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## RESEARCH ARTICLE

### IMPORTANCE OF JOB STRESS ON EMPLOYEES AND RESULTS

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#### ABSTRACT

Stress can be defined as a modern disease of our time. Problems arising in the life of an individual's work raises the stress out of business. On the other hand, not only regarding job stress, employees are regarded as an important issue to be resolved regarding businesses. For this purpose organizations, especially in recent years, job stress reduction, increased motivation and allocate increasingly high budgets to improve productivity enhancing social projects. In this study, along with the stress is given in the literature and conceptual characteristics of stress job types, causes, and consequences of the factors that make stress work stress aspect are examined regarding individuals and businesses.

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## INTRODUCTION

Causes and types of diseases in humans since the beginning of the last century has been changing continuously. In the previous century, humanity has struggled with various epidemics. In this century, industry and by the source of many diseases is the development of technology is considered to be stress factors. Stress is a first response in the protection of human vitality, if repeated constantly in everyday life includes mental and physical create a habit (Sabuncuoğlu-Tüz, 2008: 298). Stress is considered to be a disease of modern society, from the day that humanity has been one of the constant factors of everyday life. The source of the stress in the first era of wild animals and was caused factors such as the difficulty of natural conditions, current political, social, rapid development and change as technology and economic factors that may cause (Iwancevich-Mattesson, 1980: 111). The concept of stress is a term used to indicate dissatisfaction with some of the things in daily life. The reason for this dissatisfaction can be explained by two factors. The first is fear, anxiety doubt, anger, factors such as frustration and the other high-traffic, environmental impacts are borne factors such as time of work to catch up (Organ-Hamner, 1982: 252). Stress individuals are acting on their behavior, human relations, work efficiency is a concept that affect the social life. Stress does not occur spontaneously stood suddenly stop.

An environment that sustain people's lives for the formation of stress and change should not affect the people of the surrounding area. Surely every human being is affected by changes in the environment. Some of the individuals affected by small and slow, some fast and was very impressed. Therefore, it is related to the stress of change occurring in the environment in which man's life or his change effects stemming from the impact left on the environment (Eren, 2008: 292). Stress concept is a concept that is necessary and harmful effects associated with many elements of life, especially in modern humans.

The concept of stress, a concept accustomed were followed by modern humans, and is emerging in all aspects of life, both individual and organizational sense brings negative results. Great Turkish dictionary of the Turkish Language Society "mental stress", "unfit to live life conditions" as defined by the concept of stress ([http://www.tdk.gov.tr/index.php?option=com\\_bts&arama=kelime&guid=tdk.gts.55533b0884f2b2.03891696](http://www.tdk.gov.tr/index.php?option=com_bts&arama=kelime&guid=tdk.gts.55533b0884f2b2.03891696)) is adverse effects of a situation where workers often face in life and work have met. Stress can also be expressed as the response of the human body and mind against the unreasonable request. It also emphasizes that require changes in our internal world conflict or threat creates exciting events or situations that are revealed. Has the meaning attributed to the concept of stress varies among the researchers? (Pehlivan, 2002: 16).

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## Work Stress

We now frequently encountered in today's socio-cultural life is portrayed as modern-day stress disorder. Stress become a part of daily life today we can say. Every moment adversities we face correctly everywhere, bumpy situations in business, in the form of experienced family problems and emerging issues in the bilateral relationship can be listed. All of these questions and challenges for individuals or society is emerging in the form of intense stress or depression (Dalan, 2012: 53). Given the life process of individuals working life covering a significant period, sometimes long, sometimes short term if it is a known fact that now the stressful time. Work stress, to create a psychological tension situation in working and business productivity, job satisfaction, increase reduces the working efficiency and employees to become depressed and their intention to leave, (Baltaş- Baltaş, 1989: 2).

Job stress, beyond the general stress concept, represents a more private area. Job one is crucial in public life, the flow of human space occupied by job stress of life, while performing their tasks in the individual business environment. It is the mental and psychological reactions as a result of a combination of problems in the issues of the company climate resulting from their private lives (Şenyiğit, 2004: 104). This reaction shows as a priority after creating a negative impact on mental slowly over time as individual physical effects. To continue active business life in the modern age, to rise to the top level of competition in the company life, the rise of the career prospects of employees economically is fueling them direct the different points of stress and business of business constantly want more of their expectations. As well as job dissatisfaction, deficiencies in the organizational commitment, to be distributed in the capacity of employee responsibilities, time constraints, and future, the uncertainties occur in different subjects can be counted among the triggers of stress at work (İştar, 2012: 2). Job stress and trigger feature have the ability to cause an impact at any moment and in this way are becoming a threat and pressure on individuals to occur to itself.

This theoretical consideration when assessing the different job stress, as there is only a portion of a person's life may seem has the power to influence and effect to every corner of life. Private life, starting his career in stress that a steady stream of work life with privacy life also shows that there are many goals in life business in the most severe impact. As seen in the definition of work-related stress is affected by many factors and are capable of greatly harm individuals. In the sense that different professional fields may occur in various stressors. Although the running of said sources of stress, though they have their problems as well as the sector itself can be created as the different pressure becomes a trigger. As a result, the employees' situation, regardless of the world, every spot on job stress each point in the lives of individuals working stress, in particular, are negatively affected both directly and indirectly (Erdoğan - Ünsar - Süt, 2009: 449). Business live, the life of the fees and these fees have to be achieved with due sustaining an indispensable part of the general life of the people. That is indispensable as well as the reason for it is not a requirement of this specification it is possible to make a commitment stress

factor. Therefore, the table on the individual life business against how much effort to make pleasant even though they would never allow them to fulfill their tasks in a comfortable manner. In this case, the picture that emerges is creating job stress (Baltaş, 2002: 14). On behalf of the abolition of work stress in the work environment in recent years, businesses have been pushing to eliminate the job stress on employees by organizing various events. Here the primary aim of the requirements of business people who have a critical fundamental factor in their survival is the priority level of development and be brought to a positive mental attitude and behavior care. However, the level was shown by the effort whatever the matter in the working environment, as in every area of life, stress is an inevitable considering the presence of the human factor (Kılıç - Sakallı, 2013: 210).

The intensity of the inevitability of the business environment should work stress, the pressure, both are also due to the flow of people their lives. The flow in the event of incidents encountered and stresses associated with the printing result is possible to mention the fact that a stress history into one another. However, in this case, the maximum pressure load of stress felt by the individual comes from the business. The concept of job stress response to different environments to be fixed to provide different effects are due to many various reasons. However, when we look at the fundamentals of job stress resulting image, employees work an employee. One is of a spiritual nature as the organization of the business as well as being an individual in social life, all are born from them shall get stress case with the effects of lower factor (Gümüştekin - Öztemiz, 2004: 64).

One of the main points of job stress, relationships appear to be incorporated into the working environment and relationships with the patients. These relationships are all factors in the business environment both in the network, and there is also a business need while communication from outside a company. A negative process can be experienced as a thorough process at every stage of this communication may be experienced. Thus, both the organizational sense and work stress may also experience a personal sense (Aydın, 2004: 55). In the past years people make up only a small part of the business life of your life, now has a much more prominent place in the ordinary flow of life and responsibility on the ground that this result has also increased. In a sense, that competes with the business life of the individual, and it is a medium that reflects all his energy. Of the time, individuals undergoing the largest and most important part of the business environment in an average day, although they wanted to stay away from stress as effective on them the dominant power of work stress and thus also becoming the target of the inevitable job stress (Günbayı - Akcan, 2013: 196).

## Stressors (Stress Transmitters)

Stressors, stress, and anxiety are a physiological condition, anxiety or depression is not blocked. This mental state may be starting to physiological responses, but are not themselves stress. Stress is the body's response to the event. Stimulating environmental stressors trigger of stress, sources of stress are called stressors.

Vital changes they face lifetime causes the stress response of individuals at different levels of development. These changes can be considered as significant stressors. (Durna, 2004: 195) Stressors, and physical environmental conditions, individual factors and organizational factors can be analyzed in three groups (Sabuncuoğlu-Tüz, 2008: 298). *Physical environmental conditions*; In which the employee is working conditions and physical conditions are active on psychological and physiological structure affecting him. The work environment, poor condition the effect of the magnetic field emitted into the environment, inadequate electrical appliance lighting, noise, and vibration can be said as the environmental conditions of forming stress (Köse, 1982: 2).

*Individual factors*; Is the most important factor personality traits of different stressors. The first serious study of the relationship between stress and personality analysis was conducted in 1974 by Rosenman and Friedman. In their study, they identified two personality types A and B, have identified certain characteristics of these people (Sabuncuoğlu-Tüz, 2008: 298). Also, personality factors, as well as experience, different perceptions, the family is troubled life, death, divorce, social environment, economic issues also create reflected individual stressors of the workplace (Köse, 1982: 7).

*Organizational factors*; Excessive workload, role conflict, and ambiguity, characterized the work done, to be tedious work done, the negative organizational climate, shift work, communication systems, training opportunities, job security, career prospects, etc. Lack of sharing work. Organizational factors are known to be sources of stress (Koçel, 1987: 170-171).

## Organizational Stress

Today the business is an important part of the time people spend at work and try to make goals and to fulfill the requirements. In these contradictions experienced barber is preparing the ground for the formation of large organizational stressors (Pehlivan, 2002: 22). Industrialization emerged as one of the organizational stress societal implications and represents a severe burden, and that burden arises mainly mental. Individuals working not only within the workload on them but also the business and have brought that issue in with the business environment carries as a burden and are affected eventually as negative that in every sense. Results in whatever way each organizational stress is a serious problem and employees are laid off, a process dating back to the business environment and create breaks in the final stage of life (Güllüoğlu, 2012: 79).

"Occupational stress", "work stress", "industrial stress", "business edition" and "job stress" such as organizational stress are exposed to different assessments, under the overall job stress, by definition, it refers to the existing stress problems within a business; organizational stress often in various industries behalf to make specific cases, different business environments and as well as being deemed as a general description of the different applications work, business, and as a concept unique to the overall profession question are used more often (Atılgan- Dengizler, 2007: 64).

## Organizational Stress Symptoms

Organizational stress and businesses working collectively between the parties as a phenomenon affecting at the same time, the interaction of effects as can be vertically and parallel. In this process, while causing a decline in and the nature of business organizational stress production, withdrawal of the dismissal of employees, on the other hand, a variety of physical problems that may occur alongside it with work alienation could bring in (İştar, 2012: 6).

Other than that, is if you look at the factors that may be considered as signs of organizational stress encountered in a list (Çukur, 2001: 8-9):

- Both employees decreased efficiency regarding both the general organization structure,
- Non-functioning and decisions of the managers in the decision process could be characterized as false,
- Employees with each other and communication problems experienced about business management,
- Employees in an adverse competitive rivalry and conflict,
- Ongoing problems of absenteeism,
- Efforts to find work elsewhere with the reasons for the current shortage here,
- The tensions in the process of fulfillment of the tasks undertaken work dissatisfaction,
- Reduction of the weakening of faith and the organization's organizational commitment.

When discussing general signs of organizational stress, the emergence of these symptoms at the same time and need not be observed to have an effect on who. The important point is on the subject since the advent of symptoms where there is a density specifies how much of these symptoms is that during the period and has shown signs of how long (İştar, 2012: 7).

## Organizational Sources of Stress

Investigations related to organizational stress, as well as when the sector can both vary continuously carried out due to other circumstances. However, no matter how much changed by the time the average of the expectations of employees and problems in time to come the same way, the result of this research to be conducted on the widely common problems. There are many causes of stress. Some studies were focusing on the tendency towards personality traits and stress, an event that detects a person can be perceived as a stressful job that requires argued over another's efforts. Scientists stress resources; individual, environmental and organizational stress were classified into three groups according to their source. One person himself or general stress arising from resources, which affects the individual or individuals to be healthier or more stressful life goals. (Gök, 2009: 432). Job stress literature, more or less useful degree of stress associated with the organizational structure identified some factors in the workplace. Job loss (threats and involves removing internal), workplace change, called the work-family conflict and increased corporate policy makers are potential stress factors that may be associated with the work-related organizational structure.

Table 1. Stress Causes

Causes	Psychological and Physiological Balance Disorders
Physical environmental conditions	Different temperature and humidity, air pressure changes, harmful atmospheric pollution, light and noise problems
Economic conditions	The low level of income, unemployment, inflation, excessive borrowing, migration, do extra work for extra income
Social life	Anxiety and tension caused by the social environment and behavior plane, cultural diversity, subculture, family, socio-cultural values
Work life	Work overload, role conflict and role ambiguity, shift work pattern, the presence of the element of danger here, personality types of personal and hereditary disposition

Source: [Eroğlu, 2000:310-326)

The business environment of social support on stress process another work related stress, coping, history, cognitive appraisal, and stress management interventions is to examine the effects and results. Role behavior in the workplace, studies of stress (e.g., excessive role installation, role ambiguity, role conflict), job uncertainty and job content, job design (decision freedom, situational constraints, job demands and perceived control, shift work, and physical environment, potential stressors in the workplace It is considered as factors. (Tezcan 2010: 75). Sources of stress related to their organization at the macro level, the administrative policy of the organization, structure, and processes can be categorized as physical conditions. It directly affects the way many organizations mentioned sources of stress. Today's and tomorrow's organizations while attempting to race to get their market share in an increasingly competitive world, individual and official sources of stress also can affect the most severe. (Baltaş - Baltaş, 2006: 27).

One of the researchers conducting studies on this subject McGrath (1976:1369) observed like organizational causes of stress were gathered under the following headings appears:

- Business sources of stress,
- Role-based stress
- Pressure depends on the company environment,
- Physical conditions due to stress,
- Social-based stress,
- Stress based on personal factors.

McGrath will be carried over in this way while advancing organizational stress that formed the basis of detailed studies. He continued to examine the issue in a narrower context. However, the causes of organizational stress Lutherans dividing large subheading (1992) adds the organizational factors that cause stress under four main headings (Luthans, 1992: 404).

*Organizational Politics:* the injustice of employee performance evaluation, the lack of balance in charge, have been created strictly institutional as applicable rules, including the inconsistency and contradiction applications, section changes occur frequently.

*Structural Properties of the Organization:* Centralized left out of the decision-making process of working with a perspective limitation of promotion opportunities, applications based on excessive formalities, which exists between the departments and individuals in the executive and advisory positions conflict.

**Physical Requirements:** Large business environment, high noise, and high levels of continuous use of chemical type substances, air pollution, industrial accidents and the measures to be high risk.

**Organizational Processes:** Communication process of stenosis and regurgitation, inability to find the money to success, aim to define non-targeted, far from justice, unequal practices, inadequate and incomplete information caused by problems created by problems.

Kahn and Byosier (1995) in their research they have carried out can be seen as the primary causes of organizational stress have access to the following point (Kahn -Byosiere, 1995: 198); Bring about the reasons for the tasks undertaken; The work is extremely simple level, the business becomes increasingly complex, mission monotony is inconsistency in the quality of the job to be concerned with the physical conditions of night shifts and work environment.

The role will provide the reasons why a given task; managers with direct relations theory but the problem is, business environment and lack of communication, no question of any freedom to take independent decisions, the occurrence of a conflict between the so role-practice, defining the duties shortcomings in matters, conflicts, and complexities, it is overwork.

#### Sources of Stress Related to the Structural Characteristics of the Organization

Inaccuracies may occur in the structural features of the organization sources of stress. There have been no full job descriptions, the lack of objective performance criteria, etc. That reasons are the source of stress.

**The structure of the organization:** Where his work is of an individual's promise to be a source of stress. Inability to decision-making processes, communication-related problems, daily behavioral patterns, in-house rules, limitations, many reasons can be considered as they may cause organizational stress (Başaran, 1992: 45-46).

**Evaluation and promotion:** Employees and managers in the process of evaluating the actual objective measures of performance among individual managers will cause conflict zone. Development of their correct evaluation of workers and business productivity by increasing motivation seen in the company of providing increased confidence in the organization who work to be done by the merit system will also affect positively.

Incorrect performance evaluation and promotion in creating stress on other employees, work request disrupts interpersonal relationships and negatively affect can lead to absenteeism (Baltaş, 2010: 10).

**Task structure and nature:** Job descriptions yet fully come out of distress among employees in the business is possible. Balanced and accurate job descriptions and made the complete assignments will motivate employees to ensure that his work as well as work carried out correctly (Balci, 2000: 41).

**Participation:** One of the most fundamental problems of contemporary man is forced to decide necessity in the face of constantly changing events. The responsibility of this selection of the press is a primary source of stress. Joining a well-regulated environment, increasing the efficiency of those who work, reduce conflict within the organization it allows for better interaction. Increase productivity by ensuring that businesses owned by employees, managers make better decisions and prepare the ground for faster and smoother implementation of the decision taken. The conflict between managers and employees are also reduced (Barutçugil, 2002: 159).

#### Sources Of Stress Related To Organizational Policy

Organizational structure is undeniable that a significant pressure on employees. A single administrator's decision to participate in an organization where employees take all power into the hands of a team to capture the development and advancement opportunities as it is impossible to find positive approaches. Responsibility in the workplace is inevitable in the presence of stress on other employees who quit. Main tasks for administrators to troubleshoot these problems is reduced. Other colleagues by making responsibilities are identified employees were giving rise to fear the necessary measures are taken, and in starting a new mission of the boundaries of the employees and managers of the duties, powers and responsibilities by drawing fully ensured to adapt more quickly to their workplace and employees (Ertekin, 1993: 253).

**Excessive workload:** Stagestagestagein the work process and that the proper amount of time to this time will provide the motivation of employees to be made by the appropriate person to work content and will reduce the stress levels that occur in people (Şahin, 1994: 29).

**As long as resources for organizational stress:** Positive and open communication to be established between the levels in the organization many could solve the beginning of the problem of clearly defined objectives, makes the delivery to employees of the procedures of knowledge of work for the employee's work-related stress should be considered to be positively affected. The following points should be considered and should be eliminated in the organizational process (Geçikli –Serçeoğlu – Üst, 2011: 165-167).

**Interpersonal relations:** People communicate with each other inevitably result in social life and to live together, work, produce and even obliged to consume together. Of employees with very different characteristics to come together in a sense

structuring individual and an organization requires to establish relationships between people to create an organization. A team made up of individuals into their roles within the organization, building a superior-subordinate relationship should these roles, responsibilities and even inevitable to take a team to enter into a competition. These relationships can emerge as sources of stress in organizations. Stress arising from relationships between people and their causes are discussed below (Başaran, 1992: 45-46).

**Double mismatch:** A role that will not conflict with the core values of the organization's people reveals when they want. For example, the deployment of weapons engineer works with a pro-peace and not have to do this work to ensure the livelihood given as an example. Especially those who work in the choice of profession and job placement ignoring their interests and talents and prepares the environment to be experienced in this type mismatch causes a stressful working order (Şenyigit, 2004: 61).

**Competition:** Employees in organizations in the development of actual competition between individuals. When not stiff competition makes no attempt to manage the work environment. A distinct group of the limits of this competition will take place, will be significant in the sense that they do not have the stress of working for the elimination of unfair competition (Gümüştekin – Öztemiz, 2005: 42).

**Fear of losing his job:** The organization's employees are likely to lose business possibilities for error in his work that they are under more stress is increasing (Erdoğan, 1999: 92).

#### Sources of Stress-Related Physical Conditions

Suitable to be productive workers and mentioned the importance on the physical conditions. The work of the organization that is prepared by appropriate physical space and to adopt the work done will result in environmental conditions of the employees feel more confident (Güçlü, 2001: 99).

**Here the presence of the element of danger:** Environmental degradation, air pollution, soil pollution, garbage, and now he has been living in the sole causes, such as problems caused by the environment, biological and socio-psychological aspects are jeopardized. Several respiratory diseases, poisonings, the emergence of new diseases are the result of this kind of environmental degradation and pollution. Especially industrial cities, people, drowning, poisoning, are the regions where there are concerns about the presence of illness and acid rain. Are not allowed under stress due to environmental problems of this nature is likely that the people were living in this region. Losing the health of people and even the fear of death will lead to the onset of psychological distress over time. The danger element is one of the largest and most significant source of stress for work done for that function (Altun, 2001: 11).

**Noise and ambient temperature:** Heating and ventilation of the workplace are an average level a significant factor affecting the efficiency and work to facilitate adaptation. Excessive noise productivity and makes adverse effects on well-being and increases stress.

Businesses should take the necessary precautions in the work done in this type of environment and climate must give appropriate attention to the working environment (Aydın, 2008: 247).

**Lighting and weather conditions:** Lighting in the workplace, there is psychological effects on workers of temperature and humidity. Favorable weather conditions and will consist of working to ensure the light will eliminate the negative physiological and psychological (Altun, 2001: 12).

### Stress Effects on Individual Performance

Although stress if a concept is also considered in the negative sense of the opposite pole of hosting content. "Helpful" and "harmful" emerged as the extreme stress can manifest itself in different ways in different people. Is compatible hosts beneficial and constructive factor encouraging business environment and performance-enhancing effect of stress, while the severe stress to trigger disharmony, visibly reduces the functionality and performance lead to decline. These two concepts can be kept under control in the company and if both the right and the group will be guided positively impact positively on the productivity levels of both employees (Gümüştekin – Öztemiz, 2005: 282). In this way, the effect on the individual performance of workers may occur regarding the stress that comes with being a bit confused from each other in different ways. The process is the most important indicator of the employees.

Doing considerable research on this subject, Sullivan developed a different perspective on a different case with the determination and Bhagat (1992) these differences by developing four different approaches to the description of a phase relationship between stress and performance have tried to address. Researchers within the first assumption, employees in environments where there's stress, in the name of keeping constant the production or raise rather than attempting more in the name of work, they try to cope with stress and thus are wasting a critical part of the energy in this way. In particular, the high-stress levels of priority for individuals working in a business environment where there is no job to do and no time available tasks (Sullivan – Bhagat, 1992: 353; Çelik – Turunç, 2009: 226-227).

Employees within the second hypothesis, because they will not feel any pressure during the time they live in a little stress, coping with stress, or will not feel the need to be encouraged to increase their performance and will continue to work while maintaining their current level. A mild case of stress if the pressure of the first stress, while later on that to show a more operational performance to get rid of the stress, they will become competitive against employees in small number and thus they needed to remove themselves more prominence.

In the case of high stress and escape from the stress and personal performance upgrades, as well as they have become an essential part of the efforts to become competitive. Thus, Sullivan and Bhagat, they maintain that there is a direct relationship between stress and performance (Örücü –Kılıç – Ergül, 2011: 8-9).

Unlike previous investigators in the third hypothesis, suggesting that the presence of stress in a proportional relationship between stress and performance is an active function, said there are about particularly encouraged. This attitude of individuals working assumption in the stress away from work rather than from the bottom to the effort, even their efforts on behalf of business failure are observed the deterioration of business into anger. These assumptions and the existence of a stress level at each level rather than the precise impact of any level is seen as having the same effect (Gümüştekin – Öztemiz, 2005: 282-283).

In the last hypothesis, between work stress and performance are convinced that there is no way any relationship. These assumptions continue to exist in the business environment, employees in the work they carry out within the wages earned by the position they have obtained and are being seen as acting with logic. This approach makes sense, does not allow their process without in any way adversely affected by stress (Muse – Haris –Feild, 2003: 352). The effect of pressure on the individual performance is evaluated, the other two elements discussed, "constructive" and "destructive" is stress.

To promote effective stress encourages, provides that experience means pressure, as concentrate more on the employees' jobs enable them to increase the quality and the final point as they lead to an increase in organizational performance of the individual as well as business. The toxic stress the priority of workers leads to getting mentally away from their work. This, as well as mentally regarding employee time away from work physically emerging signs of stress and thus a willingness to work with the employees are up substantially in the middle. I will be running in the negative regarding physical, psychological sense are affected by these physical problems, increased absenteeism and number of work include the elimination of satisfaction (Örücü –Kılıç – Ergül, 2011: 8).

**Table 2. Results of Work Stress**

Emotional Reactions	<ul style="list-style-type: none"> <li>• Inability to pay attention</li> <li>• Instability</li> <li>• Forgetfulness</li> <li>• Precision</li> <li>• Fear</li> <li>• Frustration and dissatisfaction</li> </ul>
Physiological Reactions	<ul style="list-style-type: none"> <li>• Blood pressure level change</li> <li>• Changes in heart rate and pulse</li> <li>• Headache</li> <li>• Backache</li> <li>• Ulcer</li> <li>• Heart Disease</li> </ul>
Behavioral Reactions	<ul style="list-style-type: none"> <li>• Aggression</li> <li>• Excessive eating</li> <li>• Food reluctance</li> <li>• Alcohol</li> <li>• The drug, an increase in tobacco use</li> </ul>

Source: Devebakan, 2007:156

Constructive and destructive stress and bring about problems in remote endpoints from one another and thus may affect workers and businesses at the same time gradually. When eye on the results of several studies carried out in relation to the company disposed of stress; caused by the stress of unfavorable business environment and therefore will lead to the negative impact of the security climate work stress (Clarke,

2010), a survey of teachers to reduce the sources of stress öz yeterliliği (Games etc., 2013) and more pressure in the face of difficulties with low self-efficacy beliefs and it is said to show lower performance (Pajares, 2002).

### Results of Work Stress

Job stress can also be considered as psycho-social risks. Specifically, the problems encountered in that relatively long working hours and working processes, some employees as a result of exposure to stress that occurs in response to giving. The responses related to stress at work by employees can be summarized as in Table 2. Employees emotional, and physiological stress of the job quite adversely affects the social concept of workers not only regarding managing individual health also needs to be maintained concerning the sustainability of the organization.

Because absenteeism of organizational sense, job stress, job separation increased the intention of the dedication and job reduction in the yield negative results, such as mental and physical ailments, depending on their considerable cost and is known to cause loss of time (Adıgüzel-Keklik, 2011: 305). In organizational terms related to the job, stress may be taken as one of the most important measures of the process will be developed in the direction of enhancing employee motivation is managed effectively and efficiently (Yıldırım etc., 2004: 8).

### Conclusion

Individuals are working life covering critical life processes in terms of time, sometimes long, sometimes short term if it is a known fact that now the stressful period. The resulting job stress out working in the psychological thriller situation by creating business productivity, job satisfaction, reducing employee activities and workers from entering the depression and increase their intention to leave, (Baltaş- Baltaş, 1989: 2). Job stress, beyond the general stress concept, represents a more private area. Job stress, individuals fulfilling their tasks in the business environment, mental emerged as a result of a combination of problems in the issues of the company climate arising from their private lives and be defined as a psychological response (Şenyiğit, 2004: 104).

This reaction shows as a priority after creating a negative impact on mental slowly over time as individual physical effects. Business live in the senior competition, the high career expectations, they want more and more of the commercial, and economic expectations are leading to job stress. As well as job dissatisfaction, deficiencies in the organizational commitment, to be distributed in the capacity of employee responsibilities, time constraints, and future, the uncertainties occur in different subjects can be counted among the triggers of stress at work (İştar, 2012: 2). Job stress and trigger feature can cause an impact at any moment and in this way are becoming a threat and pressure on individuals to occur to itself. On the other hand, it provided the employee motivation, employee financial need, both spiritual satisfaction will be achieved. Thus, physically and spiritually happy worker will be easier to cope with possible stress caused by job stress, and negative organizational outcomes can be prevented. This theoretical consideration when assessing the different job stress, it may seem as there is only a portion of an individual's life, in fact,

has the power to influence and effect to every corner of life. Private life, starting his career in stress that a steady stream of work life with privacy life also shows that there are many goals in life business in the most severe impact. As seen in the definition of work-related stress is affected by many factors and are capable of greatly harm individuals. Ensuring that job stress this aspect, the first meaning individuals will indirectly improve the efficiency of the business.

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