
The Effect of Spirituality and Trust on Job Stress According to the Employees' Gender in Executive Organizations of Gilan Province

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Abstract Stress is one fundamental problems, which have put humans at risk, due to the development of societies and turning to modern life over the few past decades. Stress is an integral part of today's life; and it reflects the job stress if it occurs in the workplace and in relation to workplace factors or due to the changes in work activities such as new technologies or changed goals, Stress or psychological pressure is the most common, inclusive and destructive force in today's society and it is significantly caused by jobs. The reasons for paying attention to job stress are as follows: Improving satisfaction and comfort in the workplace(for cooperation); increasing the sense of trust and adequacy in coping with job responsibilities; increasing the self-esteem and good mood despite the unemployment; and increasing the job security and satisfaction. There are some ways to cope with stress including the trust in God. Nowadays, the psychiatry as the newest science, teaches the same things, which prophets taught, because the psychiatrists have found that the prayer and firm belief eliminate the concern, anxiety, excitement and fear which cause many illnesses in today's organizations. The spirituality in the workplace has most supporters. Even an expert on the organizational spirituality has introduced the spiritual movement term and believes that organizations, which have rational systems, are now creating places for spiritual dimension in organizations. The purpose of this research is to investigate the effect of spirituality and trust on job stress according to the employees' gender in executive organizations of Gilan Province. The research was a descriptive study. The population consisted of all personnel at in executive organizations of Gilan Province. 410 samples were ed through non-probability sampling. A questionnaire was used to collect the required data. Structural equations were used to analyze data According to obtained results,

the spirituality and trust had negative relationships with employees' job stress in executive organizations of Gilan province. .

Keywords : Keywords: Spirituality in work, Trust, Job stress

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