

STRESS AND ORGANIZATIONAL ROLE CONFLICT

ABSTRACT. In this study the research on role conflict and coping is integrated with more traditional lines of stress research. It is argued that, because role stress is generated by certain characteristics of a person's environment, coping with role stress is likely to be directed toward those environmental characteristics. The literatures on stress, role conflict, and coping are reviewed. The following conclusions are theorized: (a) The relation between role conflict and role stress is moderated by the strain existing within a person's social network; (b) this strain is produced by two factors, the perceived power of the role sender and the importance of the sender's expectations to the focal person; (c) the relation between role stress and role distress (felt emotional discomfort) is moderated by several personality characteristics; (d) the relation between role distress and coping (actual behavior aimed at reducing distress) is moderated by both individual-level and situational-level factors; (e) the relation between coping and strain can be reciprocal. The need for longitudinal, reciprocal studies of stress, distress, and coping, and for occupationally, and even organizationally, specific models of stress, is also emphasized (Bacharach & Bamberger, 1992).

The perception of conflicting expectations, termed role conflict, is generally thought to be stressful. Kahn, Wolfe, Quinn, Snoek, and Rosenthal (1964) stated that "conditions of (role) conflict . . . are not merely irritating, in persistent and extreme form they are identity destroying" (p. 6). The fact that role conflict is considered one form of "role stress" indicates the general conceptualization of role conflict as a noxious experience, something to be avoided. Our focus in this article is on conflict within organizational and group roles.

Researchers on role conflict traditionally assume that conflict leads to stress, and stress requires coping. If coping is unsuccessful, then the person in the focal role--hereafter termed Focal--will exhibit strain symptoms (e.g., lower satisfaction or increased blood pressure). The two most widely discussed approaches to coping are (a) changes in the organization and (b) changes in the behaviors of Focal.

In this article, two processes generally ignored in role conflict research are explored. One process concerns the subjective experience of role conflict. Instead of assuming that role conflict automatically leads to role stress, we address the question, "Under what conditions is the perception of conflicting expectations truly stressful?" The other process relates to the coping mechanisms that are used by Focal. Instead of concentrating on organizational and behavioral correlates of coping, we examine cognitive processes in social coping mechanisms.

In the next section, a general background on stress and coping is provided. In that section, we argue that the study of role conflict and coping benefits from an integration with more traditional stress research. We then present the basic argument: Role stress is generated from certain characteristics of Focal's social environment, and coping with role stress is likely to be directed toward that environment. The section on distress provides details on role conflict as a stressful experience, and the section on coping provides details on coping with role conflict. The last section contains conclusions and suggestions for research.

Background on Stress and Coping

Specific definitions of stress vary among stress investigators. Stress is considered "a process in which environmental events or forces, called stressors, threaten an organism's existence and well-being . . ." (Baum, Singer, & Baum, 1981, p. 4); a transaction between the person and the environment (Lazarus & Launier, 1978); a situation wherein the person "is forced to deviate from

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L Reisser



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Organizational Stress: A Study Of Role Conflict K. Harigopal, 1995 This book examines role conflict in all its dimensions and also provides an overall comprehensive model The genesis of conflict in both the objective and subjective realms with factors that moderate it are discussed in addition to the resolution of conflict *Complexity in Entrepreneurship, Innovation and Technology Research* Elisabeth S.C. Berger, Andreas Kuckertz, 2016-02-25 This volume discusses the challenge of dealing with complexity in entrepreneurship innovation and technology research Businesses as well as entire economies are increasingly being confronted by widespread complex systems Fields such as entrepreneurship and innovation cannot ignore this reality especially with their inherent links to diverse research fields and interdisciplinary methods However most methods that allow more detailed analyses of complex problems are either neglected in mainstream research or are at best still emerging Against this backdrop this book provides a forum for the discussion of emergent and neglected methods in the context of complexity in entrepreneurship innovation and technology research and also acts as an inspiration for academics across related disciplines to engage more in complexity research *Green Human Resource Management in Chinese Enterprises* Jie Shen, Jenny Dumont, Xin Deng, 2019-11-26 Corporate social responsibility CSR and particularly environmental management has now become a global social norm As the largest developing economy in the world China is currently a major environmental polluter This book examines how Chinese enterprises including both indigenous firms and foreign owned organizations operating in China utilize human resource management HRM to conduct environmental management i.e. green HRM also referred to as environmentally friendly HRM Green HRM integrates HRM with environmental management and is implemented by firms to realize corporate green strategies by providing opportunities and motivating employees to become involved in environmental activities This book explores how green recruitment and selection green training green performance management and green pay and rewards are managed in Chinese enterprises and how green HRM affects organizational green and non green workplace behaviors It enriches the current literature on green HRM practices and measures It also advances our understanding of employee organizational behavioral consequences of green HRM which is an emerging and understudied field of research As such this book offers practical implications on how to elicit desirable employee green and non green workplace behaviors through green HRM policies and practices This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employees promotes green workplace behaviors and improves a firm's environmental performance

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Table of Contents Organizational Streb A Study Of Role Conflict

1. Understanding the eBook Organizational Streb A Study Of Role Conflict
 - The Rise of Digital Reading Organizational Streb A Study Of Role Conflict
 - Advantages of eBooks Over Traditional Books
2. Identifying Organizational Streb A Study Of Role Conflict
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Organizational Streb A Study Of Role Conflict
 - User-Friendly Interface
4. Exploring eBook Recommendations from Organizational Streb A Study Of Role Conflict
 - Personalized Recommendations
 - Organizational Streb A Study Of Role Conflict User Reviews and Ratings

- Organizational Streb A Study Of Role Conflict and Bestseller Lists
- 5. Accessing Organizational Streb A Study Of Role Conflict Free and Paid eBooks
 - Organizational Streb A Study Of Role Conflict Public Domain eBooks
 - Organizational Streb A Study Of Role Conflict eBook Subscription Services
 - Organizational Streb A Study Of Role Conflict Budget-Friendly Options
- 6. Navigating Organizational Streb A Study Of Role Conflict eBook Formats
 - ePub, PDF, MOBI, and More
 - Organizational Streb A Study Of Role Conflict Compatibility with Devices
 - Organizational Streb A Study Of Role Conflict Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Organizational Streb A Study Of Role Conflict
 - Highlighting and Note-Taking Organizational Streb A Study Of Role Conflict
 - Interactive Elements Organizational Streb A Study Of Role Conflict
- 8. Staying Engaged with Organizational Streb A Study Of Role Conflict
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Organizational Streb A Study Of Role Conflict
- 9. Balancing eBooks and Physical Books Organizational Streb A Study Of Role Conflict
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Organizational Streb A Study Of Role Conflict
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Organizational Streb A Study Of Role Conflict
 - Setting Reading Goals Organizational Streb A Study Of Role Conflict
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Organizational Streb A Study Of Role Conflict
 - Fact-Checking eBook Content of Organizational Streb A Study Of Role Conflict
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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