# Effect of Psychological Climate on Stress Coping Intention through Digital Technology

**Dr. Vadym Mozgovoy**

Geneva School of Economics and Management, Institute of Information Service Science, Quality of Life Technologies Lab, University of Geneva, Switzerland

**Prof. Katarzyna Wac**

Geneva School of Economics and Management, Institute of Information Service Science, Quality of Life Technologies Lab, University of Geneva, Switzerland

**Prof. Christian Mumenthaler**

Department of Information Sciences, Geneva School of Business Administration (HEG-GE), Switzerland

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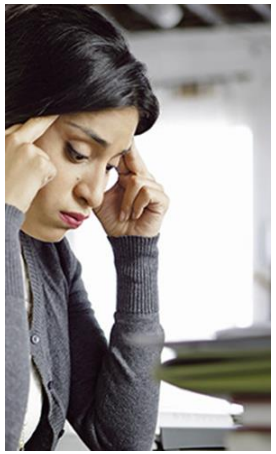
# Introduction



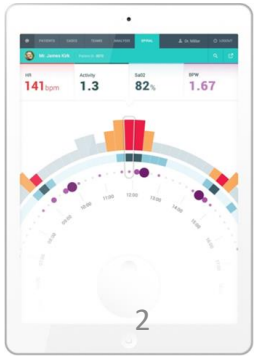
**Stress in the in public service comes at high cost:**

accidents and injuries (Condrey & Perry, 2005)

triggers mental health problems, such as anxiety and burnout (Lee, 2016), etc.

How do public servants' perception of work environment (i.e., **psychological climate (PC)**) might relate to stress ?

Research Question - The impact of **psychological climate** on **stress copying intentions through physiolytics**

# Variables

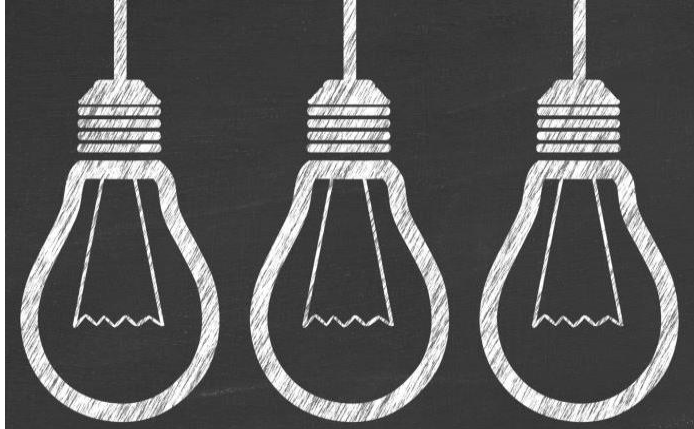
**Psychological Climate (PC)** Scale (Psychological Safety and Meaningfulness) (Brown & Leigh, 1996):

- **Psychological Safety**: Supportive Management, Role Clarity, Self-Expression
- **Psychological Meaningfulness**: Contribution, Recognition, Challenge

**Felt Stress (FS) Scale** (Hoover, 2014)

**Intention to Cope (IC)** through **physiolytics**, Binary (Yes, No)

# Theories



## The Theory of Reasoned Action

- Attitudes
- Subjective Norms

## Transactional Model of Stress

- Perception of Stimuli
- Implementation of Coping Strategy

## Other Theories:

- Motivational Model (Davis, Bagozzi, & Warshaw, 1992)
- Social Cognitive Theory (SCT; Bandura, 1982)
- Dual-System Theory, etc.

# Data Collection Analytical procedures

Survey in Public Administration, 350 responses, 2019, e-training

Cronbach’s alpha

Confirmatory Factor Analysis (CFA)

Structural Equation Modeling (SEM): R package *lavaan*

# Results

## Hypothesis

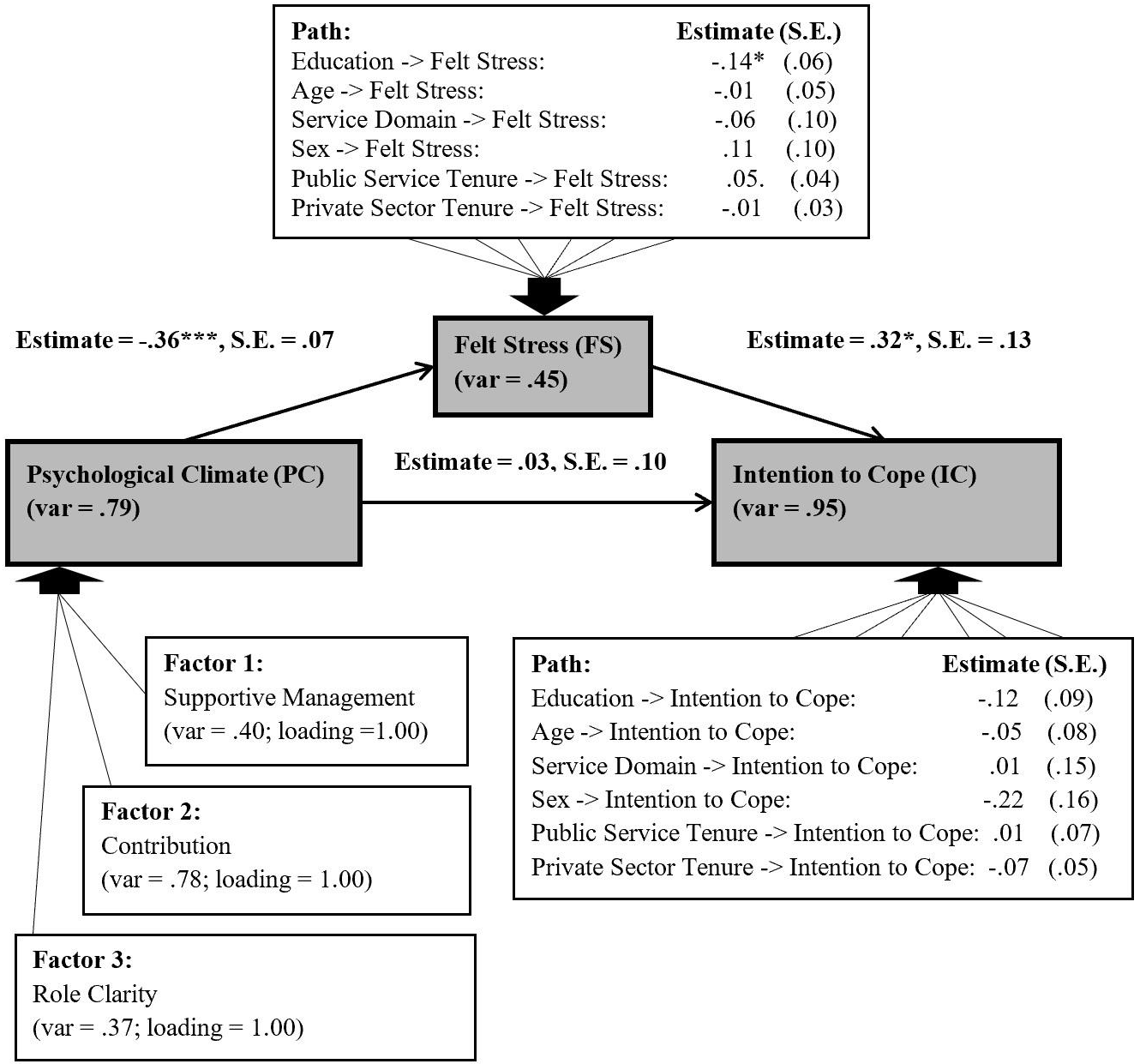
Hypothesis 1 (H1): Higher PC decreases FS
**Supported**

Hypothesis 2 (H2): Lower PC does not have a direct effect on the inclination to cope through physiolytics
**Supported**

Hypothesis 3 (H3): Higher FS increases the inclination to cope through physiolytics
**Supported**

# Analytical Tests

**Final Structural Equation Model showing the relationships between variables**




Codes for t-test significance levels: '***' indicates 0.001; '**' indicates 0.01; '*' indicates 0.05; '.' indicates 0.1.

# Implications and Conclusions

Psychological climate is an **antecedent** of the inclination to cope with stress → **Analysis** of Psychological Climate before decision-making on organizational stress-management

More negative perception of psychological work environment **(+)** → higher stress **(+)** → **greater inclination to cope** through digital monitoring

**Stress Prevention** through greater Psychological climate

# Future research

- **Endogneity Analysis**

- **Propensity score** matching method to improve the randomization property and validity of the findings