

Stress In Health Professionals: Psychological And Organisational Causes And Interventions

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WHAT CAUSES STRESS IN INFORMATION SYSTEM PROFESSIONALS?

Job stress can lead to burnout and turnover, costing IT organizations countless dollars in replacement costs, and making methods for measuring and minimizing stress a business benefit.

Stress among information system (IS) professionals is long recognized as a key factor affecting IS productivity and turnover and leading to substantial associated costs. It is estimated that, on average, IS employees work 50 hours per week; almost half work an average of six hours on Saturdays and Sundays; and about 70% have worked while sick [2]. It has also been recently proposed that high stress levels affect the productivity of IS employees. In a recent survey of 16,000 international technology professionals in 28 nations, the productivity of U.S. programmers was shown to be on average 7,700 lines of code, compared to 16,700 lines for non-U.S. programmers [1]. One reason cited for this difference is job stress from "putting in 70-hour work weeks to meet business pressures and deliver IT projects faster." Some employees are opting to switch careers as a result of job stress. It is estimated the average replacement cost for an IS employee runs between \$32,000 and \$34,000. Stress and the

turnover it can cause may thus be a costly problem for an organization.

It is becoming increasingly clear that steps must be taken to address the problem of high stress because of its effect on employee productivity and turnover. However, before such strategies can be articulated, it is essential to examine the key sources of stress for IS employees. This article reports the results of a series of studies we have conducted to understand primary stressors for IS employees. We conducted in-depth interviews and collected data using an open-ended questionnaire. This resulted in a list of 33 stressors cited as most common. We categorized the stressors based on their association with one of seven factors, described as follows:

- **Training.** Two stressors were associated with this factor, involving the need for appropriate training and skills development to complete tasks.
- **Deadlines.** Five stressors were associated with the pressures of meeting time dead-

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Stress in Health Professionals: Psychological and Organisational Causes and Interventions. Jenny Firth-Cozens (Editor), Roy L. Payne (Editor). Stress in Health Professionals: Psychological and Organisational Causes and Interventions. Front Cover a strong focus on interventions and their evaluation. Stress in Health Professionals: Psychological and Organisational Causes and Interventions: Medicine & Health Science Books. Stress in Health Professionals: Psychological and Organisational Causes and Interventions. (3 ratings by Goodreads). Hardback; English. Share to: Stress in health professionals: psychological and organizational causes and interventions. View the summary of this work. Bookmark. Get this from a library! Stress in health professionals: psychological and organisational causes and interventions. [Jenny Firth-Cozens; Roy Payne;]. Stress in health professionals: psychological and organisational causes and interventions. by Jenny Firth-Cozens; Roy Payne;. eBook: Document. English. Stress in health professionals: psychological and organizational causes and Organisational Interventions to Reduce Stress in Health Care Professionals (L. The Hardcover of the Stress in Health Professionals: Psychological and Organisational Causes and Interventions by Jenny Firth-Cozens at. 24 Mar - 8 sec PDF Stress in Health Professionals: Psychological and Organisational Causes and Interventions Now. and organisational causes of these problems and the ways they may interact within the . it is important to consider causes and interventions for these .. In Stress in Health Professionals: Psychological and Organisational. Stress in health professionals: psychological and organisational causes and interventions. ed. / Jenny Firth-Cozens; Roy L. Payne. Chichester: John Wiley and. stress management for nurses was assessed through a systematic review. . and two psychiatric or mental health nurses 23 Interventions involved .. in health professionals: psychological and organisational causes and interventions. Stress in health professionals: psychological and organisational causes and Firth-Cozens, J. () Interventions to improve physicians' well-being and. Stress in health professionals: Psychological and organisational causes and interventions. Chichester: John Wiley & Sons; pp. Firth-Cozens J, Payne RL, editors. Stress in Health Professionals: Psychological and Organisational Causes and Interventions. Chichester: John Wiley and Sons . Firth-Cozens J, Payne R. Stress in Health Professionals: Psychological and Organisational Causes and Interventions. U.K. John Wiley & Sons Ltd, For individuals, the psychological, behavioural and physiological effects of Organisational level stress interventions, therefore, have the potential to . The Mental Health Professionals Stress Scale (MPHSS) (Cushway) . . will report it and explore possible causes by prespecified subgroup analysis.

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