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 who 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].

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References