

Title – What Affects Perceived Job Stress? Influence of Work Passion and Goal Orientation

Program of Study – Psychology

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Abstract:

For years, researchers have been interested in individual factors which could potentially influence organizational outcomes. These include motivational factors, dispositions, and even more transient variables such as stress. In the past few decades, research on passion as a motivational factor has flourished. Vallerand et al. (2003) were the first to propose a dualistic model of passion, which asserts that passion is a multifaceted construct, comprised of both harmonious passion and obsessive passion. These types of passion can be differentiated by the type of internalization which occurs in regards to the passionate activity. Autonomous internalization is said to occur when one experiences harmonious passion, while controlled internalization is said to occur when one experiences obsessive passion. Similar to the rise of passion to the forefront of organizational research, goal orientation has received increased attention in recent decades. In 1986, Dweck and colleagues were the first to propose two-pronged model of goal orientation; however, Vandewalle (1997) subsequently posited that work domain goal orientation, through the division of the performance goal orientation, consists of three dimensions: a learning, prove performance, and avoid performance goal orientation. Occupational stress research also has a brief history; however, numerous researchers have proposed models conceptualizing job stress (Jex & Britt, 2014). Some researchers conceptualize occupational stress as the characteristics of an individual's work environment perceived as harmful (Beehr & Newman, 1978). Similarly, it is believed that stress experiences are person-specific, since they are comprised of cognitive assessments and situation interpretations, which are unique to each individual (Morris, Messal, & Meriac, 2013). This study seeks to investigate whether a combination of dimensions of work domain goal orientation and work passion predict

employee perceptions of stress. Specifically, this study will utilize the dualistic model of passion, as well as VandeWalle's conceptualization of work domain goal orientation. Data collection is in process through Amazon's Mechanical Turk platform, which allows for restriction of the convenience sample to consist only of those currently employed full-time. The survey itself is comprised of a modified version of the Passion Scale, the Work Domain Goal Orientation Instrument, and a modified version of the Perceived Stress Scale. The analyses run will consist of various Pearson correlations and a multiple linear regression. Results, conclusions, and implications will be included on the poster once analysis is complete.