The Effects of Finance Managers’ Occupational Stress on Mental and Physical Health at Workplace

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Abstract

One of the most important living areas of individuals are certainly their organizations. Individuals try to perform the duty given to them by their organizations while they perform their occupations. In some organizations, some individuals can not perform their occupations but it is observed that people are generally doing jobs that suits their occupations. It can be said that an individual performing a occupation has some stressors specifically related with that occupation. One of these occupations is accounting and finance. Finance and accounting managers or employee may be the same person in some companies and may be separate people in other companies. Basically their job is to conduct the accounting and finance operations of the company. This job brings big risks and intensive working together. For this reason there is a need of some organizational research related with the finance and accounting managers of the companies. That is why this study is being made. The aim of this article is to determine the problems of accounting and finance workers and to provide precautionary studies to solve these problems. Each occupation has its own stress sources. Occupational stress (OS) is experienced when an individual is exposed to an overload of stressors originating wholly (or largely) from the occupational environment, but this grossly over-simplifies a complex bio-psycho-social situation. The cumulative literature on OS (or work, or job stress) is substantial both in volume and breadth, covering domains as far apart as the physical characteristics of occupational environments (e.g. heat, noise and crowding) and the personal characteristics of those working within those environments (e.g. coping styles, beliefs and cognitive capacities); and recognizes the interdependence of OS and other arenas of life stressors. In modern society, occupational stress is a common problem in people’s working life. It is a consequence of a combined exposure to a multitude of factors in the work environment and employment conditions. The Health and Safety Executive (2001) further described how ill-health (both physical and mental) can result if occupational stress is prolonged or intense. Excessive stress has been shown to increase the risk of mental and physical health problems (Karasek & Theorell, 1990), to increase the risk of serious occupational injury (Salminen, Kivimaki, Elovinio, & Vahtera, 2003; Trimpop, Austin, &
Kirkcaldy, 2000; Trimpop, Kirkcaldy, Athanasou, & Cooper, 2000) and to decrease the employees’ work ability. It is guessed that the stressors of OS may have negative effect on physical and mental health of individuals. Physical problems may be high tension, heart palpitation, and perspiration. Mental problems may be discomfort and uneasiness. The main purpose of this study is to determine the effect of occupational stress on physical and mental health of employees. It is known that the accounting and finance managers of the companies work intensively and under high stress. Especially during crisis periods, people in these two positions have key roles. As a result, it is considered that these occupation groups work under high stress in these periods. For this reason, the physical and mental health of finance and accounting managers working in Turkey, is examined in this study. In the present study;

1. The effects of OS on physical and mental health,
2. The demographic differences of OS, mental health and physical health will be determined.

The model of the research is as follows:

The research was made with 217 employees conducting the finance and accounting responsibilities of companies in Turkey. The field study continues. In the full text article, the detailed explanations and analysis regarding the above scheme will take place. In the study, the scale with 5 items developed by Radloff (1977) was used to determine the mental health level. Moos at. all (1986) scale was used to measure the physical health. For the work – family conflict, the scale of Kelloway, Gottlieb and Barham (1999) consisting of 22 items was used. All data was collected with self-report method.

References


