

Convergence Study on the Stress Response and Life Satisfaction of a Workplace Worker -Focused on Regular and Non Regular worker-

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ABSTRACT

Background/Objectives: The purpose of this study is to compare the stress response and the satisfaction of life to regular workers and non - regular workers.

Method/Statistical Analysis: Data collection was conducted from July 1 to 31, 2017 for 600 workers of K company. Analysis was performed using the SPSS 23.0 version program and analyzed by χ^2 -test, t-test, ANCOVA and Pearson's correlation coefficient.

Findings: The results showed that the stress response was higher in the irregular workers than in the regular workers ($f=11.09$, $\rho=.001$). In the stress response, the irregular workers showed higher somatic symptoms ($f=6.18$, $\rho=.013$), depression ($f=13.70$, $\rho=.001$) and anger ($f=6.15$, $\rho=.013$) than the regular workers. Stress response and life satisfaction showed significant negative correlation ($r= -.387$, $\rho < .001$).

Improvements/Applications: Workplaces need to pay attention not only to regular workers but also to the stress of non-regular workers, and to programs that improve their life satisfaction and alleviate stress reactions.

Keywords: *Stress, Life Satisfaction, Workers, Regular Workers, Non-Regular Workers*

Introduction

As of the end of August 2016, there are 64,444,000 non-regular workers among 19,627,000 total wage workers in Korea, accounting for about 32.8% of the total wage workers^[1]. Non-regular workers are widely used terms in Korea and Japan. Employment types are atypical, informal, non-standard, or non-permanent, and these non-regular workers are special types of work that are outside the characteristics of regular regular workers^[2]. These non-regular workers show a special difference from regular workers in terms of duration of employment, hours worked and the way of providing work^[3]. The characteristics of non-regular workers

are temporary workers (term, contract, daily, casual, and appointment) because they are not continuous, and working hours and labor contract periods are fixed. Non-regular workers experience stress due to job insecurity caused by uncertainty due to instability in the contract period which may create other stressors^[4]. Unlike the regular workers, various job stress factors such as unemployment experience, turnover experience, and job insecurity have a negative impact on the social and psychological health of workers^[5]. In addition, due to job autonomy, job instability, and inadequate compensation due to work characteristics, irregular workers have higher job stress than regular workers^[6], which has serious effects on the physical and mental health status of workers^[7]. These workers' health status was at a higher risk of worsening health status when they were in low income or when their employment status was irregular^[8]. In addition, non-regular work has been shown to reduce health-related behaviors and quality of life for workers, and their quality of life has been shown to

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affect mental health [9]. Job stress of workers affects job performance in the workplace [10], while high job stress negatively affects life and lowers satisfaction with life. And negative effects were observed [11]. We are trying to prevent and prevent the health effect factors that occur in the working conditions experienced by irregular workers in the workplace. We also have to activate many studies according to the employment type of the workplace [12]. However, it is difficult to find a study that uses variables such as stress response and life satisfaction, which can affect health, by comparing the regular and non - regular workers in the form of workplace employment. The purpose of this study was to compare the stress response and life satisfaction of regular and non - regular workers in the workplace.

Materials and Method

Study Design: This study is a descriptive research study to investigate the difference of stress response and life satisfaction centering on regular and non - regular employment types of workplace workers.

Selection Process of the Subject: Data collection was conducted from July 1, 2017 to July 31, 2016, among 600 workers who understood the purpose of this study and agreed to participate. Out of the questionnaires, the final 580 data were used for the analysis except for the unsubstantiated data. The tools used in the study were obtained after obtaining the consent of the final modifier and the applicant.

Data Analysis

All data were analysis using SPSS statistics version 23.0 program. The personal characteristics and job characteristics of the subjects were analyzed by χ^2 -test and t-test. The stress response (somatization, depression and anger) and the degree of life satisfaction were analyzed by descriptive statistical analysis. The ANCOVA analysis was conducted to examine the differences in the stress response and life satisfaction according to the employment type of the subjects. Correlation between the subject 's stress response (somatization, depression and anger) and life satisfaction was assessed using the Pearson correlation method.

Results

General Characteristics of the Subject: Table 1 shows general characteristics and job characteristics according to the employment type of the subject. The total number of subjects included in the analysis was 580, of which 149 (25.7%) were males and 431 (74.3%) were females, and both regular and irregular workers were female workers. The average age was 33 in regular workers compared to 30.3 in irregular workers ($p < .001$). The average working period was 59.5 months for regular workers and 32.7 months for non-regular workers ($p < .001$). The number of non - regular workers was 26 (7.9%), which is higher than that of regular workers (3.6%). In the average salary, 223 regular employees (89.2%) were over 3 million won and 292 (88.8%) were less than 2 million won ($p < .001$). However, there was no difference between spousal living level, education level, and religion.

Table 1: General Characteristics of the Subject

Variables	Regular	Non-regular	χ^2 or t	ρ
	n = 250(43.1%)	n = 330(56.9%)		
Age(year)	33.0 \pm 7.5	30.3 \pm 7.8	8.57	<.001
Gender				
Female	200(79.7)	231(70.2)	6.68	.010
Male	51(20.3)	98(29.8)		
Marital Status				
Married	91(36.3)	90(27.4)	5.34	.069
Single	153(61.0)	227(69.0)		
Others	7 (2.7)	12 (3.6)		
Education Level				
College	115(45.8)	167(50.8)	1.88	.390
University	55(21.9)	72(21.9)		
Master	81(32.3)	90(27.4)		

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Religion				
Protestant Christian	64(25.5)	93(28.3)	4.79	.309
Catholic Christian	29(11.6)	24 (7.3)		
Buddhism	27(10.8)	33(10.0)		
None	130(52.1)	180(54.4)		
Period of employment (month)	59.5 ± 41.6	32.7 ± 33.8	4.42	<.001
Working Style				
Day work	242(96.4)	303(92.1)	4.68	.031
Shift work	9 (3.6)	26 (7.9)		
Annual Salary (10,000 won)				
<200	7 (2.8)	292(88.8)	5.80	<.001
200 ≤ <300	20 (8.0)	30 (9.1)		
≥300	223(89.2)	7 (2.1)		

Stress Response and Life Satisfaction Score: Table 2 shows the stress response and life satisfaction scores. The stress response of the subjects was 52.86 ± 17.99 points on the scale of 110 points, and the physical symptoms were 22.65 ± 8.93 points on 45 points, 17.83 ± 6.62 points on 40 points, 12.37 points on 25 points ± 5.18 points. Life satisfaction was 42.34 ± 11.11 points out of 70 points.

Table 2: Stress Response and Life Satisfaction score

Variables	Min	Max	Mean ± SD
Stress response	22	110	52.86 ± 17.99
Somatization	9	45	22.65 ± 8.93
Depression	8	40	17.83 ± 6.62
Anger	5	25	12.37 ± 5.18
Satisfaction with life	10	70	42.34 ± 11.11

Stress Response and Satisfaction of Life According to Employment Type: Table 3 shows the results of the stress response and life satisfaction according to employment type. Variables that showed a difference between regular and non - regular workers were covariates. There was a statistically significant difference in the subscales of the stress response, body reaction, depression, and anger score. Compared with regular workers, irregular workers showed higher stress response ($f=11.09$, $\rho=.001$) By subdivision The scores of somatization ($f = 6.18$, $\rho= .013$), depression ($f = 13.70$, $\rho= .001$) and anger ($f = 6.15$, $\rho=.013$)

Table 3: Stress Response and Satisfaction of Life according to Employment Type

Variables	Regular (n = 251)	Non-regular (n = 329)	f	ρ
	Mean ± SD			
Stress response	50.15 ± 18.00	54.93 ± 17.74	11.09	.001
Somatization	21.55 ± 8.64	23.49 ± 9.06	6.18	.013
Depression	16.74 ± 6.53	18.67 ± 6.58	13.70	.001
Anger	11.86 ± 6.53	12.76 ± 5.14	6.15	.013
Satisfaction with life	42.93 ± 11.45	41.89 ± 10.84	2.07	.151

Relationship between Stress Response and Satisfaction of Life: Table 4 shows the subject's stress response and life satisfaction. There was a statistically significant negative correlation ($r = -.387, p < .001$) with the stress response in the subjects' life satisfaction, and

the somatization ($r = -.277, p < .001$), depression ($r = -.442, p < .001$), and anger ($r = -.302, p < .001$) were found to be statistically significant. That is, the higher the stress response, the lower the satisfaction of life.

Table 4: Relationship between stress response and satisfaction of life

Variables	1.	2.	3.	4.	5.
	r(ρ)	r(ρ)	r(ρ)	r(ρ)	r(ρ)
1. Stress response	1				
2. Somatization	.889 (<.001)	1			
3. Depression	.885 (<.001)	.641 (<.001)	1		
4. Anger	.812 (<.001)	.544 (<.001)	.690 (<.001)	1	
5. Satisfaction with life	-.387 (<.001)	-.277 (<.001)	-.442 (<.001)	-.302 (<.000)	1

Discussion

Compared with regular workers, irregular workers showed a higher total score of stress response. The results were similar to those of high job stress due to job instability and high job demands at workplaces where 50.2% of the workers were irregular workers [13], and the stress of non-regular workers who were employed in the form of part- Was a result that was in contrast to the study [9]. This is because, as seen from the general characteristics, it is thought that the irregular workers are highly likely to have job demands for irregular workers at workplaces where most of the daytime employees work like regular workers, and the job instability due to the employment characteristics of irregular workers. In the study of occupational characteristics of irregular workers [5], stress was found to affect social psychological stress, and it was found that job culture due to differences in work culture and salary in the workplace Stress factors have a significant impact on workers' mental health and have been shown to increase the risk of mental health high-risk workers [14]. The subjects' stress response and life satisfaction were inversely correlated, indicating that higher stress responses lowered life satisfaction. In the workplace, workers' stress was increased due to lack of autonomy, differences in salaries, job demands, and job instability [15]. The daily stress of female nursery teachers affected the psychological state such as anxiety, and the better the psychological state, the higher the satisfaction of life [16]. In the study of local public servants [17], overall satisfaction with job satisfaction was high. In other studies, the higher the expectation of life satisfaction, the less stress and well-being [18].

Conclusion

The purpose of this study is to provide basic data on the health promotion of workers by analyzing the relationship between stress response and life satisfaction in regular and non - regular employment types. According to the results of the study, a health promotion program is needed to improve the health of the workplace and to provide differentiated approach according to the type of employment and to alleviate the stress reaction of non - regular workers and to improve life satisfaction. Also, based on the results, the following suggestions are made. First, there is a need for comparative and repeated research on stress and life satisfaction that may affect worker 's health, focusing on regular and non - regular workers in various workplaces. Second, through this study, it was found that non - regular workers had higher stress response and lower life satisfaction than regular workers. Therefore, it is necessary to study the application of stress reduction program to non - regular workers.

Ethical Clearance: Not required

Source of Funding: Self

Conflict of Interest: Nil

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