Introduction

Flexibility, such as new contractual forms have helped to reshape the relationship between individual and work experience, changing the significance and centrality of work. Traditional and permanent contracts are being replaced more and more by boundless working experiences (Ramaci, Alario, & Santisi, 2014).

Methods

A total of 40 Italian employees (45.0 males, 55.0 females), aged ranging from 28 to 59 years (M=41.68; SD=7.39). Schooling: high school (72.5%) and graduate (27.5%). Twenty-two subjects belonged to the traditional contract and eighteen were atypical workers. On average the workers have a good experience (14 years at work; SD=8.00) but with a large range from few month of work up to 35 years. In general 21.1% of workers have 5 or less years of experience. The respondents are mostly employees (60%) only 7.5% are in managerial position. The others are blue collars (12.5%) and consultants (20%). For the research we used the following measures: MSP - The Psychological Stress Measure (ad. it. Di Nuovo, Rispoli, & Genta, 2000); UWES - Utrecht Work Engagement Scale (ad..it. Balducci, Fraccaroli, & Schaufeli, 2010). The Personal Efficacy Scale (EPOP) and Collective Efficacy Scale (ECOP) at work (Caprara, 2001). Job satisfaction subscale (as referred to in the OSI) - Occupational Stress Indicator Cooper, C.L., Sloan, S.J. & Williams, S. (1988, ad..it. Sirigatti & Stefanile)

Results

The subgroup of atypical workers shows lower MSP scores in all case; Gender shows statistical differences for cluster Depressive Anxiety (p=0.006 t=-2.75) and Pain and physical problems (p= 0.002 t=-3.47). MSP is not significant with job area (Industry, Education, Services and Health-care). Job satisfaction: for the career (SC) (p=0.030 t=-483) and for interpersonal relationships (SR) results show statistically differences for gender. SS and SP for structures (p=0.010 t=.299) and process (p=0.047 t=-.342), reveal significant differences for the variable traditional or atypical contract. The multivariate analysis of variance, yielded significant differences between workers on the omnibus multivariate test. In all cases autonomy increased on- the - job, stress decreased [MANOVA (F (6, 25) = 5.21 p = 0.001]. The results show positive linear correlation, statistically significant, between engagement, stress and the Personal Efficacy Scale (EPOP) at work, a negative correlation between EPOP and Lost control, irritability and Effort and confusion(.01); Psychophysiological sensation, Depressive Anxiety, Pain and physical problems (.05). No significant correlation is found between MSP vs Satisfaction global score and The Collective Efficacy Scale (ECOP) at work. Last, the perception of stress levels is positively correlated with gender (.05); and negatively with type of contract (.05). In general, the study confirmed the main hypotheses which stated that there is direct correlation between Stress and self-efficacy and negatively to Organizational engagement. In summary, our third hypothesis is not confirmed for the level of stress correlate and experiences of satisfaction at work.

Conclusion

In all cases the results show significant differences in order to the measurement of job satisfaction, work engagement, psychological stress and the self and team perception, to successfully master the critical demands from work situations. Self-efficacy relates negatively to stress, which in turn relates negatively to work commitment. The results also indicate that autonomy at work is conditioned by job contract and support the conclusion that there are stronger job characteristics than other background variables, which have influence on satisfaction and on stress levels.

References

