



The impact of organizational health on the level of professional stress among university teachers

A field study on a sample teacher from university of Zian Achour-Djelfa

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Abstract

The aim of this study was to examine the impact of organizational health with its dimensions of (initiative of action, institutional cohesion, support with resources, positive influence of the manager, morale, institutional guidance, social relations) on the level of occupational stress among university teachers. We used tow valid and reliable scales of (Hourani and Heba, 2017) for measuring OH and (Fatiha, 2008) for occupational stress on a sample of 100 teachers at the university of Zian Achour- -Djelfa Algeria. The statistical analysis was done by SPSSv26 with multiple regression analysis.

The results show a strong negative effect of the Morale and Work Initiative on occupational stress and a low for other dimensions. Finally, we suggest some recommendations to supervisors of universities to focus more on organizational health as a key to reduce occupational stress.

Organization Health, Occupational Stress, University Teachers.

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1. INTRODUCTION

Organizational health is considered one of the contemporary administrative approaches that expresses values, leadership style, work methods, infrastructure compatibility, the safety and positivity of human relations in the organization, and its impact on the administrative process, especially the motivation of employees to achieve within the organization.

Organizational health reflects the positive climate that prevails in business organizations. An organization with a good organizational health has the ability to maintain its existence and deal with internal and external environmental changes carefully and continuously.

It is considered one of the contemporary organizational concepts that aimed to focus on the psychological aspects of the employee. We find the concept of organizational health that mimics the concept of the psychological health of the employee in the organization, but in its organizational aspect. It is defined by (Koscec 2000) as the state of the organization in which an environment and workplace is available in which employees can work successfully to achieve a level of performance that meets expectations in the long term. It is also, according to (Hill 2003), the ability of organizations to work effectively, adapt appropriately, overcome problems adequately, and change and grow from within.

Since organizational health focuses, in part, on the psychological aspects of the employee and their health, one of the most important factors affecting the employee's work conditions is the occupational stress and burnout they are exposed to while performing their duties and daily tasks. Burnout refers to the long-term effects of exposure to stress, which the individual suffers from and expresses in the feeling of fatigue and exhaustion. The individual expresses it with qualities such as fearful, anxious, depressed, and tense. It expresses itself in the form of physical and psychological symptoms such as disturbance of feelings and emotions, and behavioral symptoms such as smoking, drinking alcohol, eating disorders, and violence. **(Hussein, 2006)**

Considering that the academic university environment in which the university professor works is an organizational environment, he may be exposed to occupational stress through the pressures that may face him in the practice of his academic and administrative work. For this reason, we chose this profession category as a sample for our study in order to check the relationship and effect that may exist between two very important variables in the contemporary organizational environment.

Therefore, we are driven by our purpose to define the concepts of organizational health and occupational stress, as well as to identify the relationship and impact that links the determinants of organizational health and occupational stress in the university environment, by highlighting this topic from several perspectives, and measuring it empirically among psychology professors at Zian Achour University in Djelfa. Through the following main question:

Do organizational health determinants affect the levels of professional stress among university professors?

2. HYPOTHESIS:

Main Hypothesis:

There is a statistically significant effect of organizational health determinants on determining the levels of professional stress among university professors.

3. STUDY OBJECTIVES:

Through this study, we will try to achieve a set of goals, which are as follows

- Identify and understand organizational health and occupational stress, especially among university professors.
- Identify the relationship between the determinants of organizational health and occupational stress among university professors from Djelfa University.
- Predict the level of occupational stress based on the level of organizational health among university professors.
- Highlight the importance of organizational behavioural variables in creating a healthy organizational environment.

4. CONCEPTS OF THE STUDY:

4.1.Organizational Health (OH):

It is that positive climate prevailing in the organization that makes it having the ability to maintain its survival and to deal with the changes of the internal and external environment carefully and continuously by achieving (initiative of action, institutional cohesion, support with resources, positive influence of the manager, morale, institutional guidance, social relations)

It is an organizational phenomenon characterized by organizations and it expresses the existence of a state of dynamism and balanced internal and external growth (Al-Hajjar ,2004) and it is similar to the ability of stress management, which means the its tolerance to make a self-test to determine the relationship between the elements of the social system, and the desired development plan, and all this is within the framework of maintaining its overall health.

4.1.1. Determinants of Organizational Health:

Due to (Bekai & Sbaa, 2020) The most important determinants of organizational health determinants are the following:

- **Work initiative:** it is the manager's ability to pay attention to the completion of work by clearly disclosing his expectations in the field of work, procedures and performance standards.
- **Institutional cohesion:** it is the ability of leadership to deal with the surrounding environment to maintain internal interaction and cohesion to face external threats, which is the degree of performance among employees and supervisors in cohesion.
- **Support with resources:** it is the readiness to provide help and resources to employee's adequate needs in the right time and quantity.
- **The manager's influence:** it is the manager's ability to guide and encourage employees, and the ability to influence his subordinates efficiently and effectively in line with achieving the organization's goals.

4.1.2. Organizational health indicators:

Cheney 1997 identified five indicators of organizational health which are:

- The feeling of a change in the internal and external working environment.
- Good understanding of information by employees of the organization.
- Making internal changes in the organization in response to this information.
- Develop new plans within the organization.
- Constantly get feedback from the application of these plans in the organization.

(Othmani,2015)

These indicators can be used to determine whether an organization has good OH by tracking its ability to sense internal and external change and the ability of its employees to adapt and understand what needs to be done about the various challenges faced by organizations nowadays.

4.2.Occupational Stress:

Due to WHO Occupational Stress or Work-related stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope. Stress occurs in a wide range of work circumstances but is often made worse when employees feel they have little support from supervisors and colleagues. (WHO, 2020)

From the perspective of Meichenbaum It is also an external force that affects the individual and results a nervous tension, associated with the individual's responses when exposed to threats, which causes an imbalance in the psychological and physiological balance, which may lead to a feeling of provocation from within. (Asli, 2017)

In an organizational aspect; it's the way of responding to an external situation or circumstance that results in a psychological, behavioral or physical deviation of the organization's employees. (Bagho, 2020)

4.2.1. Factors that cause occupational stress:

The definition of the sources of stress contributes to the disclosure of an important element that must be clarified when studying the subject, which is the definition of the factors and causes that lead to an individual feeling of stress at work.

And due to (Salah eddin, 2004, Husien 2006, Askar 2009) there are tow categories of stressors in the work place 1st are organizational stressors, 2nd are personnel stressors as the following:

1st.Organizational Stressors:

- **Role Load:** It is when the employee's tasks and the requirements of his work, are overloaded, and this leads to physical, psychological exhaustion, and as a result, dissatisfaction, low self-esteem, feeling threatened and confused, high cholesterol in the

blood, increased heartbeat, the development of coronary atherosclerotic diseases of the heart, skin allergies, the tendency of individuals to bad habits such as smoking.

- **Role ambiguity:** means a lack of necessary information to perform the role expected of the employee, as well as it happens when the goals, tasks, competencies and work requirements are uncertain or unclear, which leads to a feeling that the individual lacks control over his work, which increases professional stress.
- **Role conflict:** when the employee plays several roles in order to meet the different expectations that different parties of the organization want from him, and sometimes these roles and expectations are conflicting in terms of priority, between the requirements of work and organization, in the other side the needs of supervisors and the demands of colleagues.

2nd. Personal Stressors:

They are related to the individuals and their personalities, such as genetics, environment in addition to the personal structure of each individual and the nature of the daily events to which he is exposed, and self-awareness whether it is inside the job or outside. All this constitutes a strong source of occupational stress, because the employee often carries it to the workplace environment, and that's contribute to occupational stress and affect his work performance, negatively or positively.

5. Field study:

5.1.Participants:

The field study was conducted at Zian Ashour University in Guelph in the period from January 1, 2023 to March 1, 2023. The population study were the professors of Zian Achour University of Djelfa in Algeria.

The participants were 100 professors, which, according to the latest statistics, represents 1090 professor, which is 9.17% of the research population, distributed among the university faculties as shown in the following table:

Table 1. Participants characteristics

Characteristics		<i>f</i>	%
Sex	Male	25	%25
	Female	75	%75
Grade	Assistance Teacher B	10	%10
	Conference Teacher B	30	%30
	Conference Teacher A	35	%35
	University Professor	25	%25
Faculty	Science and Technology	35	%35
	Social Sciences and Humanities	40	%40
	Commercial, Economic and Management	25	%25
Total		<i>100</i>	<i>%100</i>

5.2.Data collection tools:

5.2.1. Organizational health scale:

It is a scale that aims to measure the dimensions of organizational health through 27 items divided over 7 dimensions (Hourani and Heba, 2017).

5.2.2. Occupational Stress scale:

It aims to measure the level of stress based on the extent to which its various symptoms appear and was used by the researcher (Bagho, 2020) depending on a scale of (Fatiha, 2008) consisting of 50 items divided over 3 dimensions.

Table 2. Dimensions and psychometrics of OH and OS scales for this study

Dimensions	N of Items	Validity (R person)	Reliability (Cronbach's Alpha)
Organizational health			
Institutional Orientation	4	0.671	0.652**
Social Relations	4	0.752	0.763**
Institutional Cohesion	3	0.741	0.682**
Work Initiative	3	0.652	0.765**
Morale	5	0.826	0.741**
Manager Influence	4	0.687	0.684**
Resources Support	4	0.754	0.698**
Occupational Stress			
Physical Symptoms	19	0.865	0.789**
Psychological Symptoms	16	0.841	0.895**
Behavioral Symptoms	15	0.823	0.783**

Note: * $p < 0.05$, ** $p < 0.01$

Through the presented results about the validity and reliability of the scales in their various dimensions, the results show that the tool has the basic psychometric characteristics to adopt its data and confirm the hypotheses put forward.

5.3.Data analysis:

To analyse data, we used Spss v26 to apply Linear Multiple Regression Analysis for hypothesis results, as well as R person and Cronbach's Alpha for validity and reliability of scales.

6. RESULTS AND DISCUSSION

The main hypothesis was mentioned as "There is a statistically significant effect of organizational health determinants on determining the levels of professional stress among university professors."

To accept or reject the main hypothesis we applied Linear Multiple Regression Analysis to the collected data and the results are as the following:

Table 3. The significance F of regression model

	Df	SS	MS	F	R ²	Sig
Regression	8	4.5	0.453	3.23	0.523	**0.000
Residual	91	18.29	0.153			
Total	99	22.79				

The results of F significance is 0.000 witch means a strong evidence that the regression model of our hypothesis is acceptable.

Table 4. The significance F of regression model

	Coefficients	SE	T	Sig
Constant	3.210	0.560	** -6.360	0.000
Institutional Orientation	-0.250	0.020	** -2.761	0.000
Social Relations	-0.175	0.034	** -1.893	0.000
Institutional Cohesion	-0.067	0.041	** -0.960	0.000
Work Initiative	-3.210	0.034	** -6.360	0.000
Morale	-4.125	0.063	** -3.235	0.000
Manager Influence	-2.462	0.042	** -2.123	0.000
Resources Support	-1.864	0.015	** -1.451	0.000

From the table above the results show a significance negative effect (the Coefficients are between -0.067 and -4.125) of different dimensions of organizational health on Occupational stress with a p value of 0.000 witch below $\alpha=0.05$, and the highest effect is for Moral, and the lowest is for institutional cohesion.

For the hypothesis that we adopted witch concerned by the effect of; (Institutional Orientation, Social Relations, Institutional Cohesion, Work Initiative, Morale, Manager Influence, Resources Support) on occupational stress the results show that the exitance of OH at a high level in an organization lead to less OS, that can be explained in many levels taking for example the role overload, when the employee's tasks and the requirements of his work, are overloaded that's can be reduced by the support of supervisors and by social support of colleges it can help release the stressors in the workplace.

Speaking of university professors, the pressures at work may create a charged and tense atmosphere that may be caused by the workload, especially when the study sample works in an academic and research atmosphere that may be affected by time lines of semester and student achievements, as well as the atmosphere of exams and the consequent tasks of guarding and completing the exams and Correction, all those stressors can be controlled by a healthy work environment that offers different options to cope with it.

Lastly, we recommend to the university supervisors to try their best to establish an effective way of communication with teachers and share feedbacks with them as part of organizational health strategy, also to offer support and assistance programmes to overcome their OS during the challenging periods in the academic year, moreover making efforts for teachers wellness by taking their concerns about job duties and information, and their rights in working in a university as a place of work and a healthy organization.

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