of physical and psychological health and for organizations in term of high turnover rates, poor motivation, and absenteeism (Gulavani & Shinde, 2014). Much emphasis is placed in this accurate and detailed research study to the most common categories of occupational stressors, especially conflicting situations with coworkers, ineffective emotional preparation, discrimination, and many others. In addition, this paper is well-structured as it is subdivided into numerous sections, including introduction that precisely describes background information, significance of the research topic, comprehensive literature review that focuses on up-to-date sources, accurate results that interpret the data, and reasonable conclusions (Gulavani & Shinde, 2014). Compared to other sources included to the bibliography, the role of this article is fundamental as it mainly focuses on the tight link between job satisfaction and occupational stress (Gulavani & Shinde, 2014).

Article 9

Karimi, R. & Alipour, F. (2011). Reduce job stress in organizations: Role of locus of control.

International Journal of Business and Social Science, 21(8), 232-236.

The article by Karimi & Alipour (2011) provides convincing evidence that occupational stress leads to a variety of physical and psychological disorders among employees. The authors of the study give a compehensive account of the main causes that promote the development of occupational stress and put at risk satisfaction of employees (Karimi & Alipour, 2011). The role of this research is fundamental because it mainly concentrates on effective utilization of job demand-control models that educate managers to minimize ocupational stress among their employees that usually leads to low productivity and loss of employee motivation (Karimi & Alipour, 2011). This paper is potentially important for current research because it serves an an effective theoretical basis that should be applied by managers and other HR development practitioners to be aware of practical methods and strategies purposed to eliminate the most common occupational stressors by locus of control.

Article 10

Kurspahić-Mujčić, A., Hadžagić-Ćatibušić, F., Sivić, S., & Hadžović, E. (2014). Association between high levels of stress and risky health behavior. *Medicinski glasnik: official publication of the Medical Association of Zenica-Doboj Canton, Bosnia and Herzegovina, 11*(2), 367-372.

The primary purpose of the research presented by Kurspahić-Mujčić et al. (2014) is to determine and evaluate the amount of occupational stress to which young and adult employees were exposed (Kurspahić-Mujčić, Hadžagić-Ćatibušić, Sivić, & Hadžović, 2014). Therefore, much emphasis in this research study is placed on the tight link between organizational stress and risky health behaviors. The value of this study is critical as sample size that is equal to 700 respondents ensures a chance to obtain accurate results and adequately describe the research problem (Kurspahić-Mujčić et al., 2014). Based on the results, the authors of the article draw conclusions that high levels of occupational stress promote the development of risky health behaviors, including smoking and alcohol consumption (Kurspahić-Mujčić et al., 2014). This research provides accurate, truthful, and valid results, and is useful to the sphere of nursing and current reseach that explores occupational stress.

Article 11

MacDonald, P. (2006). Workplace stress and the practice nurse. *Practice Nurse, 32*(6), 28-32.

The researcher MacDonald (2006) emphasizes that because nursing is a challenging and exhausting profession, nurses and other professionals in the sphere of health care are effected by occupational stress (MacDonald, 2006). Moreover, researchers provide accurate and valid statistical data that healthy lifestyle, time management, and learning to ignore inappropriate demands are considered to be the most simple and effective methods to relieve occupational stress. MacDonald (2006) emphasizes that criticism at workplace, conflicts and misunderstanding with coworkers and other healthcare professionals, excessive job demand, ethic concerns, death and dying, lack of available resources, and inexperienced and demotivated employees are the most hazardous types of stressors faced by nurses (MacDonald, 2006). This research is useful and may be utilized in current research as it, contrary to many other available sources of literature, develops an effective framework that includes positive and proactive tactics and methods to eliminate stress.

Article 12

Mazzola, J. J., Schonfeld, I. S., & Spector, P. E. (2011). What qualitative research has taught us about occupational stress. *Stress and Health, 27*(2), 93-110.

The role of the research study by Mazzola et al. (2011) is of utmost importance because while previous studies explore the notion of job stress and provide theoretical information about the link between occupational stress and work environemnt, this article exclusively concentrates on quantitative data. Moreover, researchers reveal that the nature of stressors depends on the following characteristics: occupation, seniorty, gender, and several other criteria (Mazzola, Schonfeld, & Spector, 2011). According to the estimations of the authors, excessive amounts of work, oganizational constraints, and interpersonal conflicts should be viewed as comparatively universal stressors. Moreover, reseachers have developed a variety of effective coping tactics and strategies that should be applied by health care professionas to reduce the influence of occupational stress on health and well-being of patients (Mazzola et al., 2011). This reseach study suits to the current research as it clearly

and precisely defines the scope, documents limitations, relies on sufficient amounts of evidence, yields an effective solution to the problem, and suggest a reasonable and successful conclusions. This reserch may be extensively utilized in further research studies as all the findings presented by the author are accessible to professionals in health care.

Article 13

McVicar, A., Munn-Giddings, C., & Seebohm, P. (2013). Workplace stress interventions

using participatory action research designs. *International Journal of Workplace*

Health Management, 6(1), 18-37.

The main objective of this research study is to develop and implement effective and complex collaborative interventions purposed to mininize and eliminate workplace stress (McVicar, Munn-Giddings, & Seebohm, 2013). Researchers emphasize that management of occupational stress is essential as it threatens health and well-being of employees, influences organizational performance, and facilitates engagement and collaboration among employees. This study is effective and reliable because it encompasses valid, empirical, verifiable, and, finally, critical data (McVicar et al., 2013). Therefore, unlike many authors, these researchers not only analyze definitions of occupational or workplace stress, but also present a variety of successful workplace interventions (McVicar et al., 2013). Literature review included in this reseach that focuses only on reliable and up-to-date sources provides a strong basis for current research study that deals with occupational stress.

Article 14

Pediwal, G. L. (2011). Excessive stress and its impact on employee behavior. *Journal of*

Global Economy, 1(1), 13-40.

The article by Pediwal (2011) explores the impact of excessive stress on behavior of employees (Pediwal, 2011). Moreover, much emphasis is placed in this research to the main causes of occupational stress, the effects of stress on psychological well-being and satisfaction of the workforce. Researchers indicate that the main factors that stimulate the accumulation of occupational stress are work load, attitudes and interactions among coworkers, job timings, and several others (Pediwal, 2011). Moreover, in order to prove the

validity of obtained results and minimize biases, the authors rely on the best possible samling

designs (Pediwal, 2011). The article is presented in an organized and sufficiently detailed

manner so that it may be used in present study that explores the phenomenon of occupational

stress and its impacts on employee effectiveness, motivation, and satisfaction. In addition,

because this article rely on accurate and up-to-date sources of information, it ensures an

opportunity to explore the link between employee behavior and occupational stress.

Article 15

Rehman, M., Irum, R., Tahir, N., Ijaz, Z., Noor, U. & Salma, U. (2012). The impact of job

stress on employee job satisfaction: Study on private college of Pakistan. *Journal of*

Business Studies Quarterly, 3, 50-56.

The research study by Rehman et al. (2012) aims to investigate the impact of

numerous job stressors on job satisfaction of employees. With the primary purpose to

strengthen the validity of obtained results, the researchers use a population sample that

includes approximately 150 employees from several private colleges of Pakistan (Rehman,

Irum, Tahir, Ijaz, Noor, & Salma, 2012). The researchers Rehman et al. (2012) present an

original approach that ensures an opportunity to explore how physical work environment has

the power to influence and shape employee satisfaction. After having defined the notion of

occupational stress, provided a comprehensive and detailed literature review that

encompasses both primary and secondary sources, reviewed deleterious consequences of job

stress, and assessed the results of more than 140 questionnaires, researchers have come to

conclusions that the most common categories of stressors, including unhealthy physical

environment and excessive workload, influence and shape employee satisfaction. Regardless

of a relatively small sample that is considered to be the main limitation of the study, this well-

researched study fits into the current research as the results are applicable to exploration of

the impact of occupational stress on employee motivation and emotional well-being.

Article 16

Rok, M. (2011). Stress and stress management in a higher education tourism institution.

Tourism and Hospitality Management, 17(2), 279-290.

The article by Rok (2011) is primarily purposed to give a comprehensive account of the concept and nature of accupaional stress, and offers a variety of well-developed stess management tractics and strategies in order to minimize the impact of stress on employees (Rok, 2011). The researcher relies on a series of interviews in order to identify and evaluate stress perception and management of occupational stress on individual and organizational levels (Rok, 2011). The originality of solution developed by the researcher lies in the fact that because organizational stress has detrimental consequences on employees and organizations, the main institutional strategies to eliminate occupational stress should focus on creation and maintenance of cohesive and collaborative working environment and atmosphere in terms of its employment characterisics, relationships among employees, and organizational culture and structure (Rok, 2011). This article may be used in current research as it presents a pilot study to find an accurate and clear answer to simple occupational stress management tactics and strategies. In addition, it considers methods purposed to minimize occupational stress on invididual level (Rok, 2011).

Article 17

Salami, S. O. (2010). Occupational stress and well-being: Emotional intelligence, self-
efficacy, coping, negative affectivity and social support as moderators. *The Journal of
International Social Research, 3*(12), 387-398.

The research sudy by Salami (2010) investigates the link between the notion of occupational stress and emotional well-being of employees. With the primary purpose to measure the level of occupational stress and develop a variety of coping strategies, researchers administer more than 400 secondary school teachers who live and work in Southwest Nigeria (Salami, 2010). After having explored the impact of occupational stress on employee well-being, assessed the results of questionnaires, and analyzed obtained results using in hierarchical mutiple regression analysis, the authors concluded that occupational stress has detrimental consequences on pshycical and psychological health and well-being of employees (Salami, 2010). Results of the study by Salami (2010) are aplicable to current

research as these results provide convincing arguments that occupational stress is the main

cause of psychological distress, demotivation, and dissatisfaction among employees.

Article 18

Shikieri, A. B. & Musa, H. A. (2012). Factors associated with occupational stress and their

effects on organizational performance in a Sudanese University. *Creative Education*

CE, 3(01), 134-144.doi:10.4236/ce.2012.31022

The article concentrates on a variety of professional factors that cause occupational

stress and influence and shape organizational performance by drastically reducing

productivity and efficiency which have a negative effect on organizational excellence

(Shikieri & Musa, 2012). The researchers emphasize that occupational stress has gained

considerable attention in recent years because there are numerous factors that affect

organizational performance on individual and institutional level (Shikieri & Musa, 2012).

The researchers used population sampling that includes approximately 150 male and female

employees from different organizational departments in order to identify and evaluate the

most common factors that stimulate organizational performance (Shikieri & Musa, 2012).

After having reviewed the estimations of other researchers and obtained the results of

statistics, the authors have come to conclusions that role conflicts, ineffective participation of

employees in decision-making, lack of authority, heavy workload, and inappropriate working

conditions are recognized as the most common job stressors (Shikieri & Musa, 2012). This

research is relevant and up-to-date as the use of valid and reliable data ensures a chance to

draw relevant conclusions. This article contributes to the current research because it presents

statistically significant information about the most common educational stressors within

organizations.

Article 19

Teo, S. T., Pick, D., Newton, C. J., Yeung, M. E., & Chang, E. (2013). Organisational change

stressors and nursing job satisfaction: The mediating effect of coping strategies.

Journal of Nursing Management, 21(6), 878-887.

The article by Teo at al. (2013) analyzes and evaluates the link between the most common organizational change stressors and job satisfaction in the field of nursing (Teo, Pick, Newton, Yeung, & Chang, 2013). The authors claim that occupational stress is an extensively investigated topic as it influences motivation and satisfaction of nurses. The role of this research is fundamental and fits in the current research as it concentrates on organizational change as the main factor that contributes to the development of numerous nursing and non-nursing related stressors which put at risk satisfaction and well-being of the staff in healthcare organizations and facilities (Teo et al., 2013). As researchers provide convincing conclusive evidence that there are causal relationships among organizational change, nursing stressors, and job satisfaction (Teo et al., 2013). The role of this article is significant because, unlike previous studies that explore occupational stress, it investigates organizational change as the core factor that promotes stress on individual and organizational levels, and encompasses a variety of tactics an strategies that should be utilized by senior management in order to contribute to job satisfaction among nurses.

Article 20

Wright, K. (2014). Alleviating stress in the workplace: Advice for nurses. *Nursing Standard, 28*(20), 37-42.

The main objective of the article by Wright (2014) is to present information about the increased need in alleviating stress in the workplace because despite stress is an inherent aspect in personal life and work of every nurse, elimination of occupational stress in the sphere of nursing is critically important because it results in a variety of ongoing challenges not only for health care professionals, but also for patients and their families (Wright, 2014). Moreover, the focus on this research has been placed on investigation of occupational stress as the core factor that leads to poor health and high burnout rates among nurses (Wright, 2014). Despite several minor limitations of the study, this article contributes to meaningful evidence that can be used in the current research as researchers not only explore the most common factors that promote occupational stress but also develop a list of innovative and

defensive strategies that should be used by nurses in order to alleviate different stresses in

complex and flexible nursing environment.