Reduce Job Stress of Human Capital using Job Rotation


Full Prof., Faculty of Management and Economic, Tarbiat Modares University, Tehran, Iran

Full Prof., Faculty of Management and Accounting, Shahid Beheshti University, Tehran, Iran

Associate Prof., Faculty of Management and Economic, Tarbiat Modares University, Tehran, Iran

Ph.D. Student in Systems Management, Faculty of Management and Economic, Tarbiat Modares University, Tehran, Iran

Corresponding Author: Mohammad Vahid Sebt

Abstract

Background and aims: Proper implementation of job rotation can be one of the ways to control and reduce stress in the workplace that needs to be done to examine the relationship between job stress and job rotation in the organization.

Methods: The main hypothesis of this study is “Job rotation is inversely related to the job stress.” Similarly, for each subset of job stress include: Demands, Control, Managerial Support, Peer Support, Relationships, Role and Change, assumptions defined. To investigate this hypothesis, the HSE standard questionnaire used across the nurses of I.R.IRAN (n=1221).

Results: Based on the results, the highest correlation between job rotation and job stress is calculated which indicates a strong negative relationship between these two variables. The other subsets, particularly relationships stress, there is less correlation, but the entire are inversely related. Finally, the relationship between variables evaluated with the Spearman test (α=0.05), that except “relationships stress”, the others relationships is significant.

Conclusion: The results of this study confirming, indirect relationship between job stress and job rotation through various factors; Such as job boredom, Job burnout, organizational
commitment, job satisfaction, etc. Also, with confirming seven of the eight defined hypotheses, approved direct relationship between job rotation and job stress.

Key words: Job Stress, Job Rotation, Human Resource Management

Sources