

## **EFFECTS OF SELF-ORIENTED PERFECTIONISM, OTHER-ORIENTED PERFECTIONISM, AND SOCIALLY PRESCRIBED PERFECTIONISM ON WORK STRESS OF LECTURERS**

Mirzani Ahmad<sup>1\*</sup>, Wiwiek Rabiatal Adawiyah<sup>2</sup>, Adi Indrayanto<sup>3</sup>

Faculty of Economics and Business, Jenderal Soedirman University

Faculty of Economics and Business, Jenderal Soedirman University

Faculty of Economics and Business, Jenderal Soedirman University

**Abstract.** Perfectionism is a personality trait characterized by an effort to be perfect by setting high standards on itself. One of the most influential multidimensional models is the model from Hewitt and Flett which divides perfectionism into three forms: Self-Oriented Perfectionism (SOP), Other-Oriented Perfectionism (OOP), Socially Prescribed Perfectionism (SPP).. The purpose of this study was to determine the effect of perfectionism dimensions on work stress on lecturers so that the right decision can be taken to determine preventative steps to organize perfectionist lecturers so as not to experience stress. The population in this study were 146 lecturers at the Faculty of Economics and Business, General Sudirman University, all of which would be taken as samples. The results of this study indicate that the SOP dimension is more likely to cause work stress than other dimensions.

**Keywords:** Self-Oriented Perfectionism, Other-Oriented Perfectionism, Socially Prescribed Perfectionism, Work Stress

### **1. INTRODUCTION**

Perfectionism is a personality trait that is characterized by an effort to be perfect by setting high standards on itself [1]–[4]. The conceptualization of perfectionism was initially positioned only as a unidimensional construct [5]. However, the development of research on the concept of perfectionism reveals that perfectionism is more appropriate when conceptualized as a multidimensional character [6].

One of the most influential multidimensional models is the model of [7] that distinguishes perfectionism into three forms: Self-Oriented Perfectionism (SOP), Other-Oriented Perfectionism (OOP), Socially Prescribed Perfectionism (SPP). According to [7], SOP refers to the importance of assumptions about beliefs in trying to be perfect for oneself, OOP refers to the importance of assumptions about belief in trying to be perfect for others, SPP is a condition where individual efforts to be perfect are of concern for other people and individuals believe that other people will be very critical of the results of these individuals if they cannot exceed existing standards.

Although the workplace is a context in which perfectionism often appears and is most prominent [4], [8], [9], its relationship to the work context is still unclear [4], [10]. This unclear role of perfectionism is usually caused by the dimensions of perfectionism itself [4], [11], [12].

In the context of work, perfectionism has also become a personality construct that is closely related to mental health [13], and this mental health has a very close relationship with stress [14]–[16]. This perfectionism refers to the tendency to criticize oneself to always improve his abilities. Although it does not always have a negative impact [6], this tendency can cause pressure within the individual [4], [17].

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\* Corresponding Author, Email: ahmadmirzani98@gmail.com

Referring to the theory of perfectionism cognition, perfectionism has three main principles, namely, (a) perfectionism is associated with long-term thoughts, (b) perfectionists always think of something excessively even the mind is difficult to eliminate, and (c) then it leads to excessive memory of experience regarding mistakes, failures, and pressures that highlight the sense of personal incompetence which together leads to emotional problems and physical health problems [18].

[19] also added that stress occurs when employees feel an imbalance between work demands and the ability and resources to meet these demands. Individuals with high perfectionism are more likely to experience high levels of stress [20]. [21] revealed that this stress occurs because perfectionists have rigid procedures for evaluating themselves, worrying too much about negative performance, and worrying that what is a perfectionist is not satisfying. In previous studies perfectionism has been linked to stress, but there are still few studies on perfectionism that use the dimension of perfectionism (SOP, OOP, and SPP) to examine the effect on stress when linked to the workplace context.

The purpose of this study was to determine the effect of perfectionism dimensions on work stress on lecturers so that the right decision can be taken to determine preventative steps to organize perfectionist lecturers so as not to experience stress. Based on the results and suggestions from previous studies, this study seeks to further investigate the possible effects of perfectionism dimensions (SOP, OOP, and SPP) on work stress which are the results of workplace behavior [4] and this study was conducted on lecturer at the Faculty of Economics and Business, General Sudirman University.

## **1. Effects of Perfectionism on Work Stress**

### **1.1. Self-Oriented Perfectionism Against Work Stress**

Perfectionism is closely related to mental health [13]. The SOP refers to the tendency to criticize oneself to always improve his abilities. According to [7], SOPs involves setting high standards and rigorous self-assessment. A perfectionist is predicted to be able to finish the job well [2], [22], but when it is unable to reach a predetermined standard, this perfectionist will feel depressed [17]. [21] revealed that this stress occurs because perfectionists have rigid procedures for evaluating themselves

**H1: SOP has a positive effect on work stress.**

### **1.2. Other-Oriented Perfectionism Against Work Stress**

Furthermore, this OOP refers to the tendency to criticize others to always improve their abilities. Individuals tend to react to situations that are inversely proportional to the individual characteristics themselves [23]. Perfectionists Other-Oriented expect friends, family, and others who interact with these perfectionists to be perfect [23]. This makes the perfectionist unable to accept the discrepancy and constantly criticizes the people around him, which in turn will make the perfectionist feel anxious and depressed [24].

The pressure caused by perfectionism will make a person become stressed. [19] added, stress occurs when employees feel an imbalance between work demands and the ability and resources to meet those demands. Likewise, the findings also show that people who over-demand perfection from others and experience continuous dissatisfaction with the shortcomings felt by others have an effect that drives stress on others.

**H2: OOP has a positive effect on work stress.**

### 1.3. Socially Prescribed Perfectionism Against Work Stress

SPP refers to the tendency to criticize oneself to always improve his abilities. According to [7], SPP requires the need to reach standards or expectations determined by others. In contrast to OOP, perfectionism, which is determined by social thinking, behaves excessively, increasing vulnerability to clinical conditions such as depression and eating disorders [25], [26]. Socially determined perfectionists produce stress because of internal factors such as negative social cognition, and external factors such as negative life events [26]–[29].

**H3: SPP has a positive effect on work stress.**

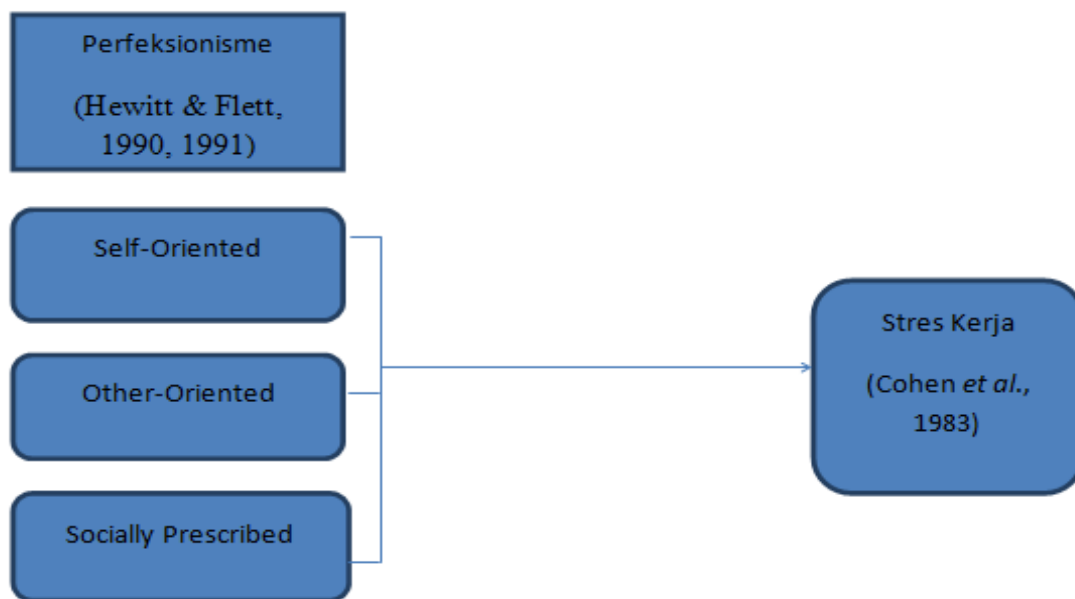


Figure 1. Research Model.

## 2. MATERIALS AND METHODS

### 2.1. Participants

The population in this study were 146 lecturers at the Faculty of Economics and Business, General Sudirman University, all of which will be used as samples.

### 2.2. Procedure

Researchers share surveys with lecturers online through links that refer to a page containing question items and statements about perfectionism and work stress. Respondents were given a week to complete the survey. A week later, only 37 responses returned and could be used. Of the 37 responses, 16 men and 21 women, 19 people had S2 degrees and 18 people had S3 degrees.

### 2.3. Measures

#### 2.3.1. Perfectionism

Perfectionism was measured using 45 item statements with indicators from [7] and using a Likert scale starting from 1 = very not agree to 7 = strongly agree. The example item

statement is "When I do something, I can't relax until I finish it perfectly", "I demand perfection in myself".

### 2.3.2. Work Stress

Work stress is measured using 14 question items with indicators of [30] and using a Likert scale starts from 1 = never up to 7 = always. Examples of these question items are "how often do you feel nervous and depressed?", "How often do you find that you cannot overcome all the things you have to do?".

## 3. RESULTS

Table 1. Hypothesis Test

	Variable	t	t table	Sig.
1	SOP (X1)	2,066	1,692	0,046
2	OOP (X2)	-2,220	1,692	0,033
3	SPP (X3)	0,806	1,692	0,425

The value (t) of SOP (X1) is 2.066 with a significance value of 0.046. So, because the significance value is less than 5% and the value (t) of SOP is positive, it can be concluded that SOP has a significant positive effect on work stress and H1 is accepted.

The value (t) of OOP (X2) is -2,220 with a significance value of 0,033. So, because the significance value is less than 5% and the value (t) of OOP is negative, it can be concluded that OOP has a significantly negative effect on work stress and H2 is rejected.

The value (t) of SPP (X3) is 0.806 with a significance value of 0.425. So, because the significance value is more than 5%, it can be concluded that SPP does not significantly affect work stress and H3 is rejected.

## 4. DISCUSSION

The results of this study support the statement which states that SOP has a positive effect on the work stress of lecturers at the Faculty of Economics and Business, General Sudirman University. The results show that the higher the SOP, the higher the level of work stress. This is consistent with previous research which states that a perfectionist is predicted to be able to finish the job well [2], [22], but when a perfectionist is unable to reach a predetermined standard this perfectionist will feel depressed [17]. [21] also revealed that this stress occurs because perfectionists have rigid procedures for evaluating themselves. When the pressure felt by someone at a low level, the level of stress on one's work is also low and vice versa. The standard setting of a perfectionist has then applied to the perfectionist himself and ultimately triggers work stress.

In this study, OOP negatively affected the work stress of lecturers in the Faculty of Economics and Business, General Sudirman University. The results show that the higher the OOP, the lower the level of work stress. This happens maybe because individuals who set high standards for others and can impose this standard on others feel more excited because the individual can feel his job is helped if someone else can adjust the rhythm of work with that individual [31]. This study also found that SPP did not affect the work stress of lecturers at the Faculty of Economics and Business, General Sudirman University. What might happen is that the lecturers at the University of Sudirman Faculty of Economics and Business were not too stressed because the lecturers felt that the demands that came from other people had little effect on what was being done and the lecturers thought that other people were willing to help what was being the lecturer did. This is also supported by the results of previous studies which stated that individuals who consider other

people can help, befriend, believe, and are interested in these individuals, make individuals less concerned about their mistakes and also reduce thinking about perfection [32].

## 5. CONCLUSION

The higher the SOP the higher the work stress felt by the lecturers at the Faculty of Economics and Business, General Sudirman University. The higher the OOP will reduce the existing work stress on lecturers at the Faculty of Economics and Business, General Sudirman University. SPP does not have a significant effect on work stress.

## 6. LIMITATIONS

Low return rates are a limitation in this study. This is due to the occurrence of a system error on the networking site that is unknown to the researcher concerned with the questionnaire distribution process.

## 7. IMPLICATIONS

For future research, it is expected to be more careful when conducting surveys to avoid technical errors that interfere with the rate of return of respondents' data. The results of this study can also provide an overview of further research about the possibilities that arise and can influence the relationship between OOP and SPP with work stress so that the hypothesis 2 and 3 are rejected. For future research, it might be possible to add support from colleagues to reduce work stress experienced by individuals who have high SOP levels. For the leadership of the Faculty of Economics and Business, University of General Sudirman, it is expected to be able to maintain lecturer performance and provide control so that lecturers with high SOP levels do not experience increased work stress.

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