

Effort-Reward Imbalance, Psychological Well Being and Physical Health: A Study of Occupational Stress and Wellness of Employees

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Abstract

This study aimed to examine the relationships among markers of occupational stress, over commitment, and health of employees in Metro Manila. Based on the theory of Effort-Reward Imbalance of Siegrist (1996), occupational stress was understood as the imbalance between high extrinsic effort due to work demands, but low rewards gained. Over commitment was a personal disposition that involved intrinsic effort. Psychological health issues consisted of negative emotions while physical health problems involved symptoms involving pain and discomfort. The following hypotheses were tested: Both Effort-Reward Imbalance (ERI) and Over commitment (OC) predicts psychological and physical health. There were 1,598 participants in the study who answered a structured survey questionnaire administered in the workplaces. Sixty-four percent were females, and the rest males. To test the hypotheses, logistic regression was used. The findings showed that ERI and OC were significant indicators of overall physical and psychological health as well as a number of symptoms such as insecurity, lack of confidence, obsessive thoughts, anger, suppressed emotions, lower back pain, gastrointestinal pain, chest pain, sore throat and colds, headaches, and insomnia. The data also indicated that there were differences among government and private sector employees, and differences among males and females on selected outcomes. The implications of the findings on work management, health, and research are discussed.