Reasons of Work Stress and their Coping Strategies:
A practical study on government Sectore in the kingdom of Bahrain
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Abstract

This study aims to studying the main sources of work stress and its coping strategies related to Ministry of work, justice, and housing in the kingdom of Bahrain. It also aims at explaining the important classification and suggestions of researchers of these sources and their coping strategies, and finally to determine to what extent did the three ministries adapt to these sources.

The study has been conducted on a sample consist of 212 employees from ministries in the kingdom of Bahrain

The results of this study could be classified into three main categories:

A- Results. related to the sources of stress

1. The three ministries employees in general agree that they feel of a medium level of stress.
2. The tanking of the source of stress follows the following hierarchy according to their importance: Responsibility for people, career development, work overload-qualitative, work overload- quantitative, role conflict and role ambiguity.
3. There is no correlation between personal characteristics (Age, gender, experience, educational level. Marital status) and the sources of stress (role conflict, role ambiguity, work overload-qualitative, work overload quantitative, career development, and Responsibility for people)
4. There is a positive correlation between age and responsibility for people.
5. There is no relationship between educational level and sources of stress.
6. There is a positive correlation between experience and responsibility for people.

B- Results related to coping strategies:
1. The three ministries employees in general agree that they feel of the existence of a medium
level of coping strategies (personal traits)

2. The ranking of coping strategies (according to the opinions of employees of the three ministries) follows the following hierarchy according to their importance: Flexibility, Active and Productive, Wide Interest, Acceptance of others values, and Self-Knowledge.

3. There is no correlation between personal characteristics (Age, Gender, experience, educational level, and martial sums) and coping strategies (self-knowledge, wide interest, flexibility, acceptance of others values, and active and productive) except between educational level and acceptance of others value. This relationship is found between the group with (Less than bachelor) and the group with (Bach, degrees).

4. There is a negative correlation between educational level and self-knowledge.

5. There is a positive correlation between experience and wide interest.

6. There is no correlation between marital status and coping strategies (self-knowledge, wide interest, flexibility, acceptance of others values, and active and productive).

C- Results concern the relationship between sources of street and coping strategies.

1. There is a positive correlation between role ambiguity and the sources of: role conflict, work overload-quantitative, work overload-qualitative, career development, and responsibility for people.

2. There is a positive correlation between role conflict and role ambiguity, and work overload-quantitative.

3. There is a positive correlation between work overload-quantitative and the sources of: role conflict, role ambiguity, work overload qualitative, career development, and responsibility for people.

4. There is a positive correlation between work overload-qualitative, and the sources of: career development, responsibility for people, role Ambiguity, and work overload-quantitative.

5. There is a positive correlation between self-knowledge and the strategies of: wide interest, acceptance of others values, and active productive.

6. There is a positive correlation between wide interest, active and productive, and wide interest.

7. There is a positive correlation between flexibility and acceptance of others values.

8. There is a positive correlation between active and productive and the strategies of: flexibility, and acceptance of others values.
9. There is a positive correlation between sources of stress and coping strategies, except the following Situations: Role ambiguity with flexibility, work overload-quantitative with flexibility, career development with self-knowledge, and responsibility for people with wide interest, and with flexibility.