



Effect of Stress on Job Performance of Employees of Education Organization in Gachsaran

Mohammad Najati Khoshab^{1*}

[1] *Master of Management*

ABSTRACT

In recent decades, the effects of stress and its effects on the organization have been one of the main goals of the management of organizational behavior and analyzes and eliminates the stress in our mechanism, such as the scum of activities. Considering the work environments and the working conditions of the employees is an important factor in increasing the quality of work, maintaining the health and safety of the employees, and paying more attention to the duration of the working years. Due to the impact of occupational stress on life and staff, those involved in these systems should find the factors associated with satisfaction and pay attention to the progress and effectiveness of the staff. Human health is related to the quantity and quality of his sleep. This has great implications for employees and staff who are trying to make it more familiar with the workplace and more satisfying with the work environment. In this regard, we tried to study the effect of stress on the job performance of employees of the Education Organization of Gachsaran. Research method In this study, a descriptive - survey method is based on two axes of field studies (field interviews and observations) and a library. The conceptual model of the research was made up of two questionnaires: stress and job performance of the staff. The unit of analysis in this research was a person. The statistical population of this study is 50 employees of Gachsaran educational organization. The method of sampling in this cluster study was simple random sampling in each cluster. The present research is applied as a target and is correlated in terms of the type of method in the descriptive research class. For analyzing the questionnaire and statistical data, using SPSS software, mean calculation and analysis of variance of data, the Cochran formula has been used. The results of the research show that the phenomenon of stress and stress is the inevitable part of professional life and causes There are many negative effects in other areas of life, such as social, personal, and family life.

Keywords: Stress, Job Performance, Education Organization, Gachsaran County..

1. Introduction

The phenomenon of stress and psychological stress forms the inevitable part of professional life and emanates from work-related experiences. Low stress can be seen as a motive force for individuals to increase and improve their activities, but they will have many repercussions on their own. Job stress raises dissatisfaction with the worker, which in turn causes many negative impacts in other areas of life, including social, individual and family life. Although occupation is a very important source of livelihood and social achievement, it can lead to dissatisfaction and the deterioration of the physical and mental strength of individuals, as the workplace is composed of physical, psychological and social stimuli that Each of these factors can cause mental stress. Sleep and rest are one of the basic needs of mankind and in the Maslow's range of requirements are in line with physiological needs. (Menary, 1380) Sleeping badly or not is not good at all. In fact, its complications are very high. The stresses of everyday life can overcome the ability to sleep well, or maybe because of a lot of work and activity, sleep hours or we may have physical and mental problems that disrupt sleep and We are not fully aware of the lack of sleep. However, it's very important to understand that insomnia often occurs due to unknown sleep disorders. A group of scholars of organizational behavior have identified stress as the common illness of the century. Perhaps, indeed, our age is a time of psychological stress. A period in which human beings are exposed to stressors from time to time and encounter numerous issues and problems from everywhere. These pressures are certainly due to the increasing complexity of organizations and the expansion of divisions, tools and other dimensions of the organization. The phenomenon of unsatisfactory planning improves. The psychological stress or stress that the root word is rooted in is Latin in the seventeenth century is very common and has been used for some difficulty, difficulty, misery and misery. In the late eighteenth century, it means force, pressure, force, and very variable effort (Teimoury, 2004). The acute stresses of the organization's workforce will undermine the organization and undermine the organization's goal. People who are struggling lose their ability to cope with it, suffer physical and behavioral outcomes, and thus stress in the organization, such as aphrodisia, destroys the forces and disrupts the efforts and activities. (Teimoury, 1383).

1-2. Express the issue

Today stress is a common term and everyone is familiar with it and experienced it. The undeniable reasons indicate that stress affects physical and mental health and the individual's behavior and, finally, how to do it in a negative way. And it's indispensable that it is very costly for an individual or organization. Since the conditions of work are constantly changing, stress always has a certain degree of relevance to work-related issues within the organization. In the last few decades, the movement of life has accelerated more Degradation of work has become more intense, stress has become more intense and Means the stress changes in the organization of the ordinary categories of issues and most of its staff have experienced so with strength and weakness. In recent decades, the effects of stress and its effects on the organization have been one of the main goals of the management of organizational behavior and analyzes and eliminates

the stress in our mechanism, such as the scum of activities. Considering the work environments and the working conditions of the employees is an important factor in increasing the quality of work, maintaining the health and safety of the employees, and paying more attention to the duration of the working years. Due to the impact of occupational stress on life and staff, those involved in these systems should find the factors associated with satisfaction and pay attention to the progress and effectiveness of the staff. Human health is related to the quantity and quality of his sleep. This has great implications for employees and staff who are trying to make it more familiar with the workplace and more satisfying with the work environment. One study found that nighttime insomnia could affect the quality of sleep and life, thus increasing the likelihood of depression and anxiety and reducing the ability to cope with daily stress (Blans et al., 2007) The job has attributes and attributes that affect the duties of employees and cause people in that occupation to feel satisfied or dissatisfied, such as the amount of responsibility, the variety of duties, the degree and dignity at the workplace, the responsibility The social and occupational status of the workplace is one of the characteristics that intrinsically influences the job of irritation. Of course, any occupation that More intrinsic value, greater autonomy and self-sufficiency, greater variety and directness, more incitement to better perform their work. Demographic components are referred to cultural, social, personal and psychological factors that are Describes population characteristics using size of structure and distribution. Size is essentially the number of people who live in a society and describes the structure of society in terms of age, income level, level of education and job record. Each research is aimed at finding answers to one or more fundamental questions, so the researcher is seeking to answer the fundamental question that the effects of stress on the job performance of the staff are, and the researcher intends to investigate the effect of stress And sleeplessness on the job performance of employees. The geographic and executive range of the research is also the Gachsaran Education Organization and the statistical community of the organization's staff.

3.1 Importance and necessity of research

Stress or Nervous Influence The perception of the cause and effect of work causes that the cause will not be lost if the cause or causes do not disappear, so what can be done together by the organization is to minimize and minimize the harmful effects of the causes so that the effect is also gradually Control.

Stress or neuropathy is one of the most pressing issues in today's world that has endangered the physical and mental health of the workforce and caused a high burden on organizations. The nervous pressure in the organization, such as the fire, analyzes and eliminates a group of owners Theories of Organizational Behavior The work-related stress is called the common illness of the century. Perhaps the right of our era is the age of stress in which humans are more exposed to stressors than ever before and surrounded by many problems and problems. Considering the necessity of addressing this issue in this article, the phenomenon of occupational stress, the reasons and Its effects on employees' performance and practical solutions to reduce stress in the work environment and to help staff in employing practical strategies to increase the power of endurance and individual and organizational pressures in order to improve the health of the work

environment and promote the mental health of the organization. Self-moving, and the energy that is unwittingly spent on organizational tensions is used to enhance the quantity and quality and fulfill the social responsibilities of that organization.

Human resources, as the most valuable capital of the organization in the industrial and turbulent world of the present century, face many problems. One of these problems is the problem of occupational stress, which has a significant impact on individual performance. Studies over the past 20 years have shown that occupational stress is also hazardous to people and their health and well-being will have a knock-on effect. Stress, productivity, and the level of work quality of an individual are reduced and cause occupational accidents and incidents caused by job dissatisfaction. Stress and insomnia are a common and serious problem among people who are particularly active in human services. The purpose of this study was to investigate the effect of stress on the job performance of employees of Gachsaran Education Organization. Or, in other words, measuring the factors that influence the stress on this organization? Or what are the occupational characteristics that affect the stress of this organization's staff?

2. Literature Review

Conceptual and operational definition of words and variables

Conceptual Definition:

Stress

Stress or stress or nervous pressure in psychology means pressure and force, and any stimulus that causes stress in humans is called stressful or stressor. The tension created in the body and the reaction of the body are tension, in other words, any factor causes the tension of the soul. And the body and the loss of the balance of the individual, the tension is. When the body enters the body, it reacts to restore the lost balance, which is stressful.

Job Performance:

A series of physical and intellectual activities to achieve the goal. Or it means an attempt by humans to produce goods or provide services, and this way one or a number of human wants is fulfilled.

Operational definition

Job Performance:

In this research, what determines the job performance of employees is the score obtained from the questionnaire of 15 questions about the job performance of Patterson.

Stress

Stress refers to daily and life-long disturbances and worries that a person encounters during his or her life, such as work stress. Common stresses in the stress of education and ... each person in terms of culture. The type of education. The type of behavior and type of thoughts are subject to different stresses. Symptoms of stress are sweating the hand. It is slowly becoming nervous. Slowly, legs are playing with fingers and in more severe cases nail biting and scratching.

2.1 Theoretical Foundations:

Job stress can be seen as the aggravation of stressful factors and those related to occupations, which most people agree on stressfulness. For example, one of the stressful situations associated

with a job is, on the one hand, a worker or employee exposed to high demands or pressures in the workplace, and on the other hand, has a limited time to meet these demands. And it is natural that, since he can not do so, he encounters successive supervisors. In other words, job stress is a stroke that a certain person is having on a certain job. In this definition, there are a few points: how far does the worker have experience (experienced or novice), how much his strength and weakness are in confronting the existing conditions, and what type of personality he sees in the work environment (GhasemiNejad, 1381). These definitions are appropriate in their own right, because one focuses on certain aspects of the work environment, and the other focuses on certain features and aspects of the individual's personality. However, in these two definitions, one point is missing, and it is the opposite of the person's perception of the environment and environment. Thus, the definition of job stress is as follows: The interaction between the working conditions and the individual characteristics of the employed is such that the demands of the workplace (and consequently the pressures associated with it) are more than that of the individual They can cope (Aghaei, Atashpour, 1380).

2-2. What is stress?

Stress refers to the general set of human reactions to non-existent and unpredictable internal and external factors.

STRESS is a public and general experience that everyone has ever experienced in his life. Contrary to imagination, stress does not always include unpleasant events, but it can also be a product of good and desirable successes, which adds up to one another in person Demands. In other words, the main thing in tension situations is the need for adaptation and adaptation that is necessary for the individual. Pressure is the result of an interaction between different sources of pressure and personality. All individuals do not think of a single position as stressful, and their individual differences in personality and life experiences overwhelm their response to psychological stress.

2-3. Causes of Work Stress:

In the workplace, there are many situations that cause stress. Situations such as the lack of job security, the rule of relations on the rules, the confusion of bureaucracy, the lack of control and evaluation mechanisms, job shifts, high work hours, new technology, low pay and management style create stress in the workplace.

Other stressors include:

1. Not supporting officials from their employees
2. Lack of advice and communication
3. Many interventions in personal, social and family life
4. Large volume of work or excessive workload
5. Excessive pressure due to unrealistic deadlines
6. Doing things that are very difficult or not necessary to do them
7. Not having enough skill in doing work
8. Unfavorable working conditions
9. Having a job that does not suit the worker

10. Not having job security and fear of being unemployed

4.2 Effects of stress in the workplace:

Stress affects the organizations and people in it. The effect of organizational stress is related to the increase in workforce, early employee exchange, inappropriate communication with clients, reduced occupational safety, poor health of the workplace, poor quality control of products, etc. In other words, the higher the degree of organizational stress, the above mentioned factors are more frequent.

Stress leads to many psychological stresses on the individual, which show various behaviors in the person's behavior in the workplace, some of which include:

- Early suffering or aggression in dealing with colleagues and clients
- Indifference and unconsciousness to the appearances of yourself and others
- Reduced creativity and lack of self-esteem
- Indifference to work and increase mistakes
- Inability to focus on work and inability to make decisions
- Excessive fatigue, discomfort and feelings of guilt
- Inability to tolerate people and the desire for isolation

All of these factors ultimately lead to reduced productivity and increased waste, and on the other hand, these people find themselves incredibly talented for themselves and others, due to their inability to control emotions, the inability to make the right decisions, and the other.

2.5. Stress coping strategies:

In order to cope with stress, it is first necessary to identify stressors and stressors in order to adapt them to the appropriate strategies and to stress stressors. Stress in the organization has an adverse effect on the quality and quantity of employees, and the stressors and causes of organizations are not only in the organization. But there are various extrinsic stressors that face the person with stress and stress. In this way, the person enters into the organization with stress, and on the other hand, organizational factors increase individual stress.

Some of the ways to reduce stress in the work environment are as follows:

Provide the information and resources needed to do the work properly.

2. At one time, just do one to reduce the pressure on you.
3. Create a communication link for social interaction between other employees and managers
4. Accept other people's suggestions in self-help.
5. Know your abilities and not expect yourself too much.
6. Provide suitable physical environment and avoid stressful situations
7. Do things that make you enjoyable and happy.
8. Try to spend time with someone who is pleasing to them and not with those who criticize them.
9. Gently breathe, so that the lower part of your lungs moves.
10. Use relaxing techniques.
11. A reaction to stress is anger. Learn more about how to overcome your anger.

2-6. Difference Between Stress and Burnout:

Exhaustion may be a result of stress relief, but not as severe as stress. Stress with high stress causes severe mental health loss. People with stress can still imagine that if they can control everything, they will feel good, while burnout means incompleteness, feelings of being empty, lack of motivation, and lack of attention. Extreme burnout people often have no hope of positive change in their condition. If severe stress is like drowning in responsibilities, burnout, neck sting is a mere responsibility. Another difference between stress and exhaustion is that you usually know your under stress, while you do not always understand when the burnout will occur.

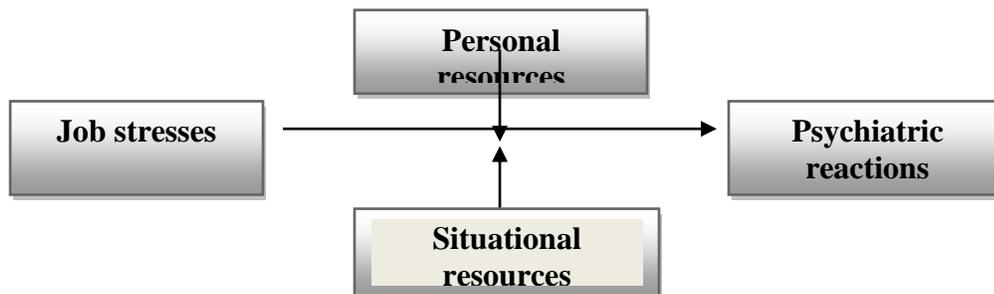
Table (1) The difference between stress and Exhaustion

Exhaustion	Stress
<ul style="list-style-type: none"> • Detectable with impassability. • Sentiment decreases. • It is accompanied by dismay and disillusionment. Loss of motivation leads to ideals and hopes.	<ul style="list-style-type: none"> • Identified with severity. • Emotions are extremely active. • With great anxiety and activity.
<ul style="list-style-type: none"> • leads to mental illness. • Primary damage is psychological. • May make life worthless. 	<ul style="list-style-type: none"> • Loss of energy. • leads to nerve dysfunction. • Primary damage is physical. • May destroy you inadvertently.

2-7 Process Model of Job Stress:

This process model is based on the insights collected from several theoretical models and empirical studies on psychological stress and occupational health. Based on the process model, various types of occupational stress can lead to different types of stress-response reactions. In addition, the relationship between occupational stresses and psychological reactions is expected to be moderated by factors such as: (a) personal resources (such as coping styles) and (b) situational resources (such as social support) that exist at work.

Figure (2-3) The Occupational Pressure Process Model



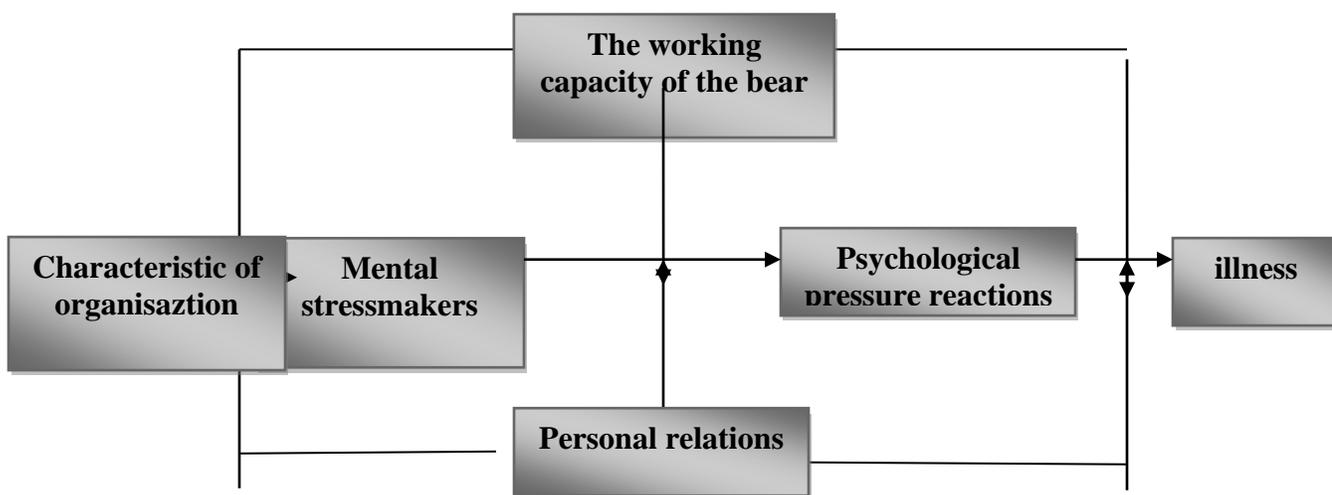
2-8 Michigan model:

The Michigan model has four main variable groups that are categorized as Ali's sequences. Organizational features (such as corporate magnitude, organizational hierarchy, job description) may turn into psychological stresses such as role conflict, role ambiguity, and heavy role. When expectations and requests are difficult to overcome or mutually incompatible. The ambiguity of the role occurs when the employee does not have a comprehensive and adequate information about his nature. Ultimately, the role of a grandmaster is simple, having a lot of tasks to accomplish, or an individual, is very difficult to understand.

Instead, these push-ups may result in stress-or-pressure responses. The feeling of pressure is the same emotional, physiological and behavioral responses (such as job dissatisfaction, high blood pressure, increased heart rate, and staff absenteeism). Feelings of stress can ultimately cause a person to develop mental and physical illnesses such as depression, heart disease, cancer and stomach ulcers.

Among the four main groups of variables are: a) employee bearing capacity (such as behavioral type A); or (b) interpersonal relationships (such as social support); type A behavioral pattern with urgency, intolerance, restlessness and occupational and competitive conflicts. There is a relationship. In contrast, the behavioral pattern tolerates a more relaxed, calmer, patient, and more comfortable way.

Figure 2-4 of the Michigan model



Although the inclusive and comprehensive model (Michigan) has an exploratory value, so far, many research and studies have been made, but there are still many criticisms about it. One of the most critical critique of the Michigan model is that this model is not based on a theoretical view that leads to a certain hypothesis. Therefore, it is very difficult to validate this model through science and experience and needs to be further refined.

2-9. Occupational stressors in the workplace:

They include role features, working relationships, organizational structure and atmosphere. How can interventions to prevent or reduce occupational stress be identified by identifying specific occupational stressors? In this regard, researchers in particular, using the role theory, have tried to identify the issues of fear and to determine how much pressure-induced stress affects the emergence of occupational stress. Therefore, these studies have four types of attributes for Have a role:

1 - role ambiguity, 2 - role playing, 3 - role play, 4 - role incompatibility

Material factors of stress in the workplace:

Light (enough light in the workshop, intense and dazzling light)

Noise (Continuous exposure to noise of machines)

Temperature (continuous exposure to outdoor heat and cold)

Responses to Stress: Psychological response to stressful situations usually has three components:
Emotional response: In cases of danger, response to the form of fear occurs. In the case of threats, it appears in anxiety.

Physical Response: In cases of threats, the stimulation of the autoimmune system, increased heart rate, blood pressure, increased muscle activity, dry mouth and decreased physical activity.

Psychological mechanism: These mechanisms reduce the effect of stressful events so that individuals are able to continue their normal activities, such as: coping with work, avoiding stressful situations.

Effects of stress in the workplace:

Inactive aggressive behaviors: Employees often take nonviolent behaviors to evacuate their anger in their workplace. Today, these behaviors of the visitor and more absent-minded staff have become more subtle, including sabotage, sabotage, theft.

Ways to reduce stress in the workplace:

Do not be afraid to talk about situations when you're having stress.

When you're having stress, walk slowly, it can restore your calm and well-being.

Avoid taking office at home.

When you thought you had a lot of work, give at least one of them to another.

Tell the bosses the truth, do not stop telling the events to the company director.

Take a pattern of life for people who are not stressed.

Avoid doing at weekends or late.

2-11- History of Performance Evaluation:

- Undoubtedly, at all stages of his life, humans have to act upon any action or reaction to assess what has happened or happened. Evaluation is a continuous and continuous review that should always be commonplace in all human activities, whether individual or collective. Some value attitudes are carried out unconsciously in their view, and some of the actions are self-aware and well-known, and are carried out intentionally and intentionally. This is how it takes decisions about whether or not human activities are carried out for evaluation and evaluation of the decisions. One of the most important tasks of the managers of the organization is the scientific and practical evaluation of the personnel of the organization. Since management knowledge has been academically and systematically evaluated, scientific evaluation has been used in a new way in the administrative system of different organizations. Managers of the organization should be able to work out the organization and work of individuals from the principles and concepts of evaluation based on the philosophical and Their special inspiration is inspired. In other words, administrators of social affairs should identify the values that protect and preserve the diverse and diverse human endeavors in order to protect human beings. Some thinkers and intellectuals about the nature and intrinsic essence of human beings have a clear belief that humans have an abnormal existence The nature and the good is the institution and it enjoys a useful and constructive work (Baghi, 1381)

Therefore, according to the aforementioned statement, the philosophical belief that man chooses to avoid any maladaptation, laziness and slackness, they consider it an environmental product that human beings live in a situation where human values are unclear and disintegrating. Therefore, in view of the above introduction, in order to understand the high human values and to eliminate inequalities and injustices, it should always and in all cases follow a single system based on the rule of reason and reason, so that people who are balanced and healthy from Thought and philosophy, valuation and evaluation are considered as a reliable and constructive tool that can be achieved by utilizing the results from them in humans a positive and constructive conception. (Baghi, 1381)

- As a result of implementing a staff appraisal plan, social organizations can identify their work failures and make every effort to overcome those shortcomings. The implementation of the employee evaluation plan will be a tool that can reveal many of the hidden and harmful effects of social organizations, in order to create the appropriate conditions and conditions that will lead to the creation and maintenance of a healthy office environment.

- Undoubtedly, the removal of seedlings in an organization will require significant support and care for managers. Organizational leaders play a major role in fostering such a new process. Those who can well develop a healthy social environment with healthy human health. They can well be able to use the evaluation system to equip and cultivate the scientific and practical expertise required by organizations, and encourage and encourage organizations and organizations to recognize and accept the results, and to explore such an approach with the breadth of the managers. Was. Therefore, it is concluded from the above assumptions that the evaluation of organizational efficiency in the first place depends on the evaluation of the work of the managers themselves. In the second place, staff evaluation is done by managers, and at the final stage, the evaluation of work and organizational work will be carried out by a qualified and expert staff who will be known as evaluation experts in the management of personnel affairs of organizations (Baghi, 1381).

2-12-Human Resources Management and Staff Performance

The purpose of human resource management is the policies and actions needed to perform part of the management task that relies on aspects of employee activity, especially for recruiting, training employees, evaluating performance, giving rewards and creating a healthy and fair environment for employees of the organization. Human resource management emerged in the 1980s and evolved by its advocates as a new chapter in human resource management. Now there is an agreement that HRM is not a substitute for employee management, but rather a different perspective on employee management processes. Also, its main philosophies are significantly different from the traditional concepts of employee management. However, some specific staff management approaches and employee relationships can be described as human resource management approaches because they are in line with the basic philosophy of human resource management (Armstrong, 1993, RabeyandIzradi translation).

Human Resources Management is a comprehensive approach to strategic management of the key resources of the organization, that is human resources. Human resource management is not only

an approach from profitability to employee management, but also a special approach to employee relationships, with emphasis on commitment and two-way relationships.

2.13. Maintaining the position of employees and their performance

All employees are struggling and this is a part of everyone's existence. How to direct stress to any person may lead to a happier life or a loss of life and health. It depends on people's perception of stress as a threat or a challenge.

The real sources of stress are endless. So far, three groups of sources of stress have been identified, one of which is related to factors of work conditions, a group related to individual personality traits and a group also related to external environmental factors (Vahedy, 1380).

The stress of the workplace is imposed on the organization by the absence of employee latencies and work-related disabilities. Research in Australia has shown that more than one day in a month employees are left open because of depression, drugs, or anxiety. Other studies have shown that single people, especially women, are more at risk of stress. Another study also concluded that high unemployment, job insecurity, short-term contracts, and temporal pressure on stress-related staff were linked. Concerns about the future of the company, the mismatch of needs and feelings and lack of ownership can create stress. Each aspect of work can be stressful. In some professions (for example, law, medicine, finance, counseling and technology) a lot of work is done and there is a great deal of concern for promotion (Hejazi, 2009).

Excessive workloads, too much workload for long hours, and having uninterrupted sessions are one of the most common causes of stress. If these factors continue to occur over long periods of time, they can lead to energy losses in the individual because the economic pressure and the struggle to stay in the standards of living, increasing staff and finding themselves in the mountains of work are always on the people and may even have work pressures To be transferred to the family. According to research conducted in different countries, these excessive workloads and lack of holidays have increased the costs of accidents and fatigue, as well as related illnesses (Amirkabiri, 2010).

Unsatisfactory relationships with the president, subordinate and colleagues are the key source of stress in the workplace. This situation can be worse in organizations with a high degree of political behavior (with no goals and standards of performance, and personal relationships that are in crisis). In addition, stress is generated where managers are forced to commit to subordinate functions and use thematic evaluations and personally evaluate them. Especially where the performance rate has a direct effect on employees' salaries and payments (Khorshid, 1392).

Change is an accepted cause of stress. Managing substitutes, minimizing, and generating new technology can all act as stressful because in these situations, employees must be adapted to unfamiliar conditions. A change can be stressful when it comes to logical reasoning of the organization, including transfers, termination of cooperation and re-work, due to increased job insecurity and unclear job demand. Job insecurity is one of the biggest stressors in most of the workforce.

Work environments that are characterized by enormous competition, poor communication, authoritarian leadership, and threatening management styles of stress. A cause of stress can be a

mismanagement. If managers are stressed, this stress is transferred to employees and subordinates, and the stress of the subordinate is passed back to other managers, which becomes a loophole that adds to stress and ultimately leads to job dissatisfaction. A study in Australia has also shown that high job dissatisfaction leads to employee disability and, if left unmanageable by the organization, causes her illness (Hosseini, 2010).

In organizations, where employees are unaware of what they expect from them, it is the result of uncertainty that creates stress. In some circumstances, managers are prone to predicting what they are doing and what their responsibility is. As a result, they are a domestic threat and may be punished by higher officials. This condition also increases the level of stress. Many external and environmental factors can cause stress. For example, based on research, environmental factors such as increased competition, reduced profitability, economic status, labor relations, and industrial constraints can be effective in creating stress (Collins, 2005).

2.14. Staff encouragement and performance

Development in the domain of human resource management means the simultaneous education of human resources. The purpose of the training is to prepare the personnel in such a way as to consider the organization as a part of their existence and to serve the organization in its entirety in order to achieve the results of the processes of the organization based on the products of the product. It means pretending to work color and replace the actual activities.

However, the Human Resources Development Strategy is a collection of decisions that are made by human resource management in terms of employee recruitment, quality of payments, staff promotion, quality of performance, and retirement affairs. The organization has a human resource development strategy that can, in addition to attracting the best employees, be able to keep them. Fortune magazine considers one of the indicators of corporate performance assessment to be capable of retaining capable employees (Ahmadi, 1998).

Forensic managers know well that an organization means a group of employees and without it, the organization does not find a foreign existence. So, even if the best production, marketing and financial strategies are used in the organization, but the organization lacks a human resources development strategy, it will only survive in the short run and will not take long in the long run.

If an organization lacking the right human resources development strategy is subject to rolling inequalities, employees instead of looking to improve their work in their organization, use their facilities (telephone and fax, etc.) for other job searches and motivations The decline in work and the organization in which motivations are declining is in fact the organization itself declining, because, as it was said, the organization has no meaning to employees (EbrahimiNezhad, 2002).

Managers of human resources Organizations, in order to organize human resources strategy, in the form of "positive action", should be tough to take a stand on the movements that bring equality in the organization. Unfortunately, in most Iranian organizations, not only such positions are not observed, but the work of human resource managers is limited only to the establishment of "payroll contracts" (Nayli, 1994).

15.2 Performance Evaluation Objectives:

Although the survival of the organization's health and the desire and willingness to work in the staff are in the presence of the correct system of human resources assessment, but in general, its goals can be highlighted as follows.

Open opening

Work or Productivity:

It is the power of producing a person or a worker in a unit time, in other words, productivity is the amount and power of a unit of production, relative to a certain amount of a product and a certain amount of one or more factors of production.

2- Determining the work

Is the ratio of the work done or the energy consumed to the consumables or the ratio of the amount produced to the amount of factors used.

Performance Determination

It means the success rate in researching goals or performing missions

3. A fair classification of employees

Achieving the status of the talent and the ability of existing human forces and pushing the talents to the absolute goals of the organization is to use this information in the appointments and future prospects and to identify the needs of staff training and finally to determine the fair classification of employees in different occupational groups. Therefore, the goal of evaluating the performance of the staff is to identify the level of effectiveness and efficiency of organizational personnel by creating and developing critical information of human resources, which in turn leads to other specific goals. However, it is unlikely that an evaluation system can be effectively applied to all desirable But in the form of human resources management, the following objectives can be achieved (Haji Sharif, 2003).

16.2 Performance Evaluation Criteria

In order to ensure satisfactory performance, the following should be done:

- Ensure that employees are aware of the assigned tasks. For this purpose, the duties of the staff have been prepared and given to them in advance and appropriately.
- The results of previous and possible evaluations have been communicated to the staff so that they are aware of employers' demands and policies.
- Enough time between periodic evaluations so that employees have enough time to upgrade and modify non-standard or previous non-standard procedures.
- Quantitative (quantitative) criteria are appropriate to the organizational status of each staff member. For example, for the production personnel, the value of the unit of production, the quantities of stockpile delivered and evolved, and the Secretariat personnel are assessed with the volumes they typed. Of course, there are some shortcomings in this method, including the fact that many functions do not have a numerical result, for example, the result of a manager's or teacher's performance can not be counted. Although it is possible to determine the number of students a teacher trained each year, is this correct? Or is it correct to examine the effectiveness of a manager based on the number of letters he signed?

- Mental factors including personal views and opinions, environmental adaptability and individual abilities. The question that must be taken into consideration when evaluating mental factors is whether, if necessary, it will be able to prove its own opinion? In determining the criteria for evaluation, it should be noted that each of the criteria can be changed on the basis of personnel information for each employee and occupational positions and these criteria must be prepared in a way that can be changed depending on the circumstances and information of each employee. And are floated. For example, warehousing, which, due to reduced market demand or reduced production volume, has delivered a small amount of goods, should not be blamed for performance losses. Therefore, the evaluator should have complete knowledge of the staffing information of staff and job positions, otherwise otherwise he may be accused of bias, negativity, or conservatism. Another point to be taken into consideration is that before evaluating each employee, how long has the evaluator been performing his current task? And has it had the opportunity to adapt to the position of the organization?
- The specific information of each employee and the information processing can also be used as a basis for evaluation. Absenteeism, the amount and frequency of late or absent work (sooner), and unpaid leave are among the best factors for employee specific information. Of course, the impact of this criterion can be furthered in order to promote or reduce the organizational rank (Mirsepasi, 1373)

2-17. Average performance evaluation time

The average time of employees' performance evaluation is recommended on average one or two times a year. If the time interval between the two evaluations is high, many of the things that can be effective in the evaluation may be forgotten, and on the other hand, if the interval between evaluations is too close to one another, it may be overabundant. The best time for evaluating the performance of employees is that informal assessments are carried out successively at the organization level and the results are recorded so that they can not be left out of the mind; on the other hand, in the final and formal evaluation, the final informal results can be summed up with the desired result. Became

In this case, at the time of the formal evaluation, a comprehensive and complete recapitulation of employee performance can be found over the course of the past period, with almost no points remaining during the unresolved evaluation session. On the other hand, if during each sixth assessment period, any fault or error of one Of the newly recruited staff (not familiar with the performance appraisal system in the organization), immediately after determining the cause of failure or error, the assessment session should be conducted sooner than the organizational timeframe, with the exception that the newly recruited staff Must be more serious than ever before They prevent poor performance.

18.2 Research related to the topic

2.18.1 Research carried out in Iran

Ahqar (2007) studied the role of organizational climate of the school in managing job stress in a research entitled "The Study of the Role of Structural Organizational Climate in Job Stress

among High School Counselors in Tehran". The results showed that 50% of high school principals in Tehran were at average and above average in terms of job stress.

GhasemiNejad in a research entitled "The Relationship of Organizational Climate with Job Stress and Its Effects on the Relationship between Organizational Climate and Occupational Stress Indicators." Secondary school teachers have the highest relationship with student affairs index. . The relationship between economic indicators and job stress is significant. Also, the correlation coefficient between the indicator of lack of professional growth and the lack of social status, students' issues and salaries and benefits with organizational climate was significant but there was no significant relationship between organizational climate with high workload and cold and undesirable relationships between colleagues. The highest correlation coefficient belonged to the organizational climate and student issues index and the least one belonged to the organizational climate and relationships between colleagues and that the organizational climate relationship with each one of the job stress indices was negative.

Rahnavard (2008) examined the factors influencing the performance of organizations in the Iranian public sector. From his point of view, organizational improvement is considered as the first factor influencing organizational performance in the Iranian public sector. Universal value, organizational learning and quality management were identified as other effective factors. Undoubtedly, the designed structural model provides a useful knowledge for defining managerial mechanisms in enhancing organizational performance in the public sector of Iran, which is presented taking into account the structures of each of the four factors of applied proposals.

RamezaniNejad and his colleagues (2004) in a research entitled "Investigating the stressors of physical education teachers" by examining male and female teachers from the community of sports teachers in high school and high school in Rasht by a questionnaire containing seven organizational stressors, Eight stress management factors and not general factors concluded that the prevalence of stressful organizational factors was more than management stressors. Among organizational stressors, organizational structure and reward system were the highest and non-participation in decision making was the least The prevalence is among the factors Trszay liability management job has the highest prevalence.

In a study conducted by Ansari and others during the year, the study of the relationship between job stress, job satisfaction, organizational commitment and organizational citizenship behavior with a sample size of 103 employees of Iran's Offshore Oil Company was carried out. Results of a significant and negative relationship between variables Job stress and variables of job satisfaction and organizational commitment (Ansari et al., 2010: 154).

2.18.2 Research carried out outside of Iran

Lipids and colleagues (2012) in a research entitled "Stressors, Manager's Sentiments, and its Relationship with Surveillance among Sellers" examined the stressful situations and manager preferences and their relationship with the stress of the manager and realized that The stressful factors of conflict and conflict, managerial tastes, lack of organizational flexibility, formal structure, distances, and distance from the supervisor have a significant relationship with stress.

In a 2010 study entitled "The relationship between the types of student and teacher behaviors with teachers' stress", Guinger concluded that teachers, parents and managers should create incentives for students. Teachers also have an impact on students' motivation in class. The results of this study also show that the strongest link between the stress of teachers with the student's disadvantage and also the lack of readiness in the classroom are those that are stressful for teachers and themselves a kind of teacher-student behaviors .

3. Methodology

Considering the fact that the present research seeks to investigate the effect of stress on employee's job performance in the education organization, this type of research is a descriptive-survey research. This research is a cross-sectional survey type. For the purpose, this research is applied because it is directed towards the practical application of knowledge. In addition, research is a field-based type of research because the research data are gathered by presence in the community or by a statistical sample using the questionnaire tool.

3-3. Society and statistical sample

Since this research is aimed to investigate the effect of stress on job performance of employees in the education organization, the statistical population is the employees of the education organization of the city of Gachsaran. In this research, the views of all staff members of Gachsaran Education Organization were not possible in terms of time and cost; therefore, a sample of the community was selected through a specific sampling method, and then the results from this sample were drawn to the community Generalized. According to the statistical population, 50 employees of Gachsaran educational staff were selected as samples.

Information gathering tools:

To formulate the theoretical and theoretical foundations of this study, library studies such as books and scientific articles, dissertations and student reports and the Internet as priority methods were used, then the use of the questionnaire and its distribution for data collection were used. Has been. The researcher briefly used interviews and the use of comments from some employees of Behnoosh who could not complete the questionnaire.

3- Research Tool

1-Stress questionnaire

1- Job performance of employees

3-6. Validity and Reliability of Research Tool:

3-6-1- Validity:

Validity of the word ((rational)) is meant to be right and true and meaningfulness is correct and correct. The purpose of the validity is that the measuring device can measure the characteristic and feature. Validity is important because inadequate and inadequate measurements can make any scientific research worthless. . The narrative has been categorized in several forms, which refer to a number of them:

Type-1 classification: a) empirical validity; b) conceptual validity

Secondary Classification: Content Validity, Symbolic Validity (Verbal), Validity, Validity, Probability, Validity, Probability, Structural Validity, Validity, Distinct Validity. In the present

study, the method of validity or conceptual validity has been used. Because when empirical validity is not possible or it is difficult to obtain empirical or practical value for a size or woven credit, conceptual validity is used and in fact, through the evidence and criteria, the researcher seeks to demonstrate that the validity Has measured the concept (Khaki, pp. 291-288: 1382). By referring to the viewpoint of experts and professors, the validity of their measurement tools is ensured in measuring the variables of the research. To determine the reliability of the instrument made for collecting data The In this research, formal validity has been used to ensure that the tool is appropriate for proper evaluation of the items. To this end, three conditions were met:

1. By studying the literature and theoretical foundations, we tried to use important variables and indexes that accurately quantify research hypotheses.
2. 2- The questionnaire was given to a number of professors and specialists and a final agreement was reached on the research tools

Before the implementation of the questionnaire, a number of statistical society was shown and most of them agreed on the reliability of the present questionnaire.

3-6-2- Reliability:

An end-time test is a test that has a high correlation with its scores and its actual scores. Effective factors on completeness and validity: Several factors affect final and effective validity, including: 1) Definition of terms 2) Non-justification of interviewers 3-) Heterogeneity of respondents; 4) changing the conditions and areas of inquiry; 5) external and internal state of the tool; 6) mismatching the various stages of the research process.

The end result of internal consistency is only through the implementation of a test, and finally the avoidance of problems with repetition of quizzes. The most famous application of this method is the final conclusion through two halves. The test is divided into two parts, each of which is parallel to each other. If the test halves are parallel, the total endpoint of the sample is derived using the Spearman Brown formula.

Research Objectives

Overall objective

The Effect of Stress on Job Performance among Employees of Education Organization in Gachsaran

Partial goal

- Investigation of employees' demands on job performance among employees of Gachsaran educational organization
- Investigating employee control on job performance among employees of Gachsaran educational organization
- Investigating the support of managers on job performance among employees of Gachsaran educational organization
- Investigating the support of colleagues on the job performance of staff members in the educational organization of Gachsaran
- Investigating Communication on Job Performance among Employees of Education Organization in Gachsaran City

Research hypotheses

1. There is a significant relationship between stress and job performance among Gachsaran educational staff.
2. There is a significant relationship between the demands of employees on the job performance of employees of the educational organization of Gachsaran city.
3. There is a significant relationship between staff control and job performance among Gachsaran educational staff.
4. There is a significant relationship between the support of managers and the job performance of employees of the educational organization of Gachsaran city.
5. There is a significant relationship between the support of colleagues and the job performance of employees of the educational organization of Gachsaran.
6. There is a significant relationship between communication and job performance among employees of the educational organization of Gachsaran.

4. Finding

In this project, the information was entered into the computer through a questionnaire after encoding and processed using spss software. We used descriptive and inferential statistical methods for data analysis and analysis.

Chapter Four: Data Analysis

4-2) Descriptive statistics

In the present section, the sample is analyzed and described. These descriptions are based on demographic characteristics including gender, age, income, work experience, and educational level.

4-2-1) Describe the gender of the respondents

The description of the gender of the sample is as follows.

Table 4-1: Frequency distribution of sample individuals based on gender

The percentage of frequency	frequency	gender
۱۷/۳	۱۴	female
۸۲/۷	۳۶	male
۱۰۰	۵۰	total

The gender graphing status of the following people is visible

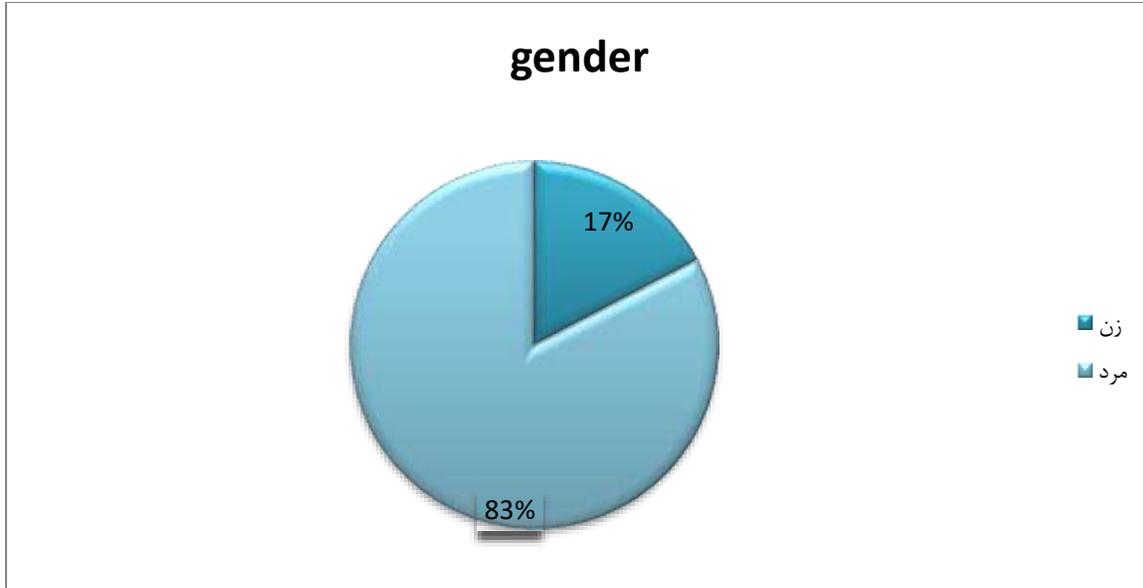


Figure 4-1: Frequency distribution of sample individuals based on gender

As the gender distribution shows, the male gender distribution is about 83% more than that of women. The reason for this is the difficulty of attracting women's attention to research and the lack of women in Gachsaran Oil and Gas Co., the nature of the company is such that most of its employees are gentlemen. Women are also naturally less risk-averse than men, and are less likely to give their information to others.

4-2-2) Describe the respondents' education

In order to study the level of education, I divided it into four categories: Diploma, Diploma, Assistant, Bachelor, Master and Ph.D. The results are shown in the table below.

Table 2-2: Distribution of sample population based on education level

The percentage of frequency	frequency	education
۱۲	۹	Under the diploma
۲۳	۱۲	Diploma and qualification
۳۶	۱۹	Bachelor
۲۹	۱۰	Senior and Ph.D.
۱۰۰	۵۰	total

The educational level descriptor chart is as follows

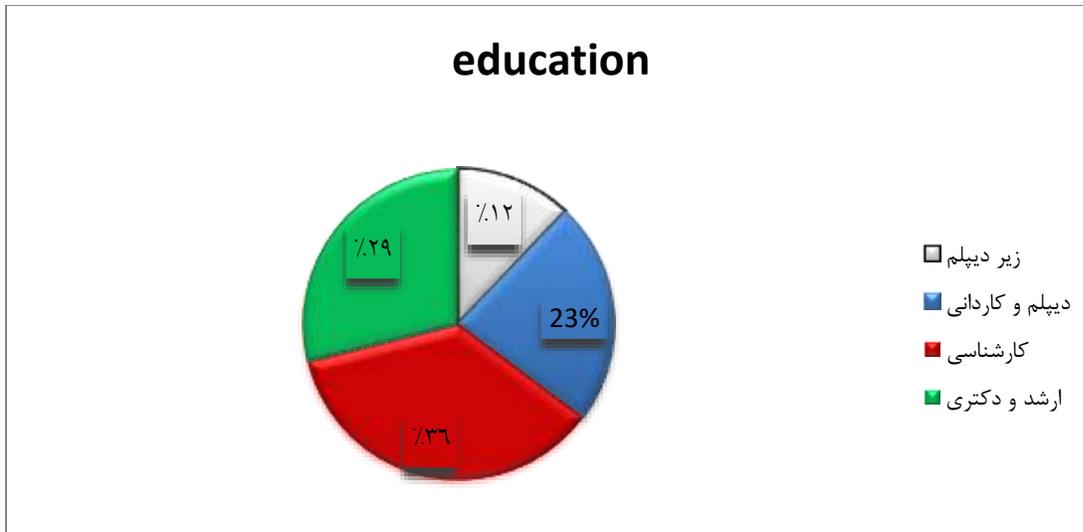


Figure 2-2: Frequency distribution of sample people based on education level

According to the above table, the highest frequency is at the level of education of people with undergraduate education (with a frequency of 36%), and senior and Ph.D. (with a frequency of 29%) are in the next rank. Given the age range of respondents, young people with higher education and higher education are the most frequent.

4-2-3) Describe the age distribution of respondents

The age of the people was divided into four groups, the characteristics of each group are shown in the table below.

Table 4-3: Frequency distribution of sample individuals based on age

The percentage of frequency	frequency	age	number
۳۹	۲۰	Between 20 and 30 years	۱
۳۱/۵	۱۵	Between 31 and 40 years old	۲
۲۳/۲	۱۰	Between 41 and 50 years	۳
۶/۳	۵	More than 51 years	۴
۱۰۰	total	جمع کل	

The descriptive graph of the sample age status is also shown below.

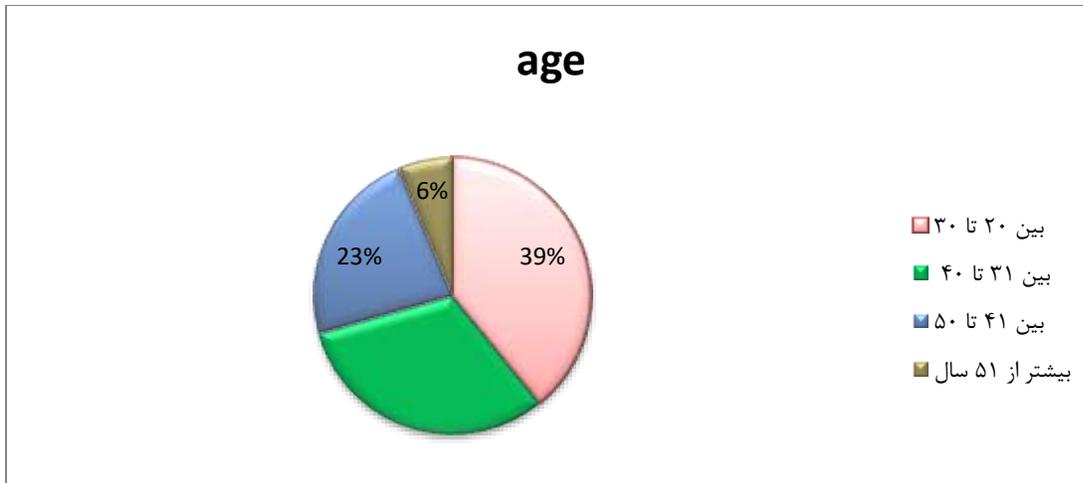


Figure 4-3: Frequency distribution of sample individuals based on age

The table above shows the frequency of the age range of 20-30 years, and the next spectrum is between the ages of 31 and 40. The likely reason for this phenomenon could be the introduction of a new range of employees to government departments over the last few years, which are young and energy-intensive.

4-2-4) Work experience

The sample population was divided into three categories in terms of work experience. The table below shows the frequency distribution in each category.

Table 4-4: Frequency distribution of respondent work record

Frequency percentage	Frequency	Work Experience
۵۱	۲۶	Less than 10 years
۳۶	۱۶	From 10 to 20 years
۱۳	۸	Between 20 and 30 years
۱۰۰	۵۰	total

experience is as follows.

The status quo of the work

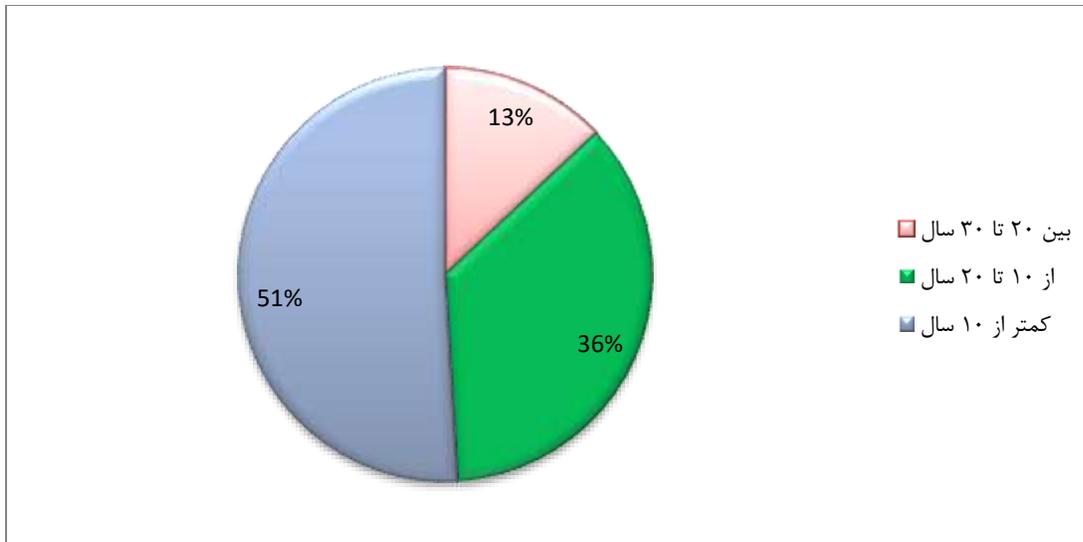


Figure 4-4: Frequency distribution of sample individuals based on work experience

As shown in the table and chart above, the highest percentage of work experience is under 10 years. According to the information obtained in the previous sections, this information is probable regarding the age of the statistical sample. As we mentioned, today we are faced with the arrival of a wide range of young people to government departments.

Inferential statistics

Talk about assumptions

In this section, using the obtained results, we will analyze the hypotheses mentioned in the first chapter.

Hypothesis: There is a significant relationship between stress and job performance among employees of the educational organization of Gachsaran.

Table (4-5) The Relationship between Stress and Job Performance of Employees

sig	number	The amount of Pearson
۰/۰۰	۲۳۴	-۰/۴۱

Table 4-5 shows

the relationship between stress and job performance among employees. To test the relationship between the above two variables, Pearson correlation coefficient was used. There is a meaningful and reverse relationship between the two variables based on the table data. That is, the more variety the skill is, the lower the burnout, that is (sig <0/05) so the hypothesis is confirmed.

Hypothesis: There is a significant relationship between employee's demands on job performance among employees of Gachsaran educational organization.

Table 4-6. Investigating the Relationship between Employee Claims on Employees' Job Performance

sig	number	The amount of Pearson
0/03	234	-0/44

Table

(4-6) In this hypothesis, the relationship between employee demands and job performance among employees of the Education Organization of Gachsaran city has been investigated. To test the relationship between the above two variables, Pearson correlation coefficient was used. There is a meaningful and reverse relationship between the two variables based on the table data. That is, the higher the importance of employee demands, the higher the job performance of employees in the organization (sig <0/05), so the hypothesis is confirmed.

Hypothesis: There is a significant relationship between employee control and job performance among employees of Gachsaran educational organization.

Table 4-7. Relationship between employee control and job performance

sig	number	The amount of Pearson
0/00	234	-0/43

Table (4-7) In this hypothesis, the relationship between employee control and job performance among employees of the Education Organization of Gachsaran city has been investigated. To test the relationship between the above two variables, Pearson correlation coefficient was used. There is a meaningful and reverse relationship between the two variables based on the table data. That is, the higher the staff control, the lower the employee's job performance (sig <0/05), so the hypothesis is confirmed.

Hypothesis: There is a significant relationship between the support of managers and the job performance of employees of the educational organization of Gachsaran.

Table 4-8. The Relationship between Managers Support and Employee Performance

sig	number	The amount of Pearson
0/03	234	-0/14

Table (4-8) In this hypothesis, we investigate the relationship between managers' support and job performance among Gachsaran educational staff members. To test the relationship between the above two variables, Pearson correlation coefficient was used. There is a meaningful and reverse relationship between the two variables based on the table data. That is, the higher the support of the managers, the greater the employee's job performance in the organization (sig <0/05), so the hypothesis is confirmed.

Hypothesis: There is a significant relationship between the support of colleagues and the job performance of the employees of the educational organization of Gachsaran.

sig	number	The amount of Pearson
•/••	۲۳۴	-•/•۱

Table
4-9.

Relationship between sponsors 'support and employees' job performance

Table (4-9) In this hypothesis, the relationship between sponsorship support and job performance among staff members of the Education Organization of Gachsaran University has been studied. To test the relationship between the above two variables, Pearson correlation coefficient was used. There is a meaningful and reverse relationship between the two variables based on the table data. That is, the lower the support of colleagues, the lower the job performance of employees in the organization (sig <0/05), so the hypothesis is confirmed.

Hypothesis: There is a significant relationship between communication and job performance among employees of Gachsaran educational organization.

Table 10-4: Relationship between communication and job performance

sig	number	The amount of Pearson
•/۲۶	۲۳۱	-•/•۷

Staff

Table 10-10 shows the relationship between communication and job performance among employees of the Education Organization of Gachsaran. To test the relationship between the above two variables, Pearson correlation coefficient was used. There are no relationships between the two variables based on the table data. That is (sig> 0/05) So the hypothesis is rejected.

- Research results

The purpose of this study was to investigate the effect of stress on employees' job performance in education organization. The statistical population of the study is employees of the education organization of Gachsaran city. Since, according to the survey, due to the limited number of people in the statistical population, the Cochran formula was used to determine the sample size in the limited statistical societies and the number of statistical samples was determined to be equal to 50, in order to ensure The return of this number of questionnaires is due to the fact that the number of questionnaires has always been returned or incomplete. It should also be noted that the current research is applied in terms of purpose and in terms of the type of method in the descriptive research class is correlated. The sampling method was clustered in this cluster random sampling in each cluster. The main purpose of the present research is to examine the effect of stress on the job performance of employees in the educational organization of Gachsaran city. Considering that the six main components involved in the formation of stress, the following objectives are considered as secondary objectives Became:

- Investigating the effect of stress on job performance among employees of Gachsaran educational organization
- Investigation of employees' demands on job performance among employees of Gachsaran educational organization
- Investigating employee control on job performance among employees of Gachsaran educational organization
- Investigating the support of managers on job performance among employees of Gachsaran educational organization
- Investigating the support of colleagues on the job performance of staff members in the educational organization of Gachsaran
- Investigating Communication on Job Performance among Employees of Education Organization in Gachsaran City

In this study, a questionnaire was used to collect the required data. The questions of the questionnaire have been designed using available indicators from the research background and the Likert scale has been considered as five options for answering the questions. In the first part of the questionnaire, the questions related to the individual characteristics of the respondents were discussed and further We will discuss the results.

There is a significant relationship between stress and job performance among employees of the educational organization of Gachsaran city.

5. Discussion & Conclusion

The results showed that based on Pearson's test, this hypothesis was evaluated and we conclude that there is a significant and reverse relationship between the two variables (stress and job performance of employees) at 95% confidence level. The more stressful the worker's job performance is.

There is a significant relationship between job demands of employees of Gachsaran educational organization.

The results showed that based on Pearson's test, this hypothesis was evaluated and we conclude that there is a meaningful and inverse relationship between the two variables (employee demands on job performance of employees) at 95% confidence level. That is, the more important the demands of the employees are, the more the employee's job performance is.

There is a significant relationship between employee control and job performance among Gachsaran educational staff.

The results showed that based on Pearson's test, this hypothesis was evaluated and we conclude that there is a meaningful and inverse relationship between two variables (employee control and employee performance) at 95% confidence level. That is, the more employee control, the lower the employee's job performance.

There is a meaningful relationship between the support of managers and the job performance of employees of the educational organization of Gachsaran.

The results showed that based on Pearson's test, this hypothesis was evaluated and we conclude that there is a meaningful relationship between the two variables at the 95% confidence level (managerial support and employee performance). That is, the more managerial support the job performance of employees in the organization increases.

There is a significant relationship between the attitude of colleagues and the job performance of employees of the educational organization of Gachsaran.

The results showed that based on Pearson's test, this hypothesis was evaluated and we conclude that there is a meaningful and inverse relation between the two variables (employee support and employee performance) at 95% confidence level. That is, the greater the support of colleagues, the lower the job performance.

There is a significant relationship between communication and job performance among employees of Gachsaran educational organization.

The results showed that based on Pearson's test, this hypothesis was measured and we conclude that there is a meaningful and reverse relationship between two variables (communication and job performance of employees) at 95% confidence level. The more communication, the better the job performance becomes.

5-3 suggestions

Suggestions and solutions for solving and solving problems among most researches are provided and provides the possibility for solving problems for authorities and organizations. In this section, the suggestions are presented in two sections: applied and research;

5-3-1- Research suggestions

- Strategic management is one of the important issues of each organization that was investigated in this research. All attempts were made to analyze all the dimensions and variables affecting this issue, but due to the spatial and temporal limitation, it was not possible to study all dimensions. The fact is that this is difficult for anyone. Therefore, it is advisable to investigate strategic management researchers in other aspects and from the perspective of other theorists. So that they can achieve better and more accurate results, and can also inform us of further results in this regard.

- Perform similar research in other cities and organizations and achieve more and more results.

5-3-2. Functional suggestions

It is recommended that researchers do not commit to questionnaire data for conducting research of this kind. And other information gathering methods such as direct observation, deep interviewing, etc. It is suggested that this research be conducted for non-staffed individuals with other posts such as deputies and heads of departments.

It is suggested that this research be carried out to a large extent in order to obtain further information.

It is suggested that in the same research, we examine these variables in a comparative way between male and female employees.

5.4 Research Limitations

- The non-generalization of the results is one of the limitations in this research, and the results and findings can not be generalized to everyone.
- Using the questionnaire as the sole tool is one of the other constraints that can be seen in this research. Because there are various methods, such as deep interviewing and observation, that can be exploited.
- Time consuming and costly filling questionnaires
- The lack of motivation of some respondents to complete the questionnaire, which made some respondents probably have not expressed their true feelings.
- The lack of honest co-operation among respondents in completing the questionnaire.

References:

1. Altmayer, Elizabeth, "Managing Stress and Anxiety for Individuals and Organizations", Translator: GholamrezaKhajehpour, pp. 4831,122.
2. Tavasoli, Gholam Abbas, "The Sociology of Work and Occupation," Publication of the Party, First Edition, 1831.
3. Robbins, Stefan, "(1831) - Organizational Behavior Management", translation by Ali Parsayian and Seyed Mohammad Arabi, Tehran Institute for Business Studies and Research.
4. Judge Tabatabai, Reza., "Investigating the Professional-Organizational Conflict in Accounting", Accounting and Auditing Reviews, 1831.
5. Nasrallahi Ali., "New Approaches to Organizational Behavior, Psychology and Management", Isfahan Univ. Jihad Publication, 1831.
6. Aghaei, Asghar and Atashpour, Hamid (1380). Stress and mental health. Esfahan: Purdue.
7. GhasemiNejad, Officer (2002). The Relationship of Organizational Climate with Job Stress and Its Effects on School Teachers. Master thesis - Secondary school of Shahrekord city in the academic year 81. Educational Management, Faculty of Educational Sciences, University of Isfahan.

8. Abtahi, Seyyed Hossein Alvani, Seyyed Mehdi (1992) Research on Neural Pressure of Managers of the Industrial Sector, Management Studies, Journal of Accounting, Faculty of Management, AllamehTabatabaei University, No. 5, Second Period
9. Behzadi Mehdi Saryadarian Hamid (1997) Management of Organizational Behavior (Organization, Management and Psychosocial) Applied Attitude of Isfahan: Arkan Publishing
10. AlwaniSeyyed Mehdi (1992) Public Administration, Fifth Edition of Tehran: Naserni
11. Promodbara (1375) Relief from Stress (Mohammad Reza Sharifisheifar, Translator) Tehran, Siavash
12. Delavar Ali (1381) Method of Research in Psychology and Educational Sciences, Publishing
13. Chi, Mahmoud (2000) Work Psychology: Application of Work Psychology, Organization and Management, Publishing Institute Publishing.
14. ShafiAbadi, Abdullah. . . (2002) Career and Career Guidance and Career Theories, Tehran: Growth Publishing
15. Partial, Nasrin (2002) Human Resources Management, Tehran: Nashrineh
16. Chamran, Mohammad Hadi (2000) Evaluation of Tehran Business: Sharif University of Technology, Scientific Publishing Institute.
17. Fakhimi, Farzad (2002) Nervous Stress and Conflict in Organizations and Roads
18. Alavi, Seyed Amin A. . . (1376) Psychology of Management and Organization, Center for Management of Governmental Administration