

Job Satisfaction and Self-Efficacy in Accountants

Davood Davami,¹ Mohsen Ahmadi-Tahoursoltani,^{*2} Sahar Azizian³

Received: 29 Dec 2012

Accepted: 28 Jan 2013

Available online: 6 Sep 2013

1. Department of Accounting, Hamadan Branch, Islamic Azad University, Hamadan, Iran
2. Department of Clinical Psychology, Baqiyatallah University of Medical Sciences, Tehran, Iran
3. MA in Business Management, Hamadan Branch, Islamic Azad University, Hamadan, Iran

Experience the job stress could have harmful effects on physical and mental health. Stress can also have negative effects on the organization (such as violence in the workplace, increase in workplace accidents, job absenteeism and burnout) [1, 2]. The stress is not a problem that we can deal with it alone but to solve it the organizational remedy is necessary too. This study examined the role of self-efficacy and job satisfaction variable as a 2 key factor in discriminating accountants with high and low job stress. In this causal-comparative study 58 participants with mean age 35.5 ± 6 years and range of 20-41 years that gained the highest and lowest scores on the Davis, Robbins, and Mackay's stress check list were selected randomly among 300 employees of Hamadan Melli Bank. Data gathering instrument were self-efficacy, job satisfaction and job stress scales. Data were analyzed by discriminate analysis method using SPSS-18. Results showed that 45% job satisfaction and self-efficacy variables variances can account for the only function between 2 groups with high and low stress. The discriminate function obtained with step-by-step method showed that 81.7% of accountants with high stress were classified correctly. According to this results the stressful situations are frightening for those how are less confident in doing homework. Thus self-efficacy

influences perceived individual's control. People with high self-efficacy may believe that are able to keep a high level of job performance. In explanation the impact of job satisfaction on employees' perceived stress can be said that as the level of individuals job satisfaction is much greater the level of perceived stress decreased. The researches has shown that job environment and job stress cause illness in employees and expedite the process of creating a mental illness [3].

*Corresponding author at: mahmadi_1362@yahoo.com

Copyright © 2014 Zahedan University of Medical Sciences. All rights reserved.

References

1. Addae HM, Wong X. Stress at work: Linear and curvilinear effects of psychology, job, and organization-related factors: An exploratory study of Trinidad and Tobago. *Int J Stress Manag.* 2006; 13(4): 479-493.
2. Perrewe PL, Hochwarter WA, Rossi M, et al. Are work stress relationships universal? A nine-region examination of role stressors, general self-efficacy, and burnout. *J Int Manag.* 2002; 8(2): 163-187.
3. French JRP, Caplan RD. Organizational stress and individual strain. In: Marrow AJ. *The failure of success.* New York: AMACO; 1972: 30-66.