The Role of Social Responsibility in the Employee's Job Stress and Depression (Case Study: State Administration of Bam Township)

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Abstract

Successful organizations always consider themselves committed to the society, and performing social responsibility results in creating excellent fortunes to organization growth. Hence, this research studies the role of social responsibility in the stress and job depression of employees by using regression and correlational-descriptive method. The statistical society of present research includes all the employees of state administrations in Bam township (n=180). The results indicate that the level of social responsibility among the employees is higher than mean. Also it was observed that the variable of social responsibility predict the stress and job depression of the administration employees, and the predication strength of social responsibility is negative. The criterion of social responsibility is significantly related to the stress and job depression of employees. The criteria of social responsibility (economic, law, ethical, humanistic) were also tested, and it was recognized that they have significant and negative relationship to job stress and depression of employees. This research helps the managers to develop the effective politics related to social responsibility of organizations that are necessary to achieve the better function of employees in long term. Also it provides the organizations with insight regarding to the role of social responsibility gaining future benefit.

Keywords: social responsibility, job depression and stress.
1- Introduction
Since 1950s the intellectuals of management field have paid their attention to social responsibility of organizations. All of the organizations that only weigh their benefit and loss, under the pressure of people and similar organizations they shift their attitude beyond the mere benefits of organization. Then it's clear that the organizations will have significant effect on the society. The society benefits are exerted towards social responsibility. Hence it's tried that the benefit and loss of organizations doesn’t incur excess cost to the people. The social responsibility refers to the significant effect of organizations on social system. So their activity shouldn’t exert any loss on the society and when exerting loss, the related organizations are required to compensate it. On the other hand, the organizations shouldn’t consider themselves apart from their external media, but also they should consider themselves as a part of the whole (society or external media) and their goal and activities should be toward society ambitions and welfare. Today all managers should perform the things that are accepted by society and according to its values.

The organizations that can't adapt themselves to this important case won't be successful. Peter darker, one of the most brilliant intellectuals of management tells that: the private organizations should accept their public and social duty and role to maintain their legality and survive in the environment. This social role results from this principle that each individual is responsible for his own behavior, and if he creates any damage to others, he should be responsible (moshabaki and khalili, 2010). In this regard, many management researchers have presently focused on this subject and try to study the social responsibility of organization. Therefore, the problem addressed in this study is that: "does the social responsibility play any role in job depression and stress?"

The discussion of social responsibility is the clearly traced back to Adam smith (18th century). He studied the subject of social welfare and believed that the proponent entrepreneurs tried to protect the public benefits. In 1890s Andrew carangid recognized the social responsibility of companies. His view was reported based on two principles: guardianity and benevolence.

The benevolence principle is considered as one of individual responsibilities, not organization ones. But according to guardianity principle, the rich people and organizations should consider themselves as the guardian of poor people. Against this view, in 1970s and 1980s, the set of environmental problems resulted in posing the subject of social responsibility. Milton freedman, the famous economist, is one of vanguards who met ions the responsibility of commercial organizations to maximize the benefit without any trick.

He also believes that the social problems should be delegated to the people and governmental institutes because determining the relative needs and their level effects on the income of companies (Bratlo, 2001).

Some researchers provided different definitions to the social responsibility of organizations. In the following, we referee to some of these definitions: the social responsibility of organizations involves economy, law, ethics, and humanistic expectations of commercial units that is generalized to all stockholders. Here, stockholders are defined as each individual or group that can effect on activities, decisions, politics and strategies or objectives of organization (Danko et al, 2008).
Some researchers define social responsibility of companies as the activities that are performed to progress some of social objectives that are beyond financial objectives. (Harjo, 2011, sigel, 2011).

In the book of revolution management in the organization, French and savored write about social responsibility. The social responsibility is a duty committed by private institutes so that it doesn’t diversely effect on life of society in which they work. This duty usually involves the duties such as lock of differentiating in employment, not performing unethical activities and informing consumers of product quality (feleming, 2002)

Some studies are performed in the field of social responsibility that some of them are addressed in the following:

Li et al (2013) also focus that social responsibility effects on the quality of relations and communications is organization and employee’s organizational commitment.

Also bowman (2011) mentions that two factors effect on the perception of employees about social responsibility: the first factor is organization content, that is, organizational culture and work atmosphere. The second factor is perception discussion. The policies of social responsibility help organization members to have a good feeling about themselves and the ethical dimension is promoted in them. Hence the social responsibility can have positive effect on employee perception.

He believes that the organization which consider the interests and welfare of its employees results in its employees being involved in social responsibility. Then he concludes that the perception of social responsibility has positive effect on the trust of employees. Tsai et al (2010) concluded that the activities related to social responsibility in the company create competitive advantage in the organization and can manage the attitude of customers toward organization. Some other researches study the effect of social responsibility on the consumers and some researches study its effect on employees.

Vitalino (2010) indicated that the less is attention to social responsibility in the organization, the more is the tendency of employees to leave organization.

Tarler (2009) also mentions that there is positive relationship between activities and interventions of organization in term of social responsibility and organizational commitment of employees.

Neling and web (2008) studied the relation between financial function and social function of company. Also the study of Lue and bath aria (2006) indicates that social responsibility has positive effect on customer satisfaction.

Ti sut (2004) studied the relation between the social responsibility of companies and their financial function. The research results showed a positive and significant relation between social and financial function. Henrique's (1999) mentions that the social responsibility of company focuses on supplying the expectations of stockholders rather than all society. They divide society stockholders into four groups: customers, employees, shareholders and suppliers. They believe that social responsibility is effective on these groups of stockholders among which, the employees are the most important and it should be studied how they can effect on the activities of social responsibility.

2- Methodology

The objective of this research is applied and in term of Methodology it's considered as measurement researches. In following, the tools and methods of collecting information's and statistical society and sampling and the method of data analysis are mentioned.
2-1- Research variables
In this research, the independent variable is social responsibility and this variable component includes economic, low, ethical and humanistic dimensions. Also the job depression and stress in employees are among dependent variables.

2-2- Tools and methods of collecting information's
The researchers used different tools to collect data. In this research, the library and field studies are used.

1: library method: to collect data and research background, many books and articles were used.
2: field method: in this research, the questionably of social responsibility, job stress and depression were used.

Questionnaire information's contained 15 question.
The question related to social responsibility include 25 question, and 26 question about job depression.

C: in this study, statistical society includes all employees of administrations in Bam Township.

2-3- Analysis method
In this research, the views of three experts were used to secure the narration of tools of collecting data. The most common dynamic test to multi alternative question is Chronbach alpha coefficient. Chronbach alpha of the questionnaire in this study is 0/85, indicating that used questionnaire is reliable. To analyze relations, correlation and regression analysis were used.

3- Data analysis
At first, the present condition of social responsibility of organizations in Bam administrations is studied. The organizations social responsibility was calculated (based on question number related to social responsibility and individual answer. The score of these answers in 110.

Then assumed mean is 110. To compare mean of organizations social responsibility in the studied sample and assumed mean, t-test was used (table 1)

<table>
<thead>
<tr>
<th>variable</th>
<th>number</th>
<th>mean</th>
<th>standard deviation</th>
<th>t-value</th>
<th>freedom degree</th>
<th>significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>social responsibility</td>
<td>180</td>
<td>136.5</td>
<td>42.68</td>
<td>2.91</td>
<td>179</td>
<td>0.003</td>
</tr>
</tbody>
</table>

As it's observed, t value is 2.91. This value with freedom degree of 179 is in the significance level of 0.003. Since significant acceptable level is less than 0.05, it's concluded that there is significant difference between calculated mean of 136.5 and assumed mean of 110. The level of organizational social responsibility among employees is higher than mean level.

Then in Bam administrations, the variable of social responsibility predicts job stress and depreciation.

Regression test was used to estimate two dependent variable. Model (1) shows the variable of social responsibility that predicts job stress.
Model (2) shows that social responsibility predicts job depression. Be for estimating them, f obtained from variance in tables 2 and 3 were observed.

**Table 2: calculating R²**

<table>
<thead>
<tr>
<th>statistical index</th>
<th>correlation coefficient</th>
<th>modified R²</th>
<th>F</th>
<th>significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>regression model</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>model1: job stress</td>
<td>0.538</td>
<td>0.344</td>
<td>0.271</td>
<td>45.86</td>
</tr>
<tr>
<td>model2: job depression</td>
<td>0.647</td>
<td>0.367</td>
<td>0.265</td>
<td>58.43</td>
</tr>
</tbody>
</table>

Table 2 shows determination coefficient of regression equation predicting social responsibility on job stress and depression is 0.334 and 0.367, respectively. It indicates that 33% and 36% of variance of dependent variables is described by the variable of social responsibility.

**Table 3: results of ANOVA**

<table>
<thead>
<tr>
<th>model</th>
<th>variation source</th>
<th>Freedom degree</th>
<th>Square mean</th>
<th>F</th>
<th>significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>model1: job stress</td>
<td>regression</td>
<td>1</td>
<td>7462.157</td>
<td>21.42</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>remaining</td>
<td>179</td>
<td>348.27</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>model2: job depression</td>
<td>total</td>
<td>180</td>
<td>8462.094</td>
<td>30.60</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>regression</td>
<td>1</td>
<td>276.45</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td></td>
<td>remaining</td>
<td>179</td>
<td>276.45</td>
<td>----</td>
<td>----</td>
</tr>
</tbody>
</table>

F obtained From ANOVA in table 3 is achieved to two models (1) and (2) that is significant and indicate that there is significant difference between groups because of executing independent variable. Zero hypothesis indicating the lock of relation between variables is rejected.

**Table 4 indicates the results from two regressions**

<table>
<thead>
<tr>
<th>model</th>
<th>variable of social responsibility</th>
<th>value</th>
<th>β-value</th>
<th>T-value</th>
<th>significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>model1: job stress</td>
<td>C coefficient</td>
<td>18.42</td>
<td>----</td>
<td>4.34</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>social responsibility</td>
<td>-0.67</td>
<td>-0.34</td>
<td>3.14</td>
<td>0.002</td>
</tr>
<tr>
<td>model2: job depression</td>
<td>C coefficient</td>
<td>20.01</td>
<td>----</td>
<td>2.28</td>
<td>0.004</td>
</tr>
<tr>
<td></td>
<td>social responsibility</td>
<td>-0.89</td>
<td>-0.50</td>
<td>5.32</td>
<td>0.000</td>
</tr>
</tbody>
</table>

It's observed that the variable of social responsibility has negative effect on the job stress and depression. The coefficient of social responsibility variable for two regressions is −0.67 and −0.89, respectively. Regarding to t statistic, it's significant in 5% level, indicating that with one unit increase in the variable of social responsibility as independent one, the variables of job stress and depression decrease to 0.67 and 0.89 units.

Table 4: Results of regression estimating
To study the minor hypotheses that study the presence of relation between individual social responsibility components (economic, lawful, ethical, and humanistic), the correlation test was used that is observed in table 5 and 6.

**Table 5: correlation coefficient of social responsibility components with job stress**

<table>
<thead>
<tr>
<th>variables</th>
<th>job stress</th>
<th>significant</th>
<th>number</th>
<th>relation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Test</td>
<td>Pearson correlation coefficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>economic dimension</td>
<td>- 0.61</td>
<td>0.001</td>
<td>80</td>
<td>The</td>
</tr>
<tr>
<td>Law dimension</td>
<td>- 0.82</td>
<td>0.000</td>
<td></td>
<td>The</td>
</tr>
<tr>
<td>ethical dimension</td>
<td>- 0.19</td>
<td>0.05</td>
<td></td>
<td>The</td>
</tr>
<tr>
<td>humanistic dimension</td>
<td>- 0.48</td>
<td>0.002</td>
<td></td>
<td>The</td>
</tr>
</tbody>
</table>

Regarding to data analysis, it's clear in table 5 that Pearson correlation coefficient between social responsibility components and job stress is -0.61, -0.82, -0.19 and -0.48 and with P < 5%, these relations are significant.

**Table 6: Regarding to the data analysis**

<table>
<thead>
<tr>
<th>variables</th>
<th>job stress</th>
<th>significant</th>
<th>number</th>
<th>relation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Test</td>
<td>Pearson correlation coefficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>economic dimension</td>
<td>- 0.79</td>
<td>0.000</td>
<td>80</td>
<td>The</td>
</tr>
<tr>
<td>Law dimension</td>
<td>- 0.93</td>
<td>0.000</td>
<td></td>
<td>The</td>
</tr>
<tr>
<td>ethical dimension</td>
<td>- 0.26</td>
<td>0.04</td>
<td></td>
<td>The</td>
</tr>
<tr>
<td>humanistic dimension</td>
<td>- 0.52</td>
<td>0.002</td>
<td></td>
<td>The</td>
</tr>
</tbody>
</table>

in table (6) is was clear that Pearson correlation coefficient between components of social responsibility and job stress it's -0.79, -0.93, -0.26 and -0.52 and with P < 5%, this relation is significant.

On the other hand, zero hypothesis is rejected. So, there is negative relation between components of social responsibility and job stress and depression of employees.

In tables 5 and 6, law variable has the highest significant relation to job stress and depression and lowest relation is related to the ethical dimension.

**4- Conclusion and suggestions**

This research studies the role of social responsibility in job stress and depression. The results show that social responsibility has negative effect on the job stress and depression. Also the components of social responsibility are inversely and significantly related to job stress and depression. If the organization spend some of their energy to the activities related to social responsibility, it will have positive consequences such as increase of organizational trust and decreasing job stress and depression.
When deciding about strategic planning, resource allocating and marketing communications, the organizations should consider the different dimensions and aspects to increase their capital return.

The presence of economic dimension is important among employees. If the organization is economically in favorable conditions and seeks to raise its productivity, it can achieve its employee trust and decrease employee stress and depression. Law dimension is significantly related to job stress and depression. Also it has the highest correlation coefficient.

The law dimension shows that when the lawgoverness among employees and organizations, the employees will have calm space, and their stress decreases. It's observed ethical dimension is related to job stress and depression. Also maintaining ethics in the organization is necessary so that long term objectives are insured. The employees who communicate to the customers can help them to solve their problems and perform all of their attempt to prevent stress in work place. They are the best form of advertising to organization survival.

If an organization is involved in humanistic activities, it can gain employee trust. For example the organization that help the poor groups, it lead the employees to do their job in the best way and this decreases employees' stress.

If an organization doesn't communicate to its employees and doesn't inform them about different aspects of social activities. It's suggested to keep update its employee information's to provide effective relations. Also a statement should be prepared indicating organization expectations about ethical behavior.
References


