

PSYCHOLOGICAL FEATURES OF VIEWS OF FOREIGN SCIENTISTS ON STRESS AND ITS CONSEQUENCES

The article presents the results of the analysis of scientific sources of foreign scientists on the consideration of the problem of development of scientific views on stress and its consequences. The basic physiological and psychological aspects of stress are considered, various scientific approaches to the study of occupational stress and its main models are also explored. It has been determined that coping strategies used to counteract the negative effects of stress depend on the subjective perception of negative factors and the level of personal stress.

Keywords: *stress; psychological features, scientific views, consequences, coping strategies.*

Formulation of the problem. The extremely high pace of change that is taking place in the political and socio-economic situation of the world poses new challenges and threats to humanity. The speed of global transformation influences the modern man, leads to an increase in the level of psychological and emotional and informational load, the development of professional stress, its causes, and its negative or positive consequences. Understanding the nature of stress is quite ambiguous, so there are many scientific views on its nature, determinants, consequences and coping strategies. This requires a systematic study and identification of the determinants and the consequences of occupational stress for each activity.

Analysis of recent research and publications. The analysis of scientific views on stress, causes and its consequences in the scientific literature shows the relevance of the chosen topic. The study of occupational stress as a specific type of stress has been and continues to be done by a large number of foreign scientists. The study of this problem becomes especially relevant in times of crisis in the development of societies that place increased demands on mobilization of adaptive capacity of specialists. Problems caused by occupational stress are not limited to a particular profession or country, it has long-lasting effects worldwide.

Studies have identified a number of organizational factors contributing to stress: unsafe working conditions; office relocation; overtime; interpersonal conflicts with colleagues or executives; increased risk of losing stable employment, material and social status. Similarly, increasing the level of stress in an organization is associated with an increase in

turnover, absenteeism, illness, decreased productivity, and low morale and psychological status [5, 4-21].

At the personal level, occupational stressors are caused by symptoms of mental exhaustion, depression, anxiety, heart disease, ulcers and chronic pain. In addition, many people experience stress as an internal struggle between the demands of work and the needs of the family, competition and the threat of unemployment. Therefore, any study of the relationship between work conditions and occupational stress should take into account individual factors such as gender, age, race, income, education, family and parental status.

In psychological science, a significant amount of research by foreign researchers, dedicated to the study of individual aspects of occupational stress, aspects of the professional crisis, professional deformation, professional burnout in the representatives of various professional groups: employees of educational organizations (M. Borg, C. Travers, D. Shefeld, D. Dobbie, D. Carroll, I. Schonfeld, C. Cooper, M. Kelly, etc.); athletes (B. White, W. Morgan, R. Smith, R. Weinberg, R. Flippin, A. Hackney, V. Goshek, C. Spielberger, V. Millman, etc.); medical workers (G. Roberts, B. Sedok, G. Kaplan, R. Lang, J. Gilpin, A. Gilpin, L. Tetric, J. LaRocco, etc.); representatives of professional groups due to extreme conditions of activity (A. Arcuri, D. Lester, G. Kaufman, T. Beehr, G. Kaufmanand, T. Beehr, etc.); entrepreneurs (P. Davidsson, W. Gartner, L. Busenitz, B. Biddle, S. Shane, S. Venkataraman, R. Katz, R. Kahn, R. Caplan, K. Jones) [7; 12; 13].

The purpose of the article. To cover the results of the analysis of scientific sources of foreign scientists on the consideration of the

problem of development of psychological views on stress and its consequences.

Presenting main material. The physiological aspects of stress were first highlighted by the American scientist W. Kenon, the founder of the doctrine of homeostasis. The scientist defined homeostasis as a tendency of an organism to maintain balance. The phenomenon of "battle-escape" was regarded by him as a reaction of the body, which prepares the muscles for action in response to a perceived threat. This mechanism enables the individual to fight or escape from the threat [1].

It can be assumed that a person is able to prevent stress by avoiding stressful situations. But in today's world, such a perspective is absolutely impossible. In order to meet one's own needs, achieve a decent standard of living and realize opportunities, professional activity plays a significant role in everyone's life. At the same time, the demands of work are increasing and with an increasing workload, the need to achieve the goal is constantly updated, the pressure from managers increases, the level of responsibility increases, which causes a direct proportional dependence on the number of stress factors affecting employees. All of these factors certainly influence the rise in occupational stress.

On the one hand, occupational stress can act as a motivational component for the growth, development and improvement of a professional level, as well as for achieving a high level of productivity in a wide range of tasks, and on the other, it can become a destructive force that reduces the efficiency of human work and quality of life. It is this understanding of "stress" that underlies the concept of renowned Canadian scientist Hans Selye. Selye believed that stress is the aroma and taste of life and can only be avoided by one who does nothing [6].

The term "stress", as we use it today, was formulated by H. Selye in 1936. Although references to stress are found in the earlier writings of many researchers, H. Selye was the first to scientifically substantiate the theory of stress and to initiate the doctrine of stress, defining it as "nonspecific response of the body in response to any change in conditions that need adaptation" [6].

In his concept, H. Selye divided the development of stress into three time stages: the response of anxiety in response to the stimulus;

the stage of resistance, in the ability of the body to counteract the stressor; and the stage of exhaustion, in the inability to adapt to the strength or duration of the stress factor. However, H. Selye's experiments showed that the body's ability to adapt is not infinite. Depletion is irreversible and leads to death or to aging and death [6].

Later, H. Selye introduced the idea that stress can lead to positive or negative results based on cognitive interpretations of physical symptoms or physiological experience. It introduces the terms "distress" and "eustress" as subgroups of stress to differentiate a wide range of stressors and manifestations of stress [6].

According to this scientist, stress, which is not resolved through coping or adaptation, should be known as distress, and can lead to anxiety and depressive behavior. On the contrary, if stress increases the functioning of a person, it can be considered as a stress. Both can equally affect the body and are accumulative in nature, depending on how the person adapts to the stressor that caused it. The body itself cannot physically distinguish between distress and eustress. Differentiation between them depends on the perception of the stressor, but it is believed that the same stressor can cause both eustress and distress [6].

Hans Selye laid the foundation for the doctrine of stress. However, he has always believed that stress is a physiological construct. Gradually, other researchers expanded their views on stress, including by incorporating psychological concepts into the stress model.

So in 1971 A. Kagan and L. Levy expanded H. Selye's view of stress by developing a theoretical model that describes psychological factors as mediators of physical illness. They developed a psychosocial model, which made an important contribution to the development of stress studies, because due to it the phenomenon was considered as a process of interaction with an indissoluble link between all causal factors. Stress has been considered as a particular influence on human performance [4, 10].

In his studies, Levy suggested that the effects of occupational stress could be psychosomatic illnesses. He argued that mechanisms linking stress and illness are related to cognitive, emotional, behavioral, and physiological responses [4, 78-86].

In 1970, well-known American psychologist R. Lazarus developed a cognitive theory of psychological stress, which stands at

the same level of importance for science with the concept of stress by Hans Selye and is its logical continuation [3, 178-208].

This theory is based on the position of the subjective cognitive threat of adverse affect and one's own ability to overcome stress. R. Lazarus states that stress is far more complex than just stimulus and reaction. One of the main reasons why people perceive certain events as stressful is that they perceive them as a threat. The threat is considered as a state of expectation by the subject of harmful, undesirable influence of external conditions and stimuli of a certain kind [3, 178-208].

Later, Lazarus makes the assumption that adaptation to the environment is determined by emotions. This scientist characterizes psychological stress as conditioned by the "threat" of emotional experience, which affects the ability of a person to effectively carry out his activity. In his theory, cognitive processes determine both the quality and intensity of emotional reactions. R. Lazarus believes that the presence of stress is due to the presence of emotions. Thus, emotions and stress are interdependent [3, 178-208].

In his writings, Lazarus distinguishes the specificity of psychological stress and the difference from its biological and physiological forms. It assumes indirect determination of stress reactions. In his view, between the stimulus acting on the body and the response there are intermediate variables that are psychological in nature. One of these variables R. Lazarus provides is an assessment of the threat, which is a prediction of the possible consequences of the situation that affects it. The concept of threat is central to the concept of R. Lazarus and is seen as a determining factor in psychological stress. With his help, the scientist describes a complicated complex of phenomena associated with human behavioral response in extreme conditions. Thus, in his opinion, the threat causes the activation of protective mechanisms aimed at eliminating or reducing the predicted dangerous effects. The nature of defense mechanisms depends on both situational and personal factors [3, 178-208].

An important feature in the work of the scientist is the requirement to take into account the individuality of each personality, the uniqueness of the structure of his character, which causes a significant difference in the influence of stress factors and the degree of their importance. R. Lazarus determines the

dynamic of stress, its relationship and dependence on changes in a person's psychological state [3, 178-208].

Further studies of stress were aimed at studying the process of overcoming stress states - the so-called coping strategy (from English coping - mastering, overcoming). R. Lazarus addressed coping to explain strategies for stress management in situations of stress and anxiety. With the release of this book began a gradual change in the model of stress developed by H. Selye, towards the consideration of coping as a central link of stress, namely - as a stabilizing factor that can help the individual maintain psychosocial adaptation in times of stress. R. Lazarus defines copying as "the desire to solve problems that an individual does when the requirements are of great importance for his well-being (both in a high-risk situation and in a high-success situation), as these requirements activate adaptive capabilities." Thus, "coping" or "overcoming stress" is considered as the activity of a person to maintain a balance between the requirements of the environment and the resources that satisfy those requirements.

Problems of coping strategy occupy a special place in the study of occupational stress. After all, coping is a necessary investment of one's own efforts to solve personal and interpersonal problems in order to manage and minimize stress and conflict.

R. Lazarus' transactional approach has fundamentally changed the nature of occupational stress research. The focus of interest has shifted from the traditional study of the mechanisms of homeostatic regulation and the stages of adaptation to the analysis of individual psychological factors that cause the development of stress.

T. Cox and J. Mackay, based on R. Lazarus' cognitive theory of stress, created a transactional model of occupational stress. According to this model, stress is seen as part of a comprehensive and dynamic system of human-environment interaction. The concept of "stress" is described as an individually perceived phenomenon mediated by the psychological characteristics of the individual. In contrast to the previous approaches, the transactional model emphasizes the presence of feedback between all components of the system, that is, it considers stress not as a linear reaction but as a closed system [2, 93-101].

In their model, T. Cox and J. Mackay identified 5 stages. The first stage is the impact of environmental requirements on humans. The second stage is a person's awareness of these requirements and their own ability to withstand them. The third stage is changes in the psychological and physiological state of the body. The fourth stage is the response to the stressful situation. Stage five is feedback that affects all other stages of the dynamic stress system and the outcome of each. In the case of an imbalance between conscious requirements and opportunities, stress arises [2, 112-124].

Cognitive theory of psychological stress has been further developed and improved in the writings of many foreign researchers. The famous American scientists C. Peterson and M. Seligman have put forward the theory of "pessimistic style of explanation of negative events." The results of their research have shown that the life expectancy of people who have optimistic motivation is much higher than those who explained their failures with stable, global, or internal negative causes. Scientists have found out the positive role of strong character in the perception of stressful situations [16, 23-27].

A specific form of approach to the study of occupational stress in terms of needs was identified by A. Welford. This scientist has suggested that the human body will perform better in the case of balanced needs, and the stability of the psyche is maintained by identical physiological homeostasis. Extremely high or extremely low needs will affect productivity [20, 567-580].

The definition of occupational stress as a multidimensional phenomenon that causes physiological and psychological reactions of the body in response to difficult professional conditions was given by scientists J. Sharit and G. Salvendy. They classify occupational stress as a physiological, psychological and social types. In their view, responsibilities that require a higher level than a person's ability and those that require a lower level can cause stress [18, 129-162].

Three different ideas for determining occupational stress are identified by T. Cox and A. Griffiths: engineering, physiological, and psychological approaches. The basis of the engineering approach is that stress is considered a feature of the environment in terms of the individual's expected needs and precedes the negative health effects. They claim that "stress

is what happens to a person, not what happens in him; Stress is a combination of causes, not a combination of diseases" [8, 14 - 15].

The physiological approach is based on the views of H. Selye that the result of stress are biological or physiological changes that occur with man. This approach suggested that negative physiological reactions occur in the individual as a result of negative environmental influences. He stated that stress is flexible in the short term, in that you can save yourself from the threat and avoid danger. Increasing demands on the body cause prolonged stress, which leads to negative health effects. H. Selye called this syndrome "Adaptation Disease" [6, 57-61].

The third approach by T. Cox and A. Griffiths is a psychological approach, when stress is seen not only as a reaction but also as an active human condition that occurs as a result of its interaction with the environment. The authors called this condition a "stress process" and supported the cognitive theory of stress [8, 43-47].

Therefore, the authors mentioned that the concepts of engineering and physiological approaches are quite diverse, since they state that people respond to a threat slowly and do not take into account certain effects of emotional or situational factors on productivity and well-being. At the same time, psychological approaches highlight what individual differences affect the stress process through individualistic elements such as personality, gender, business ability, etc. That is, experts respond to stressful factors in accordance with their personal characteristics.

The model of human adaptation to the environment was developed by J. French, R. Caplan, and R. Harrison. It states that the level of correspondence between a person and his work environment can have a significant impact on health, prosperity and productivity. This model provides a protective system to reduce subjective imbalance through deviation, desire assessment and management, and objective imbalance can be reduced by learning new knowledge. The concept behind the theory is that stress occurs when the work environment does not meet the desires of the person and the greater the mismatch between the person and the environment, the higher the likelihood of stress and the need to deal with it. This model is quite common, but the approach is imperfect because the harmony between man and the

environment is somewhat inert. It focuses on stable relationships and ignores the dynamic process of activity, specialist development and interaction in the work environment [9, 71-84].

The so-called Vitamin Stress Model was suggested by P. Warr. It shows the impact of stressors on human health. In this model, the effect of stressors is similar to that of vitamins. Nine job characteristics are distinguished, of which three elements (security, wages and job value) are similar in their effect to vitamins C and E (insufficient amount can cause damage to the body, and the excess does not pose any threat). Other factors (requirements for work, autonomy, social support, use of skills, diversity of skills and feedback on tasks) are similar to the effects of vitamins A and D, as their excess can be harmful. This model is more complex than other stress models. The impact of occupational factors on health can be mitigated by individual differences such as values, abilities and basic mental health. The vitamin model has an attractive basis, but its confirmation is rather ambiguous [19, 84-97].

Another of the main concepts in the study of occupational stress is the concept of controlling the ways and results of activities. Research shows that a lack of control over work can be identified as a source of stress and a critical health risk for some workers. In his writings, R. Karasek developed a claim-control model that was based on the interrelation of psychosocial occupational demands with the elements of task control (interaction between two factors - responsibility and control). Requirements and control are individual variables and sources of stress, and the difference between them allows us to jointly and separately investigate their effects. The scientist suggested that negative reactions to stress occur when psychological demands are high and the employee's influence on decision-making is minimal. Employees who are unable to control their life at work are more likely to experience stressful stress and are more likely to have poor health. Studies have shown that high workloads, as well as low control, lead to job dissatisfaction [11, 285-308].

The effort-reward model is addressed in R. Peter's research, and J. Siegrist is an alternative to the claim-control model. She argues that an imbalance between the employee's efforts and rewards results in a deterioration in his or her health status. There are two types of efforts in the model: internal and external efforts. Internal

efforts are the level of motivation of individuals and their need for control, while external efforts relate to the demands of work. Scientists explain the powerful impact of reward factors associated with decent and safe work on the outcomes of psychosomatic disorders and fatigue, and argue that individuals with high levels of effort and low reward experience 21 times more nervous fatigue compared with those with low efforts and high rewards [15, 441-449].

A model of occupational resource requirements, based on different theories and focused on the role of the interaction of professional demands on the resources, health and organizational responsibility of workers was developed by S. Llorens, A. Bakker, W. Schaufeli and M. Salanova [14, 378].

So these scientists have identified that requirements are elements of work that require stress and can lead to functional and psychological disorders. Resources are elements of work that help achieve work goals, meet demands, and drive progress. That is, activity requires resources - a model that can be used in any work context, regardless of specific requirements or resources.

The problem of stress studies is one of the topical areas of research in the field of organizational psychology, psychology of work in special conditions and crisis psychology, where stress acquires the value of a functional state with a pronounced structure, which includes activation, emotional and cognitive components. It has been one of the foremost places in contemporary psychological research, both in domestic science and abroad in recent decades. This level of relevance is due to the fact that different types of work are characterized by specific professional requirements and intensity of workloads, which affect the emotional stress and physiological exhaustion of employees.

When studying occupational stress, it is necessary to take into account the individual differences of different professions, including the peculiarities of working conditions. Thus, the profession of education workers is associated with social responsibility, high levels of nervous-emotional tension, and innovative activity. High responsibility, working in the face of time deficiency, unregistered working day, lack of emotional discharge, a large number of contacts during the day, the need to quickly switch attention to different tasks and

interpersonal relationships lead to the inevitable emergence of a professional. The effectiveness of teachers' activities depends on such psychological determinants as the activation and motivational characteristics of the individual, the level of social adaptability, frustration tolerance, subjective attitude to stressful situations, peculiarities of mental processes and properties of the nervous system. The level of self-giving and self-control is so high that mental resources are practically not restored until the next business day. Anxiety, depression, emotional devastation, and stress are the costs of responsibility that a teacher pays [17, 269-274].

B. White, W. Morgan, R. Smith, R. Weinberg, R. Flippin, A. Hackney, V. Hoshek, C. Spielberger, V. Milman, etc. studied the manifestations of occupational stress in sports. Such interest aroused the fact that sport is an activity in a state of intense stress, especially if it is carried out at the level of large-scale competitions. Continuous growth of sports results, prestige of high victories and achievements, responsibility for qualitative preparation for performances in competitions increase mental tension and place high requirements for psychological training of athletes. Problems of mental stress and anxiety occupy a special place in the practice of training, training and education of highly qualified athletes.

The stress of healthcare professionals has been studied by G. Roberts, B. Sedok, G. Kaplan, R. Lang, J. Gilpin, A. Gilpin, L. Tetric, J. LaRocco, and others as communication with a large number of people, intensive work hours, responsibility for every decision made. Healthcare workers are often forced to work at night, which disrupts normal biorhythms and leads to disruption of the sleep and wake cycle. In addition, physicians see suffering and death on a daily basis, their superiors often place high demands on them, and working conditions and pay do not meet the level of responsibility borne by each doctor [13, 715-722].

Studies of psychological stress in the representatives of professional groups due to extreme conditions of activity are presented in the works of A. Arcuri, D. Lester, G. Kaufman, T. Beehr, G. Kaufman, T. Beehr, etc. Extreme situations are characterized by severe trauma and the impact of events and circumstances that affect the employee's

psyche, which can sometimes lead to maladaptation. Specialists of extreme profiles can distinguish two mechanisms of accumulation of occupational stress: chronic stress and traumatic [7; 12].

Chronic stress is, at first glance, an unprecedented overall response to long-term stressors. The strength of the stressor is usually small, however constant or regular. Constant emotional exhaustion that can deplete the body can cause the development of diseases called adaptation diseases (urolithiasis, diabetes mellitus, cardiovascular disease, allergic reactions, bronchial asthma, etc.).

Traumatic stress is a condition that occurs in a person who has experienced a situation that goes beyond ordinary human experience: threatening one's life or the lives of loved ones, death, engaging in combat, violence, natural disasters, catastrophes, etc. Traumatic stress occurs when two components are present at the same time: threat to one's life or the life of loved ones and the inability to control the situation, the inability to do anything, helplessness.

Foreign scientists such as P. Davidsson, W. Gartner, L. Busenitz, B. Biddle, S. Shane, S. Venkataraman, R. Katz, R. Kahn, R. Caplan, K. Jones have studied the stresses caused by entrepreneurial lifestyles and have assisted entrepreneurs in developing more effective coping strategies. Occupational stress is an "add-on" to entrepreneurship, as entrepreneurs tend to operate in highly competitive or new arenas where there is considerable risk and uncertainty. In addition, unlike hired workers, entrepreneurs are personally responsible for the success and survival of their businesses and more identify with their jobs, working harder and longer than hired employees.

These mentioned authors determined that each entrepreneur has his own level of stress resistance and responds individually to unexpected situations in business. One - mobilized and immediately ready to fight, the other - is in a state of panic and cannot find a way out, the third - just does not notice the imbalance. It is important that stress is brought not by the situation itself, but by how we ourselves evaluate it.

In business, the ideal condition is in which one's own efficiency is at a higher level and stress is at a lower one. Stress is simply one of the conditions of the game that must be accepted in order to be a productive

entrepreneur. And stress, if recognized in time, turns into an ally.

Conclusions and prospects for further research. Thus, the analysis of scientific views of foreign scientists on stress and its consequences revealed that: occupational stress is a stressful condition that occurs in a person under the influence of negative factors associated with professional activity. It is an imbalance between work requirements, abilities, individual psychological characteristics, and the employee's skills for choosing an individual coping strategy. There are many theories and models of occupational stress that aim to determine the essence of this concept. In general, there are two approaches to the study of occupational stress. The first is a comparison of psychological characteristics of the individual's condition with his physiological indicators and performance. The second approach is based on the desire to study the psychological nature of stress and coping strategies to overcome it.

It is established that the vast majority of foreign scientists believe that prolonged

exposure to stressful factors causes occupational stress and adversely affects the psychological and physical health of workers, as well as the effectiveness of organizations. Their research focuses on identifying the nature of occupational stress, its causes, manifestations, and consequences, as well as prevention strategies, risk assessments and management practices.

Workplace stress is inevitable because of the demands of today's professional environment.

Stress that a person perceives as acceptable can even temper employees, motivate them to work and learn based on available resources and personal characteristics. However, when stress becomes excessive, it has negative consequences. Stress affects different people differently. Exposure to occupational stress can lead to dysfunctional behavior at work and may impair physical and mental health. It has been determined that coping strategies used to counteract the negative effects of stress depend on the subjective perception of negative factors and the level of personality stress.

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Резюме

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ПСИХОЛОГІЧНІ ОСОБЛИВОСТІ НАУКОВИХ ПОГЛЯДІВ ЗАРУБІЖНИХ ВЧЕНИХ НА СТРЕС ТА ЙОГО НАСЛІДКИ

У статті автором наведено результати аналізу наукових джерел зарубіжних вчених з проблеми розвитку наукових поглядів на стрес та його наслідки. Розглянуто основні психологічні та фізіологічні аспекти стресу, досліджено різноманітні наукові підходи вивченні професійного стресу та його основні моделі. Визначено, що копінг-стратегії, які використовуються для подолання негативного впливу стресу залежать від суб'єктивного сприйняття стерсогенних чинників та рівня стресостійкості особистості.

Ключові слова: *стрес; психологічні особливості, наукові погляди, наслідки, копінг-стратегії.*

Резюме

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ПСИХОЛОГИЧЕСКИЕ ОСОБЕННОСТИ НАУЧНЫХ ВЗГЛЯДОВ ЗАРУБЕЖНЫХ УЧЕНЫХ НА СТРЕСС И ЕГО ПОСЛЕДСТВИЯ

В статье автором приведены результаты анализа научных источников зарубежных ученых по проблеме развития научных взглядов на стресс и его последствия. Рассмотрены основные психологические и физиологические аспекты стресса, исследованы различные научные подходы изучения профессионального стресса и его основные модели. Определено, что копинг-стратегии, которые используются для преодоления негативного влияния стресса зависят от субъективного восприятия стерсогенных факторов и уровня стрессоустойчивости личности.

Ключевые слова: *стресс; психологические особенности, научные взгляды, последствия, копинг-стратегии.*