Abstract

This paper explores issues of the work stress of Czech employees using the data from Quality of working life survey conducted in Sociological institute of Czech Academy of science in 2014. However work stress is generally seen as a serious problem, employers in the Czech Republic do not take it enough into account yet. The aim of this paper is to define groups of employees which are the most endangered by work stress, sources of stress (stressors) and explore the relationship between work stress and life satisfaction with special focus on employee status. As a theoretical background, we use the theory of spillover (transmission between life spheres), theories of high status stress and low status stress and balance models of work stress (namely Job demands-control model and Effort-reward imbalance model).

Apart of work demands, overtime work, low social support and negative phenomenon as well as monotonous and unattractive job content and poor job security were identified as important stressors.

As the most endangered group were identified those who have lower employee status, high level of stress and also lower satisfaction in all studied aspects of life. Situation of this group can be seen as a serious social problem. All identified stressors occur in this group together with other unfavourable work conditions. The attention should be also focused on employees with high level of family responsibilities and group suffering from high status stress.

The relationship of level of work stress and life satisfaction was also confirmed and it touches especially lower status employees (those with high level of stress have lower life satisfaction). Higher status employees with high level of stress keep high life satisfaction, which is explained by their resources that let them protect themselves against negative impact of work stress.