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СИСТЕМЕН МОДЕЛ ЗА ИЗСЛЕДВАНЕ НА ПСИХИЧНИЯ СТРЕС В ОРГАНИЗАЦИОННА СРЕДА: НОВ СИНТЕЗ

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263, 76 111 96, 273 (-
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” (occupational stress).
stress).

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” (workplace

“ ” (organizational stress).

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² . K e n d a l l, N. & al. (2015) Developing an intervention toolbox for common health problems in the workplace. Health and Safety Executive: <http://www.hse.gov.uk/research/rpdf/rr1053.pdf>, 14.06.2017 .

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II.

263, 76, 111, 96, 273 (

- 1.
- 2.
- 3.
- 4.
- 5.

- 1.
2. model)

(Person-environment fit

(Demand-control model)

(Control theory)

(Dynamic equilibrium theory)

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7.

facets of occupational Stress)

(A Meta-model of

8.

(Cybernetic Model)

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2.

3.

Изводи и перспективи за изследване

4. ... (challenge). (harm/loss), (threat)

5. ... (1)

6. ... (2) ... (3)

7. ...

⁴ L a z a r u s, R. S. (1966) Psychological stress and coping process. New York: McGraw – Hill; L a z a r u s, R. S. (1991) Emotion and Adaptation. Oxford, Oxsfort Unversuty Press.

⁵ ... (1970) ... 178–208; L a z a r u s, R. S. (1991) Progress on a cognitive motivational-relational theory of emotion. // American Psychologist, 46, pp. 819–837.

⁶ L a z a r u s, R. (1999) Stress and Emotion. A new Synthesis. NY, Springer Publishing Company Inc., p. 33.

⁷ L a z a r u s, R. S. (1993) From psychological stress to the emotions: A history of a changing outlook. // Annual Review of Psychology, 44, 1–21.

() (appraisal)
(interaction) (transaction), (relational meaning)⁹

(S-O-R).

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⁸ L a z a r u s, R. S. (1993) From psychological stress to the emotions: A history of a changing outlook. // Annual Review of Psychology, 44, p. 13.

⁹ Ibidem.

¹⁰ Ibidem, p. 37.

¹¹ L a z a r u s, R. (1999) Stress and Emotion. A new Synthesis. NY, Springer Publishing Company Inc., p . 61–72.

¹² F o l k m a n, S., Lazarus, R. (1980) An Analysis of coping in a middle aged community sample. // Journal of Health and Social Behavior, 21, pp. 219–239.

¹³ . . . (2008)

12, .2, .40–46.

¹⁴ . . . (2008)

¹⁵ Ibidem, p. 116–117.

¹⁶ . G u p y, A., Weatherston, L. (1997) Coping strategies, dysfunctional attitudes and psychological well-being in white collar public sectors employees. //Work and Stress, 11, pp. 58–67.

(Person-environment fit model),
(Demand-control model),

(Control theory),

¹⁷ . . . (2004)

¹⁸ L a z a r u s, R. S. (1991) Emotion and adaptation. New York.

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¹⁹ E d w a r d s, J. R. (1992) A cybernetic theory of stress, coping, and well-being in organizations. // Academy of Management Review, 17, 238–274.

²⁰ . L a z a r u s, R (1999) Stress and Emotion. A new Syntesis. NY, Springer Publishing Company Inc.

²¹ L e e, R. T., Ashforth, B. E. (1996) A meta-analytic examination of the correlates of the three dimensions of job burnout. // Journal of Applied Psychology, 81, 123–133; , . (2014)

” 3.2. „ “ ; , . (2014). :

3.2. „ “ “ “ ; , . (2017)

” “ 3.2. „ “ ” .

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²² . L a z a r u s, R (1999) Stress and Emotion. A new Syntesis. NY, Springer Publishing Company Inc.

²³ . R o w e, M. (1998) Hardiness as a stress mediating factor of burnout among health-care providers. // American Journal of Health Studies; 14(1): 16–20.

²⁴ C o o p e r, C. (Ed.) (1998) Theories of organizational stress. Buckingham: Open University Press.

(negative affectivity)²⁵,

26

– “ ”,

27

(hardiness)

28

29

” (Sensation seeking)

90-

(phenomenon of stress generation)³⁰.

²⁵ Cooper, C. (Ed.) (2001) *Organizational Stress. A Review and Critique of Theory, Research and Applications*. Sage Publications, Inc. California, 124–129.

²⁶ (1987)

²⁷ Spector, P., O’Connell, B., Chen, P. (2000) A Longitudinal Study of Relations Between Job Stressors and Job Strains While Controlling for Prior Negative Affectivity and Strains. // *Journal of Applied Psychology*, Vol. 85, No 2, 211–218.

²⁸ Kosaka, (1996) Relationship between hardiness and psychological stress response. // *Journal of Performance Studies*, 3, 35–40.

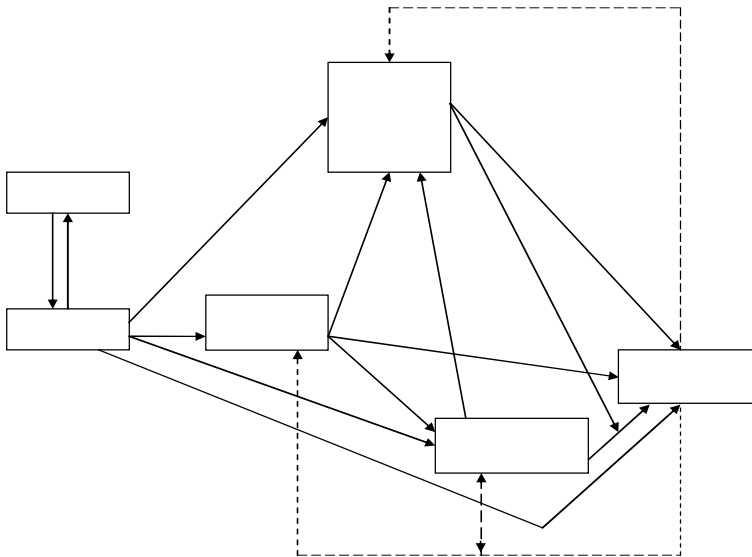
²⁹ Sarason, I., Sarason, B. (1981) The Importance of Cognition and Moderator Variables in Stress. In D. Magnuson (Ed.) *Toward a Psychology of Situations: An Interactional Perspective*, Erlbaum, New Jersey, 195–227.

³⁰ Hammen, C. (1991) Generation of stress in the course of unipolar depression. // *Journal of Abnormal Psychology* 100, 555–561; Hammen, C. (2000) Interpersonal factors in an emerging developmental model of depression. In S. L. Johnson & A. M. Hayes (Eds.), *Stress, coping, and depression*. (pp. 71–88). Mahwah, NJ: Erlbaum.

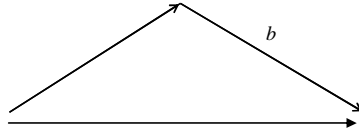
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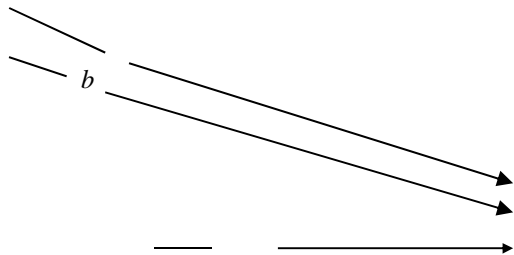
³⁹ M a c K i n n o n, D., A. Fairchild. (2009) Current Directions in Mediation Analysis. *Current Directions in Psychological science*, V.18, 1, 16–20; B a r o n, R. M., D. A. Kenny. (1986) The Moderator-Mediator Variable Distinction in Social Psychology Research: Conceptual, Strategic and Statistical Consideration. // *Journal of Personality and Social Psychology*, 51, 1173–1182.

⁴⁰ B a r o n, R. M., D. A. Kenny. (1986) The Moderator-Mediator Variable Distinction in Social Psychology Research: Conceptual, Strategic and Statistical Consideration. // *Journal of Personality and Social Psychology*, 51, 1173–1182, . 1177.

(()) ,

. 4.3.

” ” „b”



. 4.3.

(2 2ANOVA).

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		0,743.		-
2.		-		-
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		0,726.		
3.		-		
0,675.			4	

1. 0,644.

2. 0,822, 6

3. 0,668 6

1. 0,731. 6

2. 0,717. 4

3. 0,558. 4

4. 0,799. 5

“ ”

– PS-1⁴³

14

0,891,

44

⁴³ Cohen, S., Kamarck, T., Mermelstein, R. (1983) A global measure of perceived stress. // Journal of Health and Social Behavior, 24 (4), 385–396.

⁴⁴ . (2000)

– COPE-1⁴⁵

	M.	(2000) ⁴⁶	14
1.	(Active coping) –		
0,672.	4		
2.	(Planning) –	4	
0,742.			
3.	(Suppression of competing activities) –		
0,495		4	
4.	(Restraint coping) –		
			4
		0,460.	
5.	(Seeking social support for instrumental reasons) –		
	4		0,799.
6.	(Seeking social support for emotional reasons) –		
0,831.		4	
7.	(Positive reinterpretation and growth) –		
		4	0,688.
8.	(Denial) –		

⁴⁵ Carver, C. S., Scheier, M. F. & Weintraub, J. K. (1989) Assessing coping strategies: A theoretically based approach. // Journal of Personality and Social Psychology, 56, 267–283;

⁴⁶ (2000)

9.	4	0,589.	(Acceptance) –
10.	4	0,693.	(Turning to religion) –
11.	4	0,925.	(Focusing on and venting of emotions) –
12.	4	0,709.	(Behavioral disengagement) –
13.	4	0,725.	(Mental disengagement) –
14.	4	0,586.	(Alcohol-drug disengagement) –

⁴⁷ (2000)

⁴⁸ Bartlett's Test – p = 0,000,

0,5, (2007) SPSS
 „...“ . 35–41.

255 (107 148),

61,09 %

20 0,850.

0,798. 16

0,848. 12

0,863.

5

(16,79 %), (21,03 %), (13,94 %)

(9,34 %).

(STAI –

Y) STAI

(1989)⁴⁹.

⁴⁹ (1989)

(STAI – Y1), 20
 ” ”
 Y2), 20
 ” ”
 - 0,923.
 ((Skewness) – 0,123, (Kurtosis) – –0,233).

S-
 0,941. 50

24
 ((0,505). 0,742);
 (202
 (0,51). ()
 (0,633);
 (0,750);
 (0,415).

0,878.

29
 51
 20
 0,714.

⁵⁰ . (2005)
 . 103–114.
⁵¹ . (2005)
 . 21–26.

“ ”
 , , - ,
 (Skewness) – 0,139, (Kurtosis) – –0,372). (

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 13 , ⁵² 120 ,
 (). PI, . .

1. –
 , : 0,645, . .

2. – , ,

3. – , , 0,740. “ ”
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 0,734.

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⁵² , . (1976)
 (). // . , 4, . 123–127;

, . (1984)

:(ANOVA), t-
().
– SPSS – 19.

255

51

50

52

41

– 54

⁵³ . . (2010)

// , 1, . 42–54.
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- 48

- 60

1.

1.1.

1.2.

($r = 0,518$, $p = 0,000$).

54

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<0,05.

(2000)

F-

SPSS.

”(t= -3,822 , < 0,005).

”(t= -2,721, <0,05) ”

(> 0,05).

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“ ” (F = 2,592, p = 0,037).

(p < 0,05)

” (< 0,05).

3.2.

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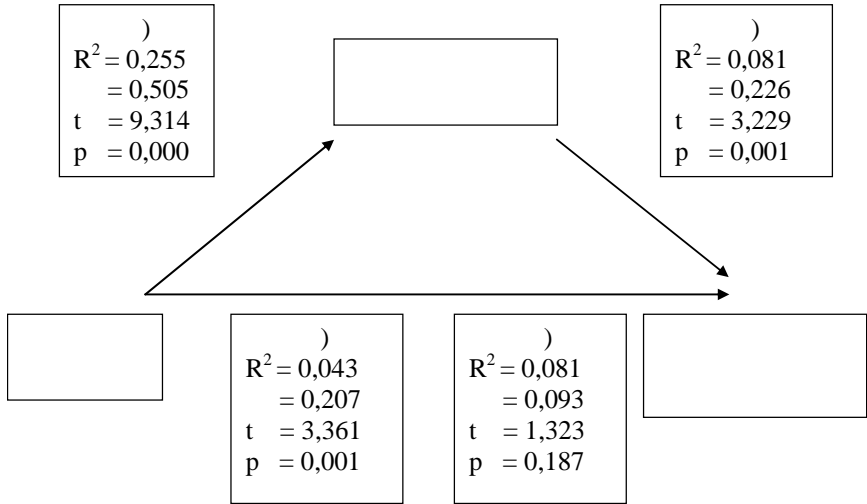
3.3.

($R^2=0,570$, $p=0,000$).

($R^2=0,572$, $p=0,000$)

$R^2 = 0,421$

$R^2 = 0,495$,



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” (r = 0,112 , p > 0,05)

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(2 2ANOVA).

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“ ” (F= 4,513, p=0,035) –
” (F= 5,907, p=0,016) –
p=0,018) – ; “ ” (F= 5,665,

p=0,035) – ; “ ” (F= 4,492,
” (F= 5,511, p=0,020) –

“ ” (F= 4,323, p=0,039) –
” (F= 8,635, p=0,004) –

⁵⁵ . B a r o n, R. M., Kenny, D. A. (1986) The Moderator-Mediator Variable Distinction in Social Psychology Research: Conceptual, Strategic and Statistical Consideration. // Journal of Personality and Social Psychology, 51, 1173–1182.

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⁵⁶ . . . (2009)

⁵⁷ . B a c a l o v, J., Mednikarov, B. (2010) Optimization of statuses and human behaviour in stressful situations by the ship. // Journal of Marine Technology and Environment, Vol. 1, 21–24.

IV.

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6. ”, . 431–444. ISSN 1314-0507. II. , “ . (2011).
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