

PSYCHOSOMATIC HEALTH OF WORKERS IN VIEW OF PERSONALITY AND ORGANIZATIONAL ASPECTS

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Introduction: Numerous variables have an impact on psychosomatic health of workers. These include individual variables (i.e. personality, skills, coping with difficult situations, sense of coherence) as well as organizational variables (mainly associated with human resources management, sensed level of stress, and support in working groups). **Aim:** Assessment of the link between sensing the psychological level of health of individual persons (energy, vitality, attitude towards constructive ways of solving problems etc.) and variables that are associated with professional functioning. **Material and Methods:** Research has been carried out among 124 women who were employed as teachers in the area of Krakow city. This professional group was diversified internally based on the selected specialty. The survey has been carried out randomly at selected educational centers. Data has been obtained from questionnaires and analyzed by the computer using SPSS program. To determine principle sources of stress in teachers profession the author used the following set of tools: questionnaire that measures sources of stress encountered by teachers who work in school (C.J. Travers, C.L. Cooper 1996), personality variables have been assessed by employing type A-B personality questionnaire (Bortner, 1969), questionnaire that measures sense of coherence and life orientation (SOC - 29) (A. Antonovsky, 1993). To determine the ways of coping with stress I employed teachers stress questionnaire (C.L. Cooper, C.J. Travers 1996). Other tools used were: the burnout syndrome questionnaire (MBI - Maslach, 1981), psychosomatic and mental health questionnaire (Crown i Crisp, 1989); and job satisfaction questionnaire (Warr, 1989). **Results:** Personal and organizational conditions affect the level of assessment of sense of health. All components of coherence are quite significantly correlated with sense of psychosomatic health. The teachers with high level of coherence are more satisfied with their job, exhibit less emotional exhaustion and find constructive ways to cope with stress (i.e. planned problem solving). They also feel quite healthy. Personal types A and B has an effect on the ways of coping with stress, difficult situations and sense of health. In this study the author employed cluster analysis that was focused on the types of reactions to stress. This analysis confirmed that study sample was not homogenous. Six different clusters have been identified among the respondents; they were diversified according to stress reaction and subjective health status. The author indicated that clear correlations exist between irregularities in organizational aspects of work and the stress level.