

Individual Factors

- Family issues
- Financial issues
- Individual personality

Organizational Factors

- Task and role demands
- Interpersonal demands
- Organizational structure
- Leadership
- Organizational life stage

Environmental Factors

- Economic environment
- Political environment
- Technology

- Perception
- Job experience
- Social support

Individual Differences

- Belief in locus of control
- Self-efficacy
- Hostility

Experienced Stress

```
graph TD; IF[Individual Factors] --> ES[Experienced Stress]; OF[Organizational Factors] --> ES; EF[Environmental Factors] --> ES; ES --> PS[Physiological Symptoms]; ES --> PPS[Psychological Symptoms]; ES --> BS[Behavioral Symptoms];
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Physiological Symptoms

- Headaches
- High blood pressure
- Heart disease

Psychological Symptoms

- Anxiety
- Depression
- Less job satisfaction

Behavioral Symptoms

- Loss of productivity
- Absenteeism
- Turnover

Social And Psychological Factors In Stress

**Joseph E. McGrath, ILLINOIS UNIV
URBANA DEPT OF PSYCHOLOGY.**



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