Investigating the predictive power of the perception of role overload by job self-efficacy and perceived organizational support for safety

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Received: 14/10/2013 accepted: 31/12/2014

Abstract

Background: Researches show that the perception of role overload in employees had a relationship with the occurrence of job accidents. Such ways can act as barriers against the harmful effects of work environment on the health and increase in cognitive and support resources including job self-efficacy and organizational support. The purpose of this study was to determine the predicted power of role overload by job self-efficacy and perceived organizational support for safety.

Methods: The current research is a correlation study. Sample consisted of 189 employees in Isfahan Steel Company in 2012 that were selected according to the stratified random sampling method and responded to the questionnaires about demographic characteristics, role overload, job self-efficacy and perceived organizational support for safety. Data we reanalyzed using Pearson's correlation test and logistic regression.

Results: The results of this study showed that there were significant relationships between role overload, job self-efficacy and perceived organizational support for safety ($p<0.01$). Also, regression analysis indicated that the variables of job self-efficacy and perceived organizational support for safety significantly predicted almost 11% and 10% of role overload variance ($p<0.05$).

Conclusion: The research results denote the importance of psycho-social variables in predicting the perception of role overload in employees.

Keywords: role overload, job self-efficacy, perceived organizational support for safety

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