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**The impact of environmental resources on the stress process:
Encouraging positive outcomes in the workplace.**

A thesis presented in partial fulfilment of the requirements for the degree of

Master of Arts

in

Psychology

at Massey University, Turitea

New Zealand

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2008

Abstract

The present study investigated resources in the organisational environment which would increase the likelihood of positive outcomes from the stress process. 120 Participants from a large New Zealand organisation filled out an on-line questionnaire assessing demands, primary appraisals, coping strategies and positive and negative stress outcomes. The organisational resources of control, role clarity, peer relations and leader relations were also measured.

Bivariate correlations indicated that control, role clarity, peer and leader relations were all associated with increased positive stress outcomes and decreased negative outcomes. Multiple regression analysis suggested that environmental resources affected stress outcomes in a positive way by mediating the relationship between demands and challenge appraisals, as well as by directly increasing the likelihood of more effective coping strategies.

Acknowledgements

There have been so many people who have helped and encouraged me while this thesis has taken over my life. I would like to specifically acknowledge certain individuals without whom I would not have been able to reach the end with a completed thesis and my sanity intact.

Dr. Dianne Gardner, my supervisor. Thank you so much for your guidance and support. Your feedback and suggestions have been invaluable to me, and I am eternally grateful to you for making this process as easy as it could be. Thank you for reminding me that “it’s only a Masters!” when I felt stressed.

My husband, Sam. Thank you for your eternal patience. Thank you for calmly fixing my laptop every time it stopped working or mysteriously lost my thesis. Thank you for your understanding through the data-analysis-tantrums and for bearing the brunt of my thesis-depression!

My parents. Thank you for always being there when I need you. I am so grateful for all your support. Mum, thank you for all the cups of tea and for listening while I complained about how many pages there still was to go.

Finally, thank you to Bryce who was a great help to me in recruiting participants. Thank you so much to everyone who took the time to complete my questionnaire, and without whom this thesis would not have been possible.

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