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Poster Presentation Research

The Relationship between Job Stress with Personality Characteristics and Organizational Commitment in Hospital Nurses

Mehrzad Farahati[1], Fereshteh Dorratottaj Tehrani[2], Bahare Davarizade[3]

[1] Department of Clinical Psychology, Science and Culture University, Tehran, Iran.
[2] Department of Counseling and Guidance, Alzahra University, Tehran, Iran.
[3] Department of General Psychology, Payame Noor University, Tehran, Iran.

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Abstract

The aim of this study was to investigate the relationship between job stress with personality characteristics and organizational commitment. This study is descriptive and correlational. The study population comprised all nurses in 13-Aban hospital of Ghods city. The sample group consisted of 120 nurses who were selected through convenience sampling. Research instruments were HSE job stress questionnaire, NEO five-factor personality questionnaire and Meyer and Allen's organizational commitment questionnaire. Data was analyzed using SPSS software and Pearson's correlation and t-test. The results showed that there is a significant relationship between job stresses of nurses with personality characteristics and organizational commitment. Job stress has a significant positive correlation with the responsibility and neuroticism. Job stress showed a significant negative relationship with flexibility. There is a significant positive relationship between organizational commitment with responsibility and flexibility. A significant negative relationship was found between work experience and job stress. A significant negative relationship between age and job stress was observed and a significant positive relationship between job stress and organizational commitment of nurses was found. The results showed that nurses who are older and have more work experience, have fewer job stress and more organizational commitment and positive personality traits reduce the level of stress and occupational anxiety.

Keywords: Job Stress, Personality Characteristics, Organizational Commitment, Nurses.

Corresponding Author: Mehrzad Farahati

Email: *Mehrzad83f@yahoo.com*

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