

Job Stress: Threat & Challenge. A study about its consequences

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Abstract : In recent years, stress has been one of the most studied and widespread phenomena in our society. The psychological health of the participants in this study has been approached mainly in two ways. On the one hand, following the traditional research that considers stress as distress and the on the other hand, considering stress as eustress. The objective main was to investigate the possible consequences negative and positive, of the perception of stress on the psychological well-being of workers. Participated 603 professionals from the Social Services centers, 82% women, with an average age of 37.52; 89 subalterns, 68 assistants, 301 technicians, 72 principals. In summary, people with average levels of perception of pressure and challenge have less age, are assistant and they present higher levels of engagement. People with low levels of perception of pressure and challenge have more age, are assistant and they have a lower level of burnout. Finally, people with high levels of perception of pressure and low of challenge have less age, are technicians and they have higher levels of psychological discomfort and burnout, as well as a lower engagement. In conclusion, the present research has clear theoretical and practical implications.

Keywords : Job Stress, Pressure, Challenge, Patterns of Stress, Positive Mental Health

Date of Submission: 15-12-2017

Date of acceptance: 23-12-2017

I. Introduction

The phenomena related to work are changing. During the last decades, important transformations, such as the globalization of society and the economy or the development of new information and communication technologies, are having an important impact on work and organizations ^[1]. These changes, while it is true that they can be beneficial for organizations and societies, also can cause employees to face current topics and demands, knowledge, skills acquisition, and situations, which can be sources of stress as stimulating factors.

For many years, research on stress has been dominated by a focus on deficits, dysfunctions and pathologies, a negative perspective of "harm" or "loss"^[2], has led to stress has become, largely, synonymous of distress, and both concepts have been used interchangeably ^[3]. On the other hand, according to Peiró [1], from the positive psychology approach, contributes new ideas for the diagnosis of job stress and risk prevention and that a broader analysis of stress looking for its positive and negative effects, for example, different beliefs about happiness can influence the appraisal of stress and its interpretations as threats or challenges. Emphasis is placed on emotions, attitudes and actions that lead to well-being and positive workplaces ^[4]. From job stress, there is evidence they stress can be accompanied by positive processes. For example, according to the results of the Towers Perrin survey (2007), conducted with almost 90000 employees from 18 countries, there is evidence of the existence of "good stress". As response to job stress, are confirmed that a challenging job helps employees stay focused and interested throughout their daily routine, and be more eager to contribute to the organization ^[5]. In summary, both the traditional approach and the positive psychology approach provide important insights into stress experiences. Based on this basis, we consider that, to study the stress process more completely, it is necessary to approach the phenomenon from both perspectives. A model that can offer a good theoretical framework to integrate these perspectives is the transactional model.

The transactional model establishes that in the stress process there is no direct relationship between the potential stressors and the results or consequences, but these components are fundamentally involved, whose interaction is fundamental to determine the results of this experience and its consequences. Starting from this model, Lazarus and Folkman [6] define stress as "a particular relationship between the individual and the environment that is assessed by him or her as threatening or overflowing their resources and endangering their well-being", emphasizing cognitive appraisal, which focuses on the evaluation of damage, threat and challenge. Hence, stress could not be defined solely as the result of a threatening appraisal of the environment, but would also include positive evaluations. Therefore, an evaluation does not refer only to the environment or the individual, but to an interaction of both in each transaction; therefore, evaluation is a transaction variable.

As already noted, in the transactional model, the effects of stressors depend, to a large extent, on the appraisal made by people. Thus, if people perceive situations as threatening, there will be a detrimental effect on their psychological health, while the positive or challenging experiences of stress potentially situations will lead to an increase in health. Wirtz and collaborators^[7] carried out a study with men to determine the effect of anticipatory stress appraisal on several blood coagulation reactors that are caused by acute mental stress. They evaluated the challenge and the threat. They found that cognitive appraisal determined the degree of coagulation activation and stress recovery in men. Specifically, the subjects who anticipated the stressor as more challenging and also as more threatening had a higher degree of fibrin response (a protein involved in coagulation).

Next, we will review the researches where is analyzed the effects that stress appraisal has on the four aspects of psychological health that we focus on in this study. Two of them are focused on the negative consequences of the stress process: the psychological discomfort and the burnout. The other two are focused on the possible positive consequences: job satisfaction and engagement.

Psychological discomfort is an affective state characterized by feelings of unhappiness, depression and anxiety, the main dimensions of negative affect and mood^{[8][9]}. For Mclean, Strongman and Neha^[10] psychological discomfort is a negative emotional condition that accompanies the evaluation of threat, harm or loss when one faces an important goal. Oliver and Brough^[11] with a sample of community mental health workers found that appraisal a situation stressful led to lower levels of psychological well-being. Maier and collaborators^[12] found that threat appraisal positively and significantly predicts negative affect and perception of stress while challenge appraisal positively and positively predicts positive affect. The burnout is currently considered one of the most important psychosocial damages. It is understood as a process that arises as a consequence of chronic job stress, in which variables of individual, social and organizational character are combined. It is, therefore, with negative affective connotations that affects workers at different levels: personal, social and work^[13]. The burnout is defined as a response to a chronic emotional stress whose main features are represented in three dimensions: a) exhaustion, which represents the individual aspect refers to fatigue and fatigue that can manifest itself both physically and psychically, or as a combination of both; b) cynicism or depersonalization, which represents the interpersonal, is understood as the development of negative, distant and cold feelings, attitudes and responses towards the recipients of work (depersonalization), as well as indifference and attitudes of distancing towards different aspects of work, including the people with whom you work (cynicism); and c) low self-realization, which represents self-evaluation, refers to a feeling of incompetence and a lack of achievement and productivity at work^[14]. We found the study by Ben-Zur and Michael^[15] with a sample of 249 professional women (social workers, psychologists and nurses). These authors found that the appraisal of the position as high challenge/control was directly related to a lower level of burnout (in all its components). On the other hand, stress/load appraisal contributed to more burnout.

In summary, based on the literature reviewed, it can be expected that the greater the pressure component (threat) and the smaller component of the challenge perceived by people in situations, the greater their level of psychological discomfort and the burnout.

Job satisfaction has been defined in different ways. There are a series of definitions that refer to job satisfaction as an emotional state, feelings or affective responses. For Bravo, Peiró and Rodríguez^[16], job satisfaction goes beyond emotions and can be defined as a generalized attitude towards work. On the literature has linked the level of stress with job satisfaction, finding significant negative relationships as shown by the meta-analysis carried out by Zangaro and Soeken^[17] and Swody^[18] found that a greater eustress: positive affect, creation of meaning, work manageability and hope was associated with greater job satisfaction. Salanova and Schaufeli^[19] and Schaufeli, Salanova, González-Roma and Bakker^[20] define the engagement as "a positive mental state related to work and characterized by vigor, dedication and absorption". The vigor dimension refers to high levels of energy and mental resistance during work, and desire to strive, even in difficult situations; the dedication refers to a strong involvement, as well as feelings of meaning, enthusiasm, pride; and absorption refers to a maximum degree of concentration. As mentioned before, the engagement is the construct theoretically opposed to the burnout. However, it is important to emphasize that being "engaged" is something more than not are burnout. Those "burned employees" are differentiated from "employees engaged" in which the latter are able to meet the new demands that appear in the day to day work and also show a strong and effective connection to their jobs, they generalize positive emotions, they have more proactive behaviors and personal initiative, as well as, higher levels of motivation for learning new things and to undertake new challenges at work^{[21][13][19]}. Salanova^[21] suggests that the search for causes and consequences of engagement is fundamental in research and in practice, for effective management of people in organizations. Knowing their sources would allow designing scenarios in organizations that will lead to engagement and, therefore, positive consequences for employees and for the optimal functioning of organizations.

In resume, based on the literature reviewed, it can be expected that the greater the component of the challenge and the lower the pressure component (threat) people perceive in situations, the higher their level of job satisfaction and engagement.

The general objective of this work is to investigate the possible consequences, both negative and positive, of the perception (appraisal) of stress on the psychological well-being of workers.

II. Method

2.1. Participants and Sampling

Participated 603 professionals from the Social Services centers of the Valencian Community, Spain. The sample is composed of 82% of women, with an average age of 37.52 years; 89 subalterns (17%), 68 assistants (13%), 301 technicians (56%) and 72 have management functions of the centers (14%). Sample selection and data collection was performed by convenience sampling.

2.2. Design

The research design proposed is quasi-experimental with a transversal strategy of data collection in a single temporal moment.

2.3. Instruments

Scale based on the Pressures Management Indicator (PMI) ^[22] composed of 34 items, has been used. The items describe situations that can be both sources of pressure and challenge, so participants are asked to rate them according to the degree of pressure and the degree of challenge that each of them represents. The response scale is Likert type with 6 response levels for pressure, from 1 ("Evidently it is not a source of pressure") to 6 ("Evidently it is a source of pressure"), and, for challenge, from 1 ("Evidently it is not a source of opportunity/challenge") to 6 ("Evidently it is a source of opportunity/challenge"). Dimensions: Workload, the reliability (Cronbach's alpha) of the scale is 0.77 when considered as a source of pressure and 0.66 when considered as a source of challenge. Personal responsibility, the reliability (Cronbach's alpha) of the scale is 0.84 when considered as a source of pressure and 0.74 when considered as a source of challenge. Relationships, the reliability (Cronbach's alpha) of the scale is 0.86 when considered as a source of pressure and 0.82 when considered as a source of challenge. Home/work balance, the reliability (Cronbach's alpha) of the scale is 0.79 when considered as a source of pressure and 0.71 when considered as a source of challenge. Psychological discomfort was measured with adaptation of the General Health Questionnaire scale (GHQ-12) ^{[23] [24]}. Some examples of items on this scale are: "Your worries have made you lose a lot of sleep?", "Have you felt unhappy and depressed?". The response scale is Likert type with 4 response levels, from 1 ("Nothing at all/Much less than usual") to 4 ("Much more than usual"). Items 1 through 6 were inverted, so that a higher score indicates greater psychological discomfort. The reliability (Cronbach's alpha) of the scale is 0.87.

Maslach Burnout Inventory-General Survey scale (MBI-GS) ^[25]. This scale measures the responses to a chronic emotional stress whose main features are represented in three dimensions: exhaustion, cynicism or depersonalization and low personal fulfillment ^[14]. In the present study, a single global scale has been considered. The response scale is Likert type with 7 response levels, from 0 ("No time") to 6 ("Every day"). The items of the low personal accomplishment scale were inverted, so that a higher score indicates higher levels of the burnout. The reliability (Cronbach's alpha) of the total scale is 0.84. The questionnaire used in the present study to measure job satisfaction is an adaptation carried out by the international research team WOSY. The adaptation was made with items from the scale Minnesota Satisfaction Questionnaire of Weiss, Dawis, England and Lofquist ^{[26] [27]}. The scale consists of five items, four of which refer to specific aspects of the job: the salary or pay received, security in employment, friendly relations with colleagues and the supervisor's competence to make decisions. The fifth item refers to general satisfaction at work. The response scale is Likert type with 7 response levels, from 1 ("Unsatisfied") to 4 ("Extremely satisfied"). A higher score indicates greater job satisfaction. The reliability (Cronbach's alpha) of the scale is 0.60. Welfare and Work Survey, the Spanish adaptation of the reduced version of the Utrecht Work Engagement Scale ^[28]. This scale measures the positive mental state related to work and characterized by three factors: vigor, dedication and absorption ^[20]. In the present study, a single global scale has been used. The response scale is Likert type with 7 response levels, from 0 ("No time") to 6 ("Every day"). A higher score indicates a greater engagement. Reliability (Cronbach's alpha) of the total scale is 0.90

2.4. Procedure and Statistical analysis

The research staff explained the objectives of the study and requested their collaboration in the research. In order to collaborate, the centers had to meet a minimum requirement: the work team should be made up of at least 4 people. The statistical program SPSS 20 was used. Conglomerate analyzes were carried out, by the two-phase method, with the purpose of exploring the existence of possible patterns in the perception of stress, as a pressure and as a challenge. The analyzes have been made with the four factors (workload, relationships, personal accountability and home/work balance) of stress as pressure and as a challenge.

The preliminary analysis was carried out using descriptive statistics: mean and standard deviation. The reliability (Cronbach's alpha) of each of the scales used has been calculated and statistical analyzes of bivariate

correlation have been performed, by calculating Pearson correlation coefficients. Analysis of variance (ANOVAS) was performed to know if there are differences between the variables studied. To test the hypotheses that establish that the patterns of perception of stress pressure/challenge sources will have a significant effect on mental health variables (psychological discomfort, burnout, job satisfaction and engagement), a multiple linear hierarchical regression analysis was carried out, in which the independent variables are entered in a predetermined sequence. In this study, in the first step, the variables gender, age and level of the job position occupied in the organization are introduced. In a second step, the simple linear effects of the variables that represent the perception patterns of the pressure/challenge sources are added.

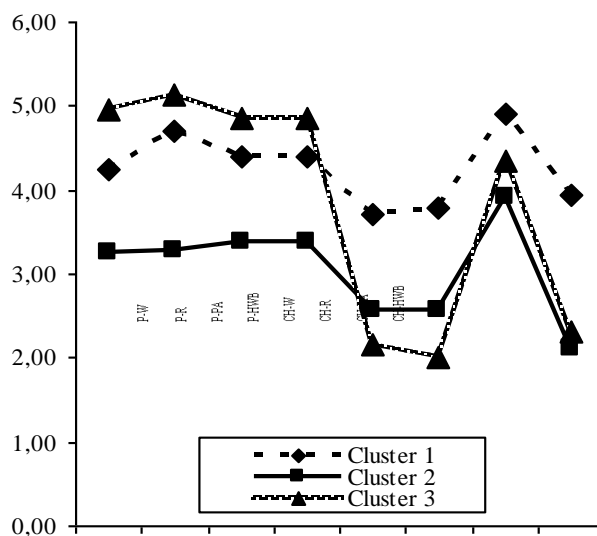
III. Results

The results of the analysis of the effects of stress perception patterns on the different indicators of mental health (psychological discomfort, burnout, job satisfaction, and engagement) are presented. Conglomerate analyzes showed three differentiated patterns of stress perception. The first pattern: Cluster 1, $n= 133$, 22.1%, is characterized by average levels of both stress perception as pressure and as a challenge. The second pattern: Cluster 2, $n=188$, 33.2%, is characterized by having low levels of both stress perception as pressure and as a challenge. Finally, the third pattern: Cluster 3, $n=245$, 43.3%, is characterized by high levels of stress perception as pressure and low levels of stress perception as a challenge (Tab. 1, Fig.1).

Table 1. Means of stressors as pressure and as a challenge in each of the stress perception patterns

	\bar{X} Cluster 1	\bar{X} Cluster 2	\bar{X} Cluster 3
Pressure Workload	4.26	3.26	4.95
Pressure Relationships	4.70	3.27	5.13
Pressure Personal Accountability	4.40	3.39	4.87
Pressure Home-Work Balance	4.40	3.39	4.87
Challenge Workload	3.70	2.57	2.15
Challenge Relationships	3.78	2.57	2.00
Challenge Personal Accountability	4.90	3.92	4.36
Challenge Home-Work Balance	3.94	2.12	2.31

Figure 1. Distribution of stress perception patterns, such as pressure and as a challenge (clusters).



Notes: P-W: Pressure Workload; P-R: Pressure Relationships; P-PA: Pressure Personal Accountability; P-HWB: Pressure Home-Work Balance; CH-W: Challenge Workload; CH-R: Challenge Relationships; CH-PA: Challenge Personal Accountability; CH-HWB: Challenge Home-Work Balance.

Table 2 shows the means, the standard deviations, the correlations and the Cronbach's alpha coefficients of the variables analyzed in this section. The indexes range between .66 and .86.

Table 2. Means, Standar Deviations, Correlations and Cronbach´s Alpha Coefficients of the variables considered

	\bar{X} (DT)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Sex																
2. Age	2.22(.73)	.02														
3. J.P.	2.38(1.02)	.01	.02													
4. P.D.	1.96(.47)	.04	.03	-.07	.87											
5. JS	3.09(.57)	-.08	.00	.10*	-.20**	.57										
6. E.	1.85(.79)	-.01	-.02	.10*	.54**	-.29**	.84									
7. B.	3.94(1.05)	.08*	.05	-.02	-.30**	.26**	-.59**	.90								
8. P-W	4.22(1.13)	.05	-.15**	-.11*	.12**	-.16**	.23**	-.15**	.77							
9. P-R	4.40(1.17)	.08	-.14**	-.08	.15**	-.21**	.17**	-.16**	.65**	.86						
10 P-PA	4.26(1.13)	.012	-.10*	-.08	.16**	-.10*	.24**	-.13**	.56**	.52**	.84					
11. P-HWB	3.47(1.31)	.00	-.13**	.01	.08	.00	.15**	-.10*	.58**	.59**	.52**	.79				
12. CH-W	2.67(0.99)	.05	-.00	.08	-.06	.04	-.12**	.20**	-.07	-.05	-.07	-.03	.66			
13. CH-R	2.61(1.17)	-.02	.00	.04	-.04	-.03	-.07	.10*	-.09*	-.04	-.06	.08*	.58**	.82		
14. CH-PA	34(1.05)	.02	-.17**	-.17**	-.11*	-.01	-.11*	.14**	.24**	.28**	.26**	.19**	.35**	.31**	.74	
15. CH-HWB	2.63(1.13)	.03	-.08	.14**	-.03	-.03	-.01	.11**	.02	.07	.04	.26**	.50**	.48**	.32**	.71

p≤.10 * p≤.05 ** p≤.01 *** p≤.001

Notes: JP: Job Position; PD: Psychological Discomfort; JS: Job Satisfaction; Engagement; B: Burnout; P-W: Pressure Workload; P-R: Pressure Relationships; P-PA: Pressure Personal Accountability; P-HWB: Pressure Home-Work Balance; CH-W: Challenge Workload; CH-R: Challenge Relationships; CH-PA: Challenge Personal Accountability; CH-HWB: Challenge Home-Work Balance.

Several analysis of variance (ANOVAS) were carried out to find out if there are differences in psychological discomfort, burnout, job satisfaction and engagement, depending on the different patterns of perception of the stress.

Table 3. Analysis of variance of the variables Psychological Discomfort, Burnout, Job Satisfaction and Engagement in function of the stress perception patterns

Predictors	Cluster 1	Cluster 2	Cluster 3	df	F
	\bar{X} (SD)	\bar{X} (SD)	\bar{X} (SD)		
Psychological Discomfort	1.94(.49)	1.92(.46)	2.03(.45)	2/561	3.94*
Burnout	1.74(.67)	1.69(.79)	2.06(.80)	2/561	14.34***
Job Satisfaction	3.10(.57)	3.12(.55)	3.05(.58)	2/561	.747
Engagement	4.12(.91)	4.07(1.08)	3.73(1.06)	2/560	8.52***

#p≤.10 * p≤.05 ** p≤.01 p *** p≤.001
 Note: \bar{X} (DT) = Mean (Standar Deviation)

The Table 3 show the results of the analysis of variance (ANOVAS) were significant, corroborating the results obtained in the regression analysis. The post-hoc tests performed show the following results: In the case of psychological discomfort, those with high levels of perception of stress and low of challenge have greater psychological discomfort than those with low levels of stress and challenge (p≤ .05). Those who perceive high levels of perception of stress and low of challenge have a higher of burnout than those of patterns 1 (p≤ .05) and 2 (p≤ .05). Those who perceive high levels of perception of stress and low of challenge have less engagement than those of employers 1 (p = .05) and 2 (P = .05).

Table 4. Multiple Linear Regressions: effect of stress perception patterns on Psychological Discomfort, Burnout, Job Satisfaction and Engagement

		Psychological Distress	Burnout	Job Satisfaction	Engagement
Sex	β	.08	.04	-.10	.16
Age	β	.00	.01#	.00	.00
Subaltern	β	.00	-.04	.07	-.14
Assistant	β	-.07	-.15#	.04	.21#
Technician	β	.03	.08	-.12***	.00
Principal	β	.04	.11	.00	-.08
Step 1	ΔR^2	.01	.02#	.03**	.01
Pattern 1	β	-.02	-.07	.00	.15*
Pattern 2	β	-.06#	-.18***	.04	.09
Pattern 3	β	.08**	.25***	-.04	-.24***
Step 2	ΔR^2	.02*	.06**	.01*	.03***
	R^2	.03#	.08***	.04*	.04**

p≤.10 * p≤.05 ** p≤.01 *** p≤.001

Nota: β are the non-standardized coefficients of the final stage of the regression analysis.

As can be seen in Table 4, the results show that the pattern of stress perception predicts the level of psychological discomfort. People with a high perception of pressure and low of challenge have greater psychological discomfort than the rest ($\beta = .08$; $p \leq .01$). The level of position and the pattern of stress perception predict the level of burnout. People with a high perception of pressure and low of challenge have a higher level of burnout than the rest ($\beta = .25$; $p \leq .001$). People with a low level of pressure and challenge have a lower level of burnout ($\beta = -.18$; $p \leq .001$). Finally, although it does not reach the level of statistical significance with which it is normally worked, it can be pointed out that in the case of assistant there is a tendency to present a lower level of burnout ($\beta = -.15$; $p \leq .10$). The position level predicts the level of job satisfaction. The technicians have the lowest job satisfaction ($\beta = -.12$; $p \leq .001$). Finally, the level of position and the pattern of perception of stress predict the level of engagement. Although it does not reach the level of statistical significance with which it is usually worked, it can be pointed out that in the case of assistant there is a tendency to present a greater engagement ($\beta = .21$; $p \leq .10$). On the other hand, those who present average levels of pressure and challenge are the ones who have the most engagement ($\beta = .15$; $p \leq .05$), while those with high pressure and low challenge are the ones with the lowest levels. ($\beta = -.24$; $p \leq .001$).

In summary, technicians have lower job satisfaction. Assistants tend to have less burnout and more engagement. Those who perceive average levels of pressure and challenge have a greater engagement. Those who perceive a low level of pressure and challenge have less burnout. Finally, those who perceive high pressure, but low challenge is those who have greater psychological discomfort, have more burnout and less engagement.

IV. Conclusions

The psychological health of the participants in this study has been approached mainly in two ways. On the one hand, following the traditional research Kyriacou^[29] and Schaufeli and Buunk^[30] that considers stress as distress, we have analyzed the negative aspects, such as psychological discomfort and the burnout. On the other hand, considering stress as eustress^{[31][32]}, the most positive aspects have been analyzed, such as job satisfaction and engagement. The objective main was to investigate the possible consequences, both negative and positive, of the stress perception on the psychological well-being of workers. It was expected that the patterns of perception of stress would have a significant effect on the mental health of workers. Specifically, the greater the component of pressure (threat) and the smaller component of the challenge perceived by people in situations, the greater their level of psychological discomfort and the level of the burnout; On the other hand, the greater the pressure component (threat) and lower the component of challenge perceived, the higher their level of job satisfaction and their level of engagement. The results confirm that people with a high perception of pressure and low of challenge have greater psychological discomfort than the rest. This result corroborates those obtained in previous studies^{[12][11][33][34]}.

People with a high perception of pressure and low of challenge have a higher level of burnout than the rest. These results would be in line with those obtained by other authors with respect to the demand-resource model^{[35][28][36][21]}. On the other hand, there is another interesting result, people with a low level of pressure and challenge have less burnout than the rest. These results would go against those obtained by Ben-Zur and Keren^[15] who found that the appraisal of the position as high challenge/control was directly related to a lower level of burnout (in all cases). its components). However, these authors did not contemplate the combination of both types of appraisal (threat and challenge) jointly. In our case, the highest perception of challenge (middle level) is associated with average levels of pressure. It is possible that the existing level of pressure counteracts the possible effects of the challenge appraisal in reducing burnout. The results show that stress perception patterns

do not predict the level of job satisfaction. These results go against those obtained in previous research [37] [38] [18]. This could be due to the low level of reliability of the instrument used ($\alpha = .57$). Therefore, these results should be contrasted in future studies that use an instrument with greater reliability.

It is important to remember, once again, that in the previous studies, the appraisal of stress as a pressure and as a challenge was not used in combination. Future studies will corroborate the results obtained in this study with other types of occupations. Moreover, the results show that people with medium levels of pressure and challenge are those who have the most engagement, while those with high pressure and low challenge are the ones with the lowest levels. It is necessary to bear in mind that the perception pattern where the average levels of pressure and challenge are combined is that in which the highest levels of challenge are given. These results corroborate those obtained by previous research, which relate the challenge to the engagement [39] [12] as well as those obtained by other authors with regarding the demand-resource model [39] [35] [28] [21]. In summary, people with average levels of perception of pressure and challenge have the following characteristics: they have less age, the level of the position occupied is that of assistants and they present higher levels of engagement. People with low levels of perception of pressure and challenge have the following characteristics: they are older, the level of the position occupied is that of assistant and they have a lower level of burnout. Furthermore, people with high levels of perception of pressure and low of challenge have the following characteristics: they have less age, the level of the position occupied is that of technicians and they have higher levels of psychological discomfort and burnout, as well as a lower engagement. This study is not without limitations. The exclusive use of self-report measures raises the problem of the common variance of the method, that is, the variance attributable to the measurement method rather than the variables considered.

The use of a transversal design also represents a limitation, since it does not allow the establishment of causal relationships. Therefore, the results found should be viewed with caution from this point of view. It would be possible to state the inverse relationship, that certain levels of mental health have a significant effect on stress appraisal patterns. In conclusion, the present research has clear theoretical and practical implications. The results obtained lead us to reflect on the way in which we should intervene in the processes related to stress. If we understand that there is both "good" and "bad" stress and that this not depend only on quantity, but on quality, the intervention should not be based solely and exclusively on the reduction of "stress". If this is done, we will be eliminating, together with distress the eustress, that is, those elements of work that pose a challenge to people and help them develop positive psychological states.

Finally, it would be interesting for future studies to use longitudinal designs to establish causal relationships between the variables considered, as well as study with different types of occupations.

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Magdalena Escamilla-Quintal1., "Job Stress: Threat & Challenge. A study about its consequences." *IOSR Journal of Business and Management (IOSR-JBM)* vol. 06, no. 12, 2017, pp. 05-12.