

The Impact of Organizational Discrimination, Information Hiding and Social Ostracism on the Job Stress among Employees of Refah Bank in Guilan Province

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when job requirements are not consistent with the Job stress is a harmful physical and emotional response that occurs capabilities, supports, and needs of the employed person. Job stress can also reduce the physical and mental health of individuals, reduce their efficiency and reduce productivity in organizations. Paying attention to the intra-organizational elements affecting the occupational stress of employees is the first step in preventing this destructive behavior among the organization's human resources. The purpose of this study was to measure the impact of organizational discrimination, hiding information and social isolation on job stress among employees of the Refah Bank in Guilan province. The statistical population of the research is employees of Bank of Welfare Bank of Guilan province workers. Their number is 435 people. Based on Cochran's formula and randomly ed cluster sampling, the sample size was estimated to be 225 people. The data gathering tool was a standardized questionnaire previous researchers. The reliability of questionnaire questionnaire was estimated to be more than 0.7 in Cronbach's alpha method. Validity of questionnaire questions was confirmed by content validity and structural validity. In order to analyze the data, structural equation modeling (SEM) method was used using Lisrel 8.80 statistical software. Findings of research showed that organizational discrimination, information hiding and social isolation have a positive and significant effect on job stress among employees of Refah Bank in Guilan province.

Keywords : : Organizational Discrimination, Information hidining, Social ostracism, Job Stress.

