

## **PREDICTING JOB STRESS BASED ON IRRATIONAL BELIEF DEPENDENCE ON OTHERS**

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### **ABSTRACT**

The aim of this study was to identify the relationship between irrational belief dependence on others and job stress on staff. In a correlation study, 153 personnel of Industry, Mine and Trade of Hamedan province were selected by using simple random sampling in 2014 and responded to questionnaires of the irrational beliefs by Jones and job stress by Rice. Data analysis using Pearson's correlation coefficient showed that irrational belief dependence on others was associated with job stress. As well as, by the irrational belief dependence on others can predict job stress.

**Keywords:** *Stress, Job Stress, Irrational Beliefs, Dependence on Others*

### **INTRODUCTION**

Mental stress or pressure can be act like an earthquake, can be very destructive and causes someone goes to inefficiency in many of these tasks. It can cause a lot of suffering and be away a man from decision making and the correct functioning. Stress can cause physical diseases that are fatal. Here we deal with a definition of stress and determine whether it is really? Sometimes each person may be experiencing stress. An employee who disagree with his coworker may be has conflict about an issue or has an argument with his boss, the student who has the test or change academic orientation, the firefighters or police who are at difficult and stressful position, Company manager who is worried about losing customers or politicians who are losing their popularity, Somehow suffered from psychological pressure or stress. So we can say that "psychological pressure or stress is an event that someone knows himself risky for his body and soul." This event usually called stressful events or stressors and people's reactions to them are called stress responses (Atkinson *et al.*, 1992 translated by Berahani *et al.*, 2007).

Stress that leads from job is a stress that the individual is suffering a certain job. In this definition are implicated both individual and occupational factors. In fact, the process of job stress also occurs in such interaction form. So we can say that the interaction of individual characteristics, working conditions and working environment demands are more than the person's ability (Rezai *et al.*, 2003).

Studies on unsafe acts showed that job stressors lead to poor concentration, distractibility, impaired memory, skeptical of doing things and reduced decision-making powers. The results of various studies show the role of job stressors in injuries in 37% of incidents occurred in other industries sectional style.

However, due to the productivity and raise the level of physical and mental health of employees in the workplace and direct effects of stress on the performance of employees, identify stressors associated with each field, reduce or eliminate the adverse effects of these factors constitute as one of the key steps in optimizing jobs, increasing worker productivity and accident prevention (Mohammadfam *et al.*, 2009). Stress is a physiological response to certain events and environmental threats. According to Fringe et al (Quoting Hosseinzade and Saymyan, 2003) said, worker's stress resulted from the lack of coordinated skills and abilities of the person and the job application and workshop.

In other words, workers who is not fully qualified for certain jobs felt highly stress. In general, stress can be the result of environmental or personal characteristic (Rasouli, 2005).

People are exposed to various stresses and undoubtedly the resources of various stress. Accumulated and overall stress levels are added. In recent decades, the issue of stress and its effects on the organization and one of the main topics of interest are located in the organizational behavior. However, the number of jobs

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create stress for staff, which the main ones are: Workload, differences in enterprise values with the values of the employees, pressures since the end of the work, change of any kind especially when it is major and unknown such as dismissal from work, quality supervision, cold and frustrated, insecure political environment, conflict and role ambiguity, provide inadequate and unequal responsibility (Rasouli, 2005). If there is not enough accommodation between the duties and job responsibilities, rules and regulations, resources, and expectations of people in jobs create a kind of conflict and cause psychosomatic stress on employees and managers (Mousavi, 2010).

The event is considered to pressure or not depends on the nature of the incident as well as to individual facilities, psychological defenses and its mechanism. That all is done in partnership with the ego. Ego is abstract and common sense to the perception, thought and action, one for outside events or their own inner drives.

Someone who has ego properly is in conformity with the outside world and the balance but if the ego is malfunction and disorder is achieved in the individual balance. A person suffering from chronic disorders. The external imbalance as it is inner or outer. This means that the patient shocks "such as sexual and aggressive impulses dependence" and create the conflict. Interpersonal conflicts are usually caused by external events, while conflicts arising from inside events. The combination of these two is possible (Moradi, 2012).

With respect to irrational belief Studies, dependence on others has significant role in the creation of job stress which the researchers explain it in this study. Irrational belief is any thought, emotion or behavior that causes self-destruction and disintegration of self- influence and is the important result of the disruption of joy, happiness, human health. Irrational beliefs, are goals and demands which are essential priorities and preferences and will become mandatory and if they have done are causing personal distress (Bernard, 1988; quoted in Beyranoand, 2007). Irrational beliefs are beliefs that insist on compulsion, obligation and duty that they make a person becomes anxious personality, abnormal and unhealthy (Moradi, 2012).

In contrast, the reasonable beliefs are beliefs which are effective under normal circumstances and their results are relevant to their desire. It is better to pay attention to the definition wisdom by Albert Ellis and Robert Harper. Wisdom includes sense of well being emotional, good habits and exciting life is say about wise life" life is wise when someone has more happy and satisfy days, wisdom means acting by happy (Fyroozbakht, 2013).

In the study that has done by (MacKey *et al.*, 2008; Dadsetan *et al.*, 2006; Frzadfar and Hooman, 2008; Mahmoud and Hassan, 1385; Farzadfar and Hooman, 1387) the result indicated that irrational thoughts can put beliefs of people in stressful situations, and they brought in the field of aging.

Studies have been done by experimenters such as Beck, Barlow, Dyfenbakher, Dygyvsp, Dryden, Alkaine, Alice, Goldfrid, Cassino, Lazarus, Richard Lazarus, Mychenbam, Woods and others. According to these researchers, there are convincing evidence that showing people usually feel on that way they are thinking and usually they are thinking as they are feeling. The main theory of rational behavior therapy, emotional and cognitive therapeutics which were developed a decade after the emotional rational behavior therapy is that human beings have basic goals and values when these goals and values are out of the way, or their way blocked, they often behave according to A.B.C of emotional and behavioral problems but not always, constructive or destructive (self-destructive).

Man is not disturbed by the environment and environmental stimuli but his vision and thinking of the environment and objects causes concern and anxiety. In theory, Ellis Rational Emotive Therapy is expressed as ABC, A is an event that happens so calm life to come together. B individual's belief system and C is the reaction of the individual in the face of A (Shafiabadi, 2002)

Ellis 's view is that most people believe that A causes C. But in the theory of Ellis, although A plays a role in creating c, but the most important role in the development of individual reactions is B. In other words, what have the role in Ellis ABC model of inappropriate behavior or irrational reactions of the people are irrational perceptions and interpretations, which have from factor A (Moradi, 2013 quoted by Shafiabadi and Naseri, 2002).

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Rational Emotive Behavioral theory was introduced by Ebert Ellis (American psychologist) for the first time regularly and systematically (1969 (Albert and Robert, translated by Firoozbakht, 2013).

Rational beliefs are beliefs that (1) are coordinated with the fact (2) are confirmed by objective evidence. (3) are either conditional or relative.

So, they are not a final judgment or not absolute. (4) they are applied with something like (it is good that-it is appropriate –it is correct that).

But irrational beliefs (1)they are not aligned with existing realities (2) is not confirmed by objective evidence and not an attempt to test them. (3) In the form of information or in the form of a decision and the decision is wrong. (4) they are associated with the obligation and the obligation and duty and are rigid. (5) They are causing upset in the individual states, and eventually lead to anxiety, depression and guilt. Irrational beliefs can be expressed in four situations:

(A) how dangerous is that.... it is terrible that... (b) It is unbearable that..... It is unthinkable that I cannot see that... (c)It is ugly that.. It is a shame that... (d) The world should be in my williness(Moradi,2003; quoted in Hqany poor, 2007).

Alice believes incompatible behaviors largely due to irrational beliefs that affect what we recommend and therefore controls our behavior

Irrational Beliefs are beliefs that dominate the psyche of the person and determine the manner of interpretation and meaning to events and regulate the quality and quantity of behaviors and emotions (Salimi *et al.*, 2009).

Mikaeeli (2010; quoted from Vandervoort, 2006; Addis and Bernard, 2001) based on a Ellis Rational Emotive theory founded that there is a causal relationship between irrational beliefs and psychological problems, difficulty in adjustment and perturbations such as anxiety and depression

Also, Mikaeeli (2010; quoted Kordochva, 1996) discovered that perspective divided into rational and irrational beliefs basically.

Rational beliefs are efficacy beliefs that help a person to achieve important, realistic, rational and flexible goals. In contrast, irrational beliefs are dysfunctional beliefs that prevent individuals from reaching their personal goals and have features such as irrational, dogmatic, fanatic and are unrealistic.

Ten irrational belief are as follows: (1) I should – Yes should be popular and confirmed by others. (2) I should be fully, with supply and be successful. (3)People should not act unfairly and nasty, when they do unfair and nasty, I should blame them and curse them as bad and hell guys. (4)

When I get frustrated or behave unfair, I should know situation as awful, terrible and catastrophic. (5) When I am under pressure and faced with many problems.

I should feel miserable that I cannot control myself and eliminate disease. (6) When something dangerous and scary. I constantly have to think about it and rushes to escape. (7) I cannot be easily faced with many problems and I flinch to personal responsibilities and continued to have a very satisfying life. (8) My past is always important and it is already having an impact on my life, it can also affect emotions and behavior. (9) And people should be better than what they are and it will be awful and terrible if you cannot change the harsh realities of life. (10) With lethargy and lack of mobility or with the "well being" passive and free of obligation can be achieve to the flourish of happiness (Alice and Harper, 2013 translated by Firoozbakht, 2013). Because these beliefs are so much, in this study, the researchers review only the relationship between job stress and irrational belief dependence on others.

Therefore, because of the importance of occupational stress and its impact on mental and physical health and well-being of the productive class, this research sought to answer the following questions:

(1) Is there a relationship between the job stress and irrational belief dependence on others. (2) Does irrational belief dependence on others can predict job stress?

## **MATERIALS AND METHODS**

### **Method**

The method of this research according to the objectives and research hypotheses was correlation and prediction. The study population consisted of employees of Industry, Mine and Trade of the province in

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2014 which was based on a sample of 251 subjects and was calculated Materials random sampling. Materials are estimated based on the sample of 153 randomly selected sample size.

### Instruments

1. Stress job test: stress scale Philip L. Rice (1992) has 57 articles that measures stress job. This scale has been translated and validated by Hatami (1998). The questionnaire consists of three subscales: interpersonal relationships, physical health and occupational interests. The initial sentences questionnaire to assess problems in interpersonal relationships and satisfaction or job dissatisfaction has been developed. This test is scored on a 5 point Likert scale for (1 = never, 2 = rarely, 3 = sometimes, 4 = often, 5 = often). Using key answer sheets obtained final grading and job stress score of the total scores. So that low job stress is 91 - 111 score and score normal job stress is 117- 134 and job stress shows up 141-167 score.

2-Irrational beliefs test: irrational beliefs to test Jones (1969) according to Alice (1962) Construction that is ne of the most commonly used measurement tools irrational beliefs in the world. More studies on the relationship between irrational beliefs with emotional and behavioral actions taken in Rational Emotive. More research on the relationship between irrational beliefs with behavioral and emotional actions taken in the context of rational and emotional have used this test.

The test is made up 10 sub-scale and 100 questions, based on a Likert scale from strongly agree to strongly disagree and 10 questions is dedicated for each subscale. In this study, only questions is used related to dependence on others.

## RESULTS AND DISCUSSION

### Results

Gender of respondents in this study, 117 patients (78%) male and 33 (22%) were female. The level of education of 18 subjects (12%) were diploma and lower, 15 subjects (10 %) associate, 89 subjects (59.3%) were bachelor and 28 subjects (18.7%) were master. The mean and standard deviation age of the participants in this study were respectively 39.18 and 7.99.

Using the Pearson correlation coefficient in order to measure the relationship between job stress and dependence on others and conceptual framework that the results are presented in Table 1.

**Table 1: The relation of dependency on others and job stress**

Dependence on other		variable
P	r	
0/034*	-0/173	Job stress

$n=150$ ,  $*p<0/05$

Pearson correlation test showed a significant relationship between dependence on others and job stress. ( $05/0> P$ ,  $173 / 0- = r$ ). So the hypothesis was confirmed.

Job stress regression analysis based on irrational belief dependence on others is provided in Tables 2 to 4.

**Table 2: Summary analysis of variance predictor of job stress on irrational belief dependence on others**

P	F	M.S	d.f	S.S	Source of Model changes
		2529/268	1	2529/268	Regression
*0/034	4/592	550/743	148	81509/992	Rest
			149	84039/260	Total

$n=150$ ,  $*p< 0/05$

The results of analysis of variance showed that irrational belief components of dependence on others is significantly predict job stress ( $0.05> P$ ,  $F(1, 148)=4/592$  ).

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**Table 3: Summary of occupational stress model based on irrational belief dependence on others**

SE	AR <sup>2</sup>	R <sup>2</sup>	R	variable
23/467	0/024	0/030	0/173	Dependence on other

The adjusted squared multiple correlation coefficient results show that dependence on others 0.024 explained components of the variance in job stress.

**Table 4: Regression coefficients predicting job stress based on irrational belief dependence on others**

P	t	Bets	SE	B	coefficient
0/001**	13/027		13/614	177/343	fix
0/034*	-2/143	-0/173	0/445	-0/954	Dependence on other

$n=150$ ,  $*p < 0/05$ ,  $**p < 0/01$

Table 4 shows the results of standardized weight beta Irrational belief that one standard deviation change in the components of dependence on others that causes -0.173 standard deviation change in the employees' job stress.

## Discussion

The results showed that there is a significant relationship between irrational belief dependence on others and job stress and through rational belief dependence on others can explain and predict changes in job stress. This finding is consistent with the study done by Moradi (2013) and irrational beliefs predictor of test anxiety. Also in research by Mackey *et al.*, (2008), Dadsetan *et al.*, (2006), Farzadfar and Hooman (2008) about investigation on the opinions of teachers and its impact on job burnout, it can be concluded that the irrational thoughts can effect on people's beliefs in terms of stress and burnout in their fields. The scale of dependence on others with study that conducted by Cook (2011) about the relationship between irrational beliefs in adolescents in Istanbul as a predictor of anxiety, it was clear that irrational beliefs tend to blame themselves are consistent with the respond to frustration and preoccupation with predictor of anxiety.

According to theoretical study, the greater the dependence on others actually have higher job stress. The findings of this study showed that stress can reduce dependence on others. To explain these findings should be considered due to the behavior of managers and authorities with staff. In fact, the more employees know themselves close to authorities or strong people have less job stress and learned helplessness explain the findings to properly.

It should be considered due to the behavior of managers and authorities with staff in order to explain these findings. In fact, the employees who more know close themselves to authorities or people have less job stress and learned helplessness explain these findings properly. As expected performance, underlying sense of efficiency is infrastructure of learned helplessness. When people have to pay something usually have the consequences at stake. When people do these things can subjective forecasts controllable or uncontrollable consequences.

About the implications of control, there is a one to one relationship between the behavior (what one does) and outcomes (what happens to that person). About the consequences of uncontrolled, there is random relationship between behavior and consequences (like, I do not know what effect my behavior has on events that occur for me). When people expect good outcomes (such as making friends, getting a job) or unpleasant consequences (eg, disease prevention, fired from work) are independent of their behavior to achieve this outcome or avoid them having "learned helplessness". Learned helplessness is a psychological state that created when a person is expected to live the consequences are uncontrollable, (Micolincer, 1994; Seligman, 1975; quoted Seyed, 2012).

Learned helplessness theory implies three elements: attachment, cognition, and behavior (Peterson *et al.*, 1993; quoted from John Marshall Rio, translator Sayed Mohammadi, 2012) When the experience teach to people that have expectation and their life events are out of their control, these three elements together



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reveal the motivational dynamics. Dependency refers to the objective relationship with the consequences of one's behavior environment. The environment can be home, class, work, sports arena, hospital, interpersonal relationship, psychology lab, etc.

Dependence has been put on a continuum that the consequences that occur randomly and independent (ie uncontrollable consequences) in order to spread the consequences that occur with individual voluntary behavior (ie, outcomes monitoring) Knowledge, the real environmental dependencies, objective and subjective knowledge of a person having control over this environment takes place with a lot of cognitive intervention. Mental events, dependencies between objective and subjective knowledge created some erroneous. Three cognitive elements are important: Biases (ie, the "illusion of control"); attributions (explanations for why we think we have control or not); and expectations which are subjective opinions, personal control when they are transferred from past experiences to current position. Coping behavior to gain the consequences or avoid of them located in a continuum. For example, in traumatic events swaying from too passive to active behavior against the voluntary. Coping responses can be lethargic, passive or active and bold. Lethargy, passivity, and disappointment show desperately weak trying indicates that and the behavior of helpless person.

In explaining the hypothesis that dependence on others can predict job stress, according to Ellis and explain the theory of ABC, A is job position or work environment and B is irrational belief dependence on others that should be stronger than the individuals relied Or live without relying on stronger people will be difficult or impossible and C is the stress of this type of belief (Shafiabadi, 2002).

Based on the results, we can say that, according to Beck (1995), people with emotional disorders have false and irrational thoughts and this is the main cause of their problems. They have distortion in their minds as extreme generalization, personalization and the hasty conclusion. And in this stable and uncontrollable negative thoughts, you can see traces of internal documents (Pintrich and Shank, 2002, translated by M..M, 2007).

Beck (1995), Rush *et al.*, (1979) called stream of consciousness the minute ideas, beliefs or images automatic thoughts. CBT therapists have found that usually people instead of a measure automatic thoughts correctly, accept them based on their face value.

It seems that the assumptions and criteria underlying a broader worldview of individuals and in Beck's cognitive model, counts as schemas (Beck *et al.*, 1979; Beck 1995 and Leahy, 1996) Schemas, including fundamental beliefs about the nature of human beings and their relationships, which are relatively stable and may even be rigid.

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