



COPING WITH OCCUPATIONAL STRESSORS. CROSS-SECTIONAL STUDY IN THREE KINDERGARTENS

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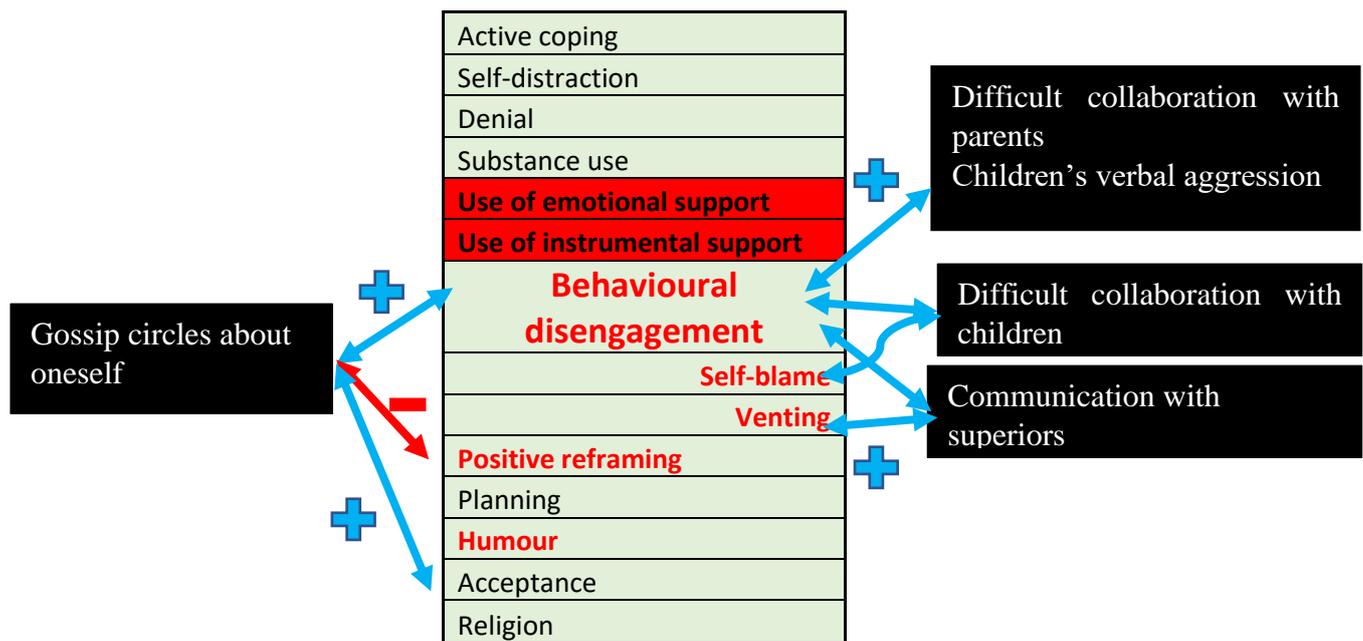
Variables: -Demographics: age, gender, type of residence, level of education, and income,
 -Brief COPE(S.C. Carver, 14 scales of coping),
 -Rotter J (1966) locus of control questionnaire,
 -Maslach burnout inventory,
 -perceived self-efficacy scale,
 -Work ability index (WAI),
 -16 occupational stressors (stress level): Communication with other employees, Communication with superiors, Tasks, Work schedule, Limitations in career development, Risks of illness / injury, Inappropriate environment, Verbal aggression towards oneself, Gossip circles about oneself, Verbal aggression or gossip circles towards other employees; Verbal aggression from other employees; Verbal aggression from children; Verbal aggression from children's parents; Difficult collaboration with children's parents; Difficult collaboration with children.

RESULTS: Of the total 87 employees, 75 agreed to fill in and returned the questionnaires.
 Distribution of respondents among kindergartens: kindergarten 1- 9 nonparticipants from 23 employees; kindergarten 2 - 1 nonparticipant from 37 employees; kindergarten 3 - 2 nonparticipants from 27 employees
 In all three kindergartens:
 "Use of emotional support" scale correlates positively, significantly with that of the "Use of instrumental support" scale ($p = 0.039$; $p = 0.006$ and $p = 0.010$),
 the "gossip circles about oneself" stressor is negatively correlated with the scale score (Brief Cope) "Positive reframing" ($p = 0.013$; $p = 0.049$; $p = 0.046$).

OCCUPATIONAL STRESSORS	WAYS OF COPING EVALUATION AND APPROACH Brief COPE dimensions	OCCUPATIONAL STRESSORS
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Correlations between occupational stressors and coping dimensions:

(+) = positive correlations; (-) = negative correlations



CONCLUSIONS. The correlations between the Brief cope scales and the studied variables show the importance of both coping evaluation and approach at individual and organisational level due to the multitude of factors involved. As the results of this study demonstrate, knowledge of the organisational environment, more precisely the employees' coping with stressors, is all-important.