

The Management of Works Stress with the Aid of Certain Personality Variables in Middle Management Personnel

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ABSTRACT This study explored the effective management of work stress (level and causes of stress) by means of personality variables amongst a group of 105 middle levels managers working in the service sector. The Experience of Work and Life Circumstances Questionnaire as well as the Occupational Personality Profile were applied. From the results, it is evident that the following personality variables pose the possibility of predicting stress: apathy, self-assertiveness, optimism, pragmatism, trust and pessimism. The findings add valuable new knowledge by focusing not only on the effective handling of high stress levels but also on the effective handling of causes of stress (inside and outside the work), by means of personality variables. Based on the findings of the study, relevant recommendations were made.