

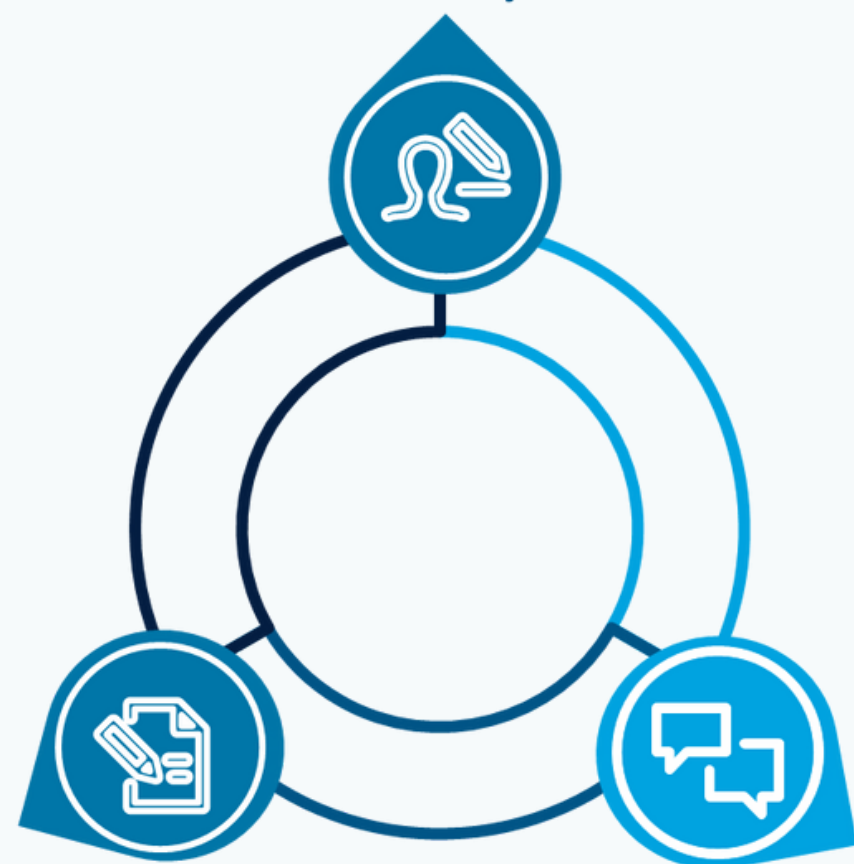
Organizational change and stress

01 Introduction

Stress affects the quality of life and the employee productivity, which is the micro-foundation of the firm-level success. The stress is correlated with the unavoidable **organizational change** and the employee conditions such as contract types. Thus, it is imperative to simultaneously study the underlying factors of organizational change and whether **employment contract** plays a role. The research is guided by the question: "To what extent does labour contract agreement impact mental distress during organizational change?".

02 Methodology


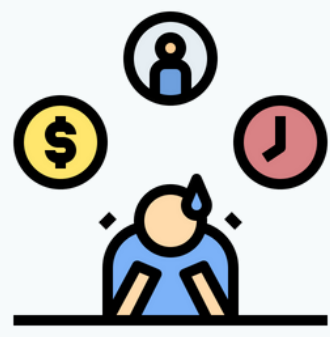


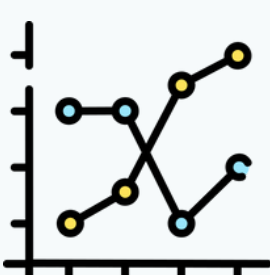
Data from the European Survey on Working Conditions, 2015






Linear regression
Ordinary Least
Squares method
through SPSS

43,850 interviews
in 35 European
countries

03 Results

- Significant correlation between contract type and stress. 
- Temporary employees are less stressed than permanent workers. 
- Stress increased during the organizational change. 
- From the control variables, sleep-related problems, emotional job, lack of work-life balance and deadlines have the biggest effect on stress. 
- No correlation between stress & contract type during organizational change. 

04 Managerial implications

- The contract type is not relevant during organizational change. 
- Managers can utilize this research to make decisions about their employees, be aware of psychological differences between temporary and permanent workers and consequences of high levels of job stress. 
- Effective organizational change management facilitates periods of broad business change, allowing employees to remain motivated and productive. 

05 Recommendations

