

# The effect of stress and dissatisfaction on employees during crisis

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## Abstract

This study investigates the effect of job stress and job dissatisfaction on employees during crisis. Primary data is collected through a random sample of 172 employees in Greece's private and public sectors using two stage cluster sampling. Relying on this sample and the collected variables, we model for the first time a number of qualitative variables as features which represent crisis (especially stress and dissatisfaction but also migration, reprioritizing and behavioral changes). Logistic regressions are then used to present a number of useful contributory functions of stress, dissatisfaction and supportive elements. This provides the basis for calculating the odds ratios and corresponding probability of the effect on employees during the crisis. A number of new findings on the causes of stress emerge including the acceptance of salary reductions, the number of working hours, economic migration, behavioral changes between management and employees, reprioritizing, and minimization of career opportunities.

**Keywords:** Crisis; stress; satisfaction; dissatisfaction; migration; reprioritizing; behavior change; logistic regression.

**Paper type:** Research paper