

The Study of Relationship between Job Stress and General Health: Considering the Moderating Role of Perceived Organizational Support in Employees of Oil Company

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Abstract

The aim of this research was the study of relationship between job stress and general health considering the moderating role of perceived organizational support in employees of Oil Company. Research statistical population was employees of Oil Company in Ahvaz city. Among them, one hundred employees were selected using simple random sampling method. To measure the variables, Job Stress Questionnaire (JSQ), General Health Questionnaire (GHQ) and Perceived Organizational Support Questionnaire (POSQ) were used as the instruments in this study. Using SPSS-16, Pearson's correlation and moderated regression methods were run for the analysis of the moderating effect. The results indicate that there is a statistically significant negative relationship between job stress and general health. It is also found that perceived organizational support modifies the relationship between job stress and general health.

Keywords: Job stress, General health, Perceived organizational support.