

# Title: Stress, bullying, working ability index among academia: a second phase study

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## Introduction

A healthy work is possible to be one where the stresses on employees are suitable in relation to their capabilities and assets, to the total of manage they have over their work, and to the backing they obtain from individual who matter to them. As health is not merely the absence of disease or infirmity but a positive state of complete physical, mental and social well-being (WHO, 1986), a healthy working environment is that where there is not only an absenteeism of harmful conditions but plenty of health-promoting ones.

## Objectives

**Our objectives** were to measure the prevalence of stress and bullying among the academic staff of the University in 2015, to measure working ability index among the academic staff and to assess the risk factors associated with bullying, working ability index and stress among them in 2015-2016.

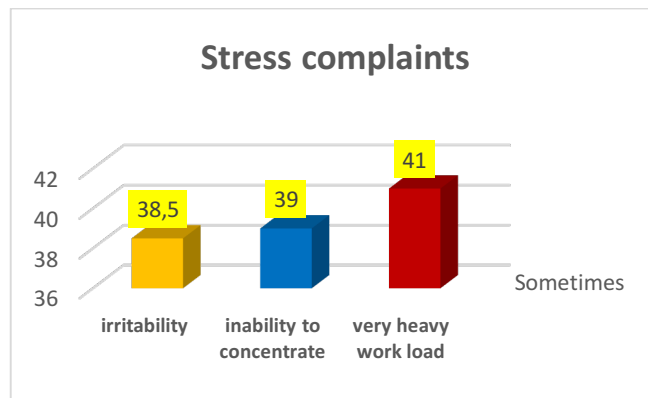
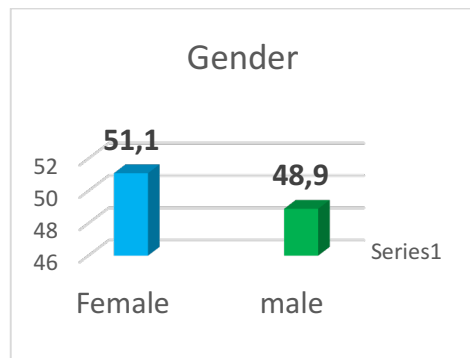
## Methods

A cross sectional survey of 400 academic staffs in the University has been done using stress and bullying Questionnaire; The questionnaire consisted of several sections, collecting demographic data (age, gender, and marital status), work-related information (job title and working hours), Personality Type A/B Questionnaire. Some personality types seem to be more susceptible to effects of stress than others. for work Ability Index. We used the work ability index as a standardized tool for measuring work process, health, stress, work ability, and work-satisfaction.

## Results:

**-Socio economic status of the participants are as follow:**  
among 48.9 % male and 51.1% female with mean age 40.2±11.2 years old among academia

38.5 % of them were complaining from irritability, 38.8% of them contribute stress at work due to occupational problems, most frequent types of mobbing behaviors; 29.3 % lack of communication from management and 21.4 % depression. 6.5 % of the participants tend to leave the work as a result of bullying at the workplace.



**In conclusion,** exposure to occupational stress, depression, bullying behaviors, can be preventable at workplace.

## REFERENCES:

Ottawa Charter for Health Promotion. WHO/HPR/HEP/95.1. WHO, Geneva, 1986. WHO, 2017, stress at work place available at:  
[http://www.who.int/occupational\\_health/topics/stressatwp/en/](http://www.who.int/occupational_health/topics/stressatwp/en/)