**Emotional climate, Work stress and Occupational Cognitive Failure in doctors**

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***Abstract***

*The current study was conducted to explore emotional climate, work stress and occupational cognitive failure among doctors. The sample of 150 doctors was selected from two cities i.e. Jhang and Faisalabad. Emotional climate was measured by Emotional climate scale by Yurtsever& De Rivera (2010), for work stress, Work Place Stress Scale by American institute of stress and adapted by Fatima Chohan (2013) was used. Occupational Cognitive Failure was measured by occupational cognitive failure questionnaire by Allahyari, Rangi, Khosravi and Zayeri (2011). The data was analyzed by administering t-test, correlation and regression analysis. Results revealed that Emotional climate, work stress and cognitive failure are significantly positively correlated. No significant difference between male and female, rural and urban, government and private doctors on the level of emotional climate, work stress and occupational cognitive failure was found. Significant difference between nuclear and joint family doctors on the level of work stress was found. Doctors from nuclear family system showed higher level of work stress as compared to Joint family doctors. Emotional climate, work stress and demographic variables are predictors which collectively and significantly contributed to occupational cognitive failure.*

**Key words**: Emotional climate, Work stress and Occupational Cognitive Failure

**Introduction**

In recent era, the high job stress is considered the major cause for job change in employees. This job change affects individual well-being as well as cognitive abilities of employees. The high stress is assumed to be related with discrepancy between employees’ job and its requirements. This mismatch intensifies stress at workplace and also affects the life of the employees. Employees are expected to be adjustable at workplace for changing environmental demands. The low level of job and employee fit leads to occupational cognitive failure, high level of stress and inefficient workplace behavior (Deniz, 2015). The emotional climates of the organization created by the policies of the organizations and the work stress have an impact on the cognitive functioning of the employees.

**Emotional Climate**

We all as human beings are emotional beings and this emotional beings experience different emotions like hatred, anger, joy and love. Emotions are prevailing source that unite individual to his society. We use emotions to build social bonds (Collins, 2004). Emotions are described as the feelings about self at conscious level about the objects in the environment and tags that humans assign to specific states of provocation from a cultural point of view (Turner, 2007). Emotions are experienced on constant basis. The perceived Emotional arousal might be either positive or negative for instance excitement or fear (Berggren, 2011). The Emotional climate refers predominant collective emotions as perceived and shared by all members of societal clusters just like national community or ethnic minorities. De Rivera and Paez (2007) explained the emotional climate as predom­inant shared emotions engendered by the interaction of social group members in certain specific setting. The emotional climate of a certain organization includes its beliefs, attitudes, goals and values. Comprehensively the emotional climate is regarded as the perceived feelings of the majority members in an orga­nization about the situa­tion assembled by the organization. The debate encompassing the conceptions of organizational culture and climate is inconclusive. Culture is somewhat stable pattern while the climate is relatively temporary condition.

**Work Stress**

According to Cox, Griffiths and Rial-Gonzalez (2000) stress is a state of nervousness and uneasiness with the work, which have direct effect on employee emotions as well as physical health. Holmlund, Rytkonen and Strandvik, (2005) stated that Work stress is the lower level of the capacity to cover with work pressure and the wrong selection of the occupation and miss requirements of the work from the occupation. According to Eren (2006), stress is a physical and an intellectual reaction of human being through the effects of specific secretions on working conditions. Stress can be a threat or good to the person depends on the level of stress. Different expert define stress in their own ways like, stress is a form of pressure which is exerted on a body to make a decision that can change the life (Steber, 1998). According to Greenberg, (1990) there are different factors which cause the stress reaction. These factors includes psychological (threats to self-esteem, depression), biological (cold, toxins, heat), philosophical (use of time, purpose in life) and sociological (unemployment, birth of a child death of a loved one). In any case, the body’s reaction will be the same regardless of the stressor.

Some of the job features cause stress to employees that adds more to job stress. Threat may be due to either insufficient supplies to meet employee’s needs or excessive job demands.

**Occupational Cognitive Failure**

Occupational cognitive failure (OCF) is a bunch of mistakes that happen at workplace (Allahyari, Rangi, Khosravi&Zayeri 2011). The term cognitive failures was used by Broadbent (1982) which refers to minors slips which cause the normal course of proposed action either physical or mental, to be disrupted. Occupational Cognitive failures depict overall accountability towards recurrent gaps regarding cognitive control at workplace.

Generally the persons experiencing hindrance like frustration and discomfiture for cognitive failures on a diurnal basis. The occurrences like moving to bedroom just because you forget what you were looking for or repetitively pushing the door while ignoring the outsized notice for Pull sign. Many persons are inclined to indulge cognitive failure mistakes more frequently than other persons. Occupational cognitive failures can be major concern as well as barricade to effectively accomplishing the routine work. The major elements which enhance susceptibility to occupational cognitive failures are not precisely defined. The healthy aged persons are linked with deterioration for certain kind of cognitive abilities like demanded recall (Hohman, Beason-Held, Lamar, &Resnick, 2011).Cognitive failures are failures in perception, memory, and motor functioning, in which the action and intention don’t match (Broadbent et al, 1982). Thus, occupational cognitive failures comprise several types of implementation lapses or the lapses in attention. The cognitive errors which occur at workplace environment called occupational cognitive failures.

Occupational cognitive failure is something that happens to every person in day to day functions, these may include perceptual failures or failures of actions and memory for example fail to recall people’s names when you encounter them (Allahyari, Rangi, Khosravi&Zayeri 2011). The common threat is a departure from the normal smooth flow of day to day functions and that the events of the day do not precede with the individuals intentions (Broadbent et al, 1982). The cognitive failure at workplace or occupational cognitive failures are reportedly related to many other constructs such as inattention, fatigue, work pressure, working environment unsuitability and work family conflicts (Allahyari, Rangi, Khosravi&Zayeri 2011).

**Literature review**

Emotional Climate includes emotionality revealed by employees, the image perceived by the incoming persons and numerous other stuffs that are observed at a glance. It is somewhat challenging to label a specific climate to a title. It is the feelings of individuals when someone walks into a new room (Evans, 2009).

Employees of an organization generally have maximum agreement in their opinions regarding climate. Climate serves for cognitive plot of a person that in what respect organization is functioning and helps to regulate suitable behavior is in a given situation (Koys&DeCotiis, 1991).

There are several reasons for work stress, which are classified by researchers in different manners. Job stress and occupational cognitive failure are positively related with each other. The Kahn and Byosiere (1995) classified the sources of work stress into two categories namely the role and the work content. There are some emotional elements convoluted in occupations, so the professional individuals face more stress than those who are not professional. In addition, the need to keep work under continuous supervision and the compulsion to do the job devoid of mistakes leads to stress. The various laws which an individual have to obey and the demand of high attention at workplace also hang onto someone in high stress (Kahn &Byosiere 1995). There is positive relation with work demand, emotional demands and cognitive stress and due to that we experience cognitive failure.

Fairbrother and Warn (2003), reported the teamwork and environment have significant impacts on job satisfaction among naval officers. Kahn and Byosiere, (1992) stated in their model of job stress that employee’s health and well-being are related to the different qualities of the work place environment.

The term occupational cognitive failures refer to negligible slips which leads to normal flow of actions disrupted at workplace. Occupational Cognitive failures depict overall accountability towards recurrent errors in cognitive mechanism. Wallace and Chen (2005) devised a tool for workplace cognitive failures, and also reported negative relationships between safety-related behaviors and occupational cognitive failures (OCF).Wallace and Chen (2005), for constructing the tool of workplace cognitive failures, integrated the self-regulation and safety theories.

Occupational cognitive failures are recurrent cognitive lapses happening in performing actions that can be done without any error at workplace. Cognitive failures happening at workplace is known as occupational cognitive failure (Allahyari, 2014). Arthur and Barrett (2003) reported positive correlation between workplace stress and cognitive failures (CF). Distraction, inattention, and cognitive processing faults at work place lead to accidents (Arthur & Barrett, 2003).The same results O'hare, Wiggins and Morrison, (1994) reported.

Larson and Alderton, (1997) reported positive relation among fall injury and occupational cognitive failure. Wallace and Chen, (2005) also reported positive correlation among accidents and occupational cognitive failures as well as negative relation for safety behaviors. Significant relationship observed among minor injuries and occupational cognitive failures (Wadsworth &Smith, 2003). Studies evaluating the correlation between safety and occupational cognitive failures showed that cognitive failures predict the performance of persons at workplace (Wickens, Toplak,,& Wiesenthal, 2008).

A workplace cognitive failure is supposed to predict better safety behaviors than the trait cognitive failure because workplace cognitive failure includes workplace regulatory skills.

**Rationale of the Study**

The main purpose of the current study was to investigate the effects of emotional climate, job stress, and occupational cognitive failure among doctors. The study is adding to existing body of knowledge that how these variables are related and how these variables affect the employees. It will also add the knowledge on how to minimize the effects of stress. Moreover the current study will be a foundation for more research and beneficial for stake holders. The cognitive traits like emotions and moods are a vital part of human life. These cognitive traits not only influence the person at individual level but also influence others at interactional level. Emotional climate is shaped by the interactions among people at workplace (Schneider, Parkington, &Buxton 1980). The emotional climate is considered relatively stable trait and influenced by the individuals / groups. In current era where the government as well as private owners are continuously trying to impose more and more responsibilities over the serving staff and the resulting work stress may have some type of impact on cognitive failures. Work stress is individually perceived stress of work due to burden of work and emotional climate is in group collective emotional state resulting from the polices of the organizations. This study will help to know how work stress, emotional climate and occupational cognitive failure are related. Therefore, current study will help for awareness to overcome the social and domestic problems which are only due to these factors. The study aimed to examine the relationship between work stress, cognitive failure and emotional climate. To find out more about the work stress, cognitive failure and emotional climate and how well these related to each other.

**Objectives**

1. To examine the relationship of emotional climate, work stress and occupational cognitive failure
2. To find out the effect of emotional climate and work stress on occupational cognitive failure
3. To examine the gender differences regarding emotional climate, work stress and occupational cognitive failure.
4. To examine the differences of government and private doctors regarding emotional climate, work stress and occupational cognitive failure.

**Hypothesis**

1. Occupational Cognitive failure, Emotional climate and work stress and are likely to be related.
2. Male and female doctors are likely to be different on emotional climate, work stress and occupational cognitive failure.
3. Government and private doctors are likely to be different on emotional climate, work stress and occupational cognitive failure.
4. Emotional climate, work stress and demographic variables are likely to predict occupational cognitive failure.

**Method**

**Research Design**

The current study is comparative correlational in nature so the inferential statistics and correlational strategies are used for analysis.

**Sample**

Sample is taken conveniently from the various hospitals of Jhang and Faisalabad. The sample is consisted upon 150 doctors.

**Inclusion/ Exclusion Criteria**

MBBS and FCPS doctors are included in the samples who are working in private or government hospitals. The doctors who have personal clinic and working independently or the doctors who have been retired from service are excluded from the sample.

**Assessment Measures**

Following instruments used in current study were

**Emotional Climate**

Emotional climate is measured by Emotional Climate scale developed by Yurtsever & De Rivera (2010). It is a 7-point rating scale. The test consists of 28 items. Internal consistency ranged from alpha .78 to .91. Emotional climate scale has reverse scoring for item no 2, 4, 6, 8, 10, 12, 14, 16, 18, 20, 22, 24, and 27.

**Work stress Scale**

Work stress is measured by the work place stress scale developed by American institute of stress and adapted by chohan (2013) used. Work place stress scale has eight questions. Work place stress consists of eight items on five point Likert scale ranged from one to five. Higher scores indicate higher levels of occupational stress.

**Occupational Cognitive Failure Scale**

Occupational cognitive failure questionnaire developed by Allahyari, Rangi, Khosravi and Zayeri (2011) is used. The occupational cognitive failure questionnaire (OCFQ) consists of 30 items. cronbach alpha value was reported .96 by the authors. Infraclass correlation coefficient (ICC) .99 is reported by Allahyari, Rangi, Khosravi and Zayeri (2011).cognitive failures happening at workplace is assessed by this tool. Scoring of the Items includes a five point likert scale ranging 1–5 (1 = never, 5 = ever)

**Demographic Information Sheet**

Sample is taken conveniently from the various hospitals of Jhang and Faisalabad. The sample is consisted upon 150 doctors. Demographic variable includes age, gender, institute, family system and residence.

**Procedure**

In order to complete the requirement of the study informed consent is designed according to the ethics of research. Each participant is given a brief description about the research and insures that their information will be reserved confidential. The demographic information about variables such as age, sex and education are gathered through demographic sheet. The data is collected for this study from the participants by me.

Keeping in view the objectives of the study, the appropriate statistical analysis is used through SPSS. Pearson Correlation is calculated in order to find out the relationship between study variables. Independent sample t-test is used to find the differences on study variables between different groups. Standard Regression Analysis is run to assess the contribution of demographic variables in the scores on study variables.

**Ethical Considerations**

Clear ethical standards and principles are followed throughout the whole process as well as data collection and data analysis like informed consent, confidentiality, voluntary participation, and no risk of harm for research participants.

**Result**

This study is conducted on the topic of emotional climate, work stress and occupational cognitive failure in doctors. The data is analyzed by using t-test, correlation and regression. To measure the relationship of emotional climate, work stress and occupational cognitive failure, correlation analysis was run. To explore the difference of emotional climate, work stress and occupational cognitive failure between male and female participants the independent sample t-test is run with a prior alpha level of .05.To explore the difference of emotional climate, work stress and occupational cognitive failure between rural and urban participants independent sample t-test is run with alpha level of .05. To explore the difference of emotional climate, work stress and occupational cognitive failure between government and private participants independent sample t-test is run with alpha level of .05.To explore the difference of emotional climate, work stress and occupational cognitive failure between nuclear and joint family participants independent sample t-test is run with alpha level of .05.

The Hierarchical regression analysis is run in which emotional climate, work stress and demographical variables taken as independent variable and occupational cognitive failure were taken as dependent variable.

**Table 1**

**Demographic Sheet**

|  |  |  |
| --- | --- | --- |
| *Variables* | *frequencies* | *percentage* |
| Age |  |  |
| 25-40 | 46 | 30.6 |
| 41-55 | 104 | 69.33 |
| Birth order |  |  |
| 1-2 | 92 | 61.3 |
| 3-5 | 58 | 38.67 |
| Institution |  |  |
| Government | 83 | 55.3 |
| Private | 67 | 44.7 |
| Family System |  |  |
| Nuclear | 88 | 58.7 |
| Joint | 62 | 41.3 |
| Residence |  |  |
| Rural | 66 | 44.0 |
| Urban  Gender | 84 | 56.0 |
| Male  Female | 74  76 | 49.3  50.7 |

**Table 2**

*Summary of Correlation Analysis: Relationship of Emotional Climate Work Stress and Occupational Cognitive Failure(N=150)*

|  | Emotional Climate | Work stress | Occupational cognitive failures |
| --- | --- | --- | --- |
| Emotional Climate | 1 | .39\*\* | .56\*\* |
| Work stress |  | 1 | .26\*\* |
| Occupational Cognitive failure |  |  | 1 |

*p* ≤ 0.01

The results of correlation analysis indicate that emotional climate is positively related with work stress and cognitive failure. Similarly, work stress has significantly positive relationship with cognitive failure. Emotional climate was positively correlated with work stress and occupational cognitive failure with r .395\*\* and *r .*56\*\*. On the other hand work stress and occupational cognitive failure was correlated with *r*= .26\*\*.

**Table 3**

*Comparison of Male and Female Doctors on Emotional Climate, Work Stress and Occupational Cognitive Failure by Independent Samples T-Test (N=150).*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable |  | Gender | |  | |  | | | | |
| Male  (*n*=74) | | Female  (*n*=76) | | |  |  | *95% CI* | |  |
| Emotional Climate | *M* | *SD* | *M* | | *SD* | *t(148)* | *P* | *LL* | *UL* | *Cohen’s d* |
| 117.33 | 17.03 | 119.88 | | 13.64 | -1.01 | .31 | -7.51 | 2.43 | 0.16 |
| Work Stress | 26.89 | 4.67 | 27.26 | | 5.71 | -.43 | .66 | -2.05 | 1.31 | 0.07 |
| Occupational Cognitive failure | 109.95 | 18.00 | 105.93 | | 13.55 | 1.54 | .12 | -1.13 | -9.18 | 0.25 |

T-test for independent samples was run to compare Male and Female doctors on Emotional climate, work stress and Occupational cognitive failure. The results of t-test revealed that Male and Female doctors have no significant difference on Emotional climate, work stress and Occupational cognitive failure.

**Table 4**

*Comparison of Rural and Urban doctors on Emotional climate, work stress and Occupational cognitive failure by Independent Samples t-test (N=150).*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable |  | Residence | |  | |  | | | | |
| Rural  (*n*=66) | | Urban  (*n*=84) | | |  |  | *95% CI* | |  |
| Emotional Climate | *M* | *SD* | *M* | | *SD* | *t(148)* | *P* | *LL* | *UL* | *Cohen’s d* |
| 120.09 | 11.51 | 117.47 | | 17.87 | 1.08 | .28 | -2.15 | 7.38 | 0.17 |
| Work Stress | 27.15 | 4.16 | 27.02 | | 5.93 | .14 | .88 | -1.57 | 1.82 | 0.02 |
| Occupational Cognitive failure | 109.37 | 13.77 | 106.77 | | 17.51 | 1.02 | .31 | -2.44 | 7.65 | 0.16 |

T-test for independent samples was run to compare the Rural and urban doctors on Emotional climate, work stress and Occupational cognitive failure. The results of t-test revealed that Rural and Urban doctors have no significant different on emotional climate, work stress and Occupational cognitive failure

**Table 5**

*Comparison of Nuclear and Joint family doctors on Emotional climate, Work Stress and Occupational Cognitive Failure by Independent Samples t-test (N=150)*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable |  | Family System | |  | |  | | | | |
| Nuclear Family  (*n*=88) | | Joint Family  (*n*=62) | | |  |  | *95% CI* | |  |
| Emotional Climate | *M* | *SD* | *M* | | *SD* | *t(148)* | *P* | *LL* | *UL* | *Cohen’s d* |
| 119.86 | 14.78 | 116.87 | | 16.22 | 1.17 | .24 | -2.05 | 8.03 | 0.19 |
| Work Stress | 27.87 | 5.73 | 25.95 | | 4.15 | 2.38 | .01 | .32 | 3.51 | 0.38 |
| Occupational Cognitive failure | 107.36 | 15.19 | 108.70 | | 17.21 | -.50 | .61 | -6.59 | 3.90 | 0.08 |

T-test for independent samples was run to compare the Nuclear family and Joint family doctors on emotional climate, work stress and Occupational cognitive failure. The results of t-test revealed that Nuclear and Joint family doctors are significantly different on work stress. There is no significant difference on emotional climate and Occupational cognitive failure. The analysis of mean suggests that Nuclear family doctors are higher on work stress as compared to Joint family doctors.

**Table 6**

*Comparison of Government and Private Doctors on Emotional Climate, Work Stress and Occupational Cognitive Failure by Independent Samples t-test (N=150)*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable |  | Institute | |  | |  | | | | |
| Government  (*n*=83) | | Private  (*n*=67) | | |  |  | *95% CI* | |  |
| Emotional Climate | *M* | *SD* | *M* | | *SD* | *t(148)* | *P* | *LL* | *UL* | *Cohen’s d* |
| 119.13 | 17.07 | 118.00 | | 13.16 | ,446 | .65 | -3.88 | 6.14 | 0.07 |
| Work Stress | 23.16 | 3.21 | 23.79 | | 3.56 | -.318 | .75 | -1.27 | .92 | 0.18 |
| Occupational Cognitive failure | 106.61 | 15.49 | 109.53 | | 16.53 | -1.11 | .26 | -8.10 | 2.25 | 0.18 |

T-test for independent samples was run to compare the Govt. and Private Doctors on Emotional climate, work stress and Occupational cognitive failure. The results of t-test revealed that Govt. and Private Doctors have no significant difference on Emotional climate, work stress and Occupational cognitive failure.

**Table 7**

*Summary of Hierarchical Regression Analysis: Effect of Emotional Climate, Work Stress and Demographic Characteristics on Occupational Cognitive Failure (N=150)*

|  |  |  |
| --- | --- | --- |
| Variables | Occupational Cognitive Failure | |
| *∆R2* | *Β* |
| Step 1 | .30\*\*\* |  |
| Emotional Climate |  | .54 |
| Work Stress |  | .05 |
| Step 2 | .36\*\* |  |
| Gender of participants |  | -.12 |
| Residence of participants |  | -.07 |
| Education of participants |  | -.03 |
| Family System of participants |  | .08 |
| Birth order of participants |  | -.20 |
| Total *R2* | .66\*\* |  |

*Note: ∆R*2= R Square change, *R2*= R Square

*\*p*<.05, *\*\*p*<.01, *\*\*\*p*<.001

Table 4.7 presents the results of hierarchical multiple regressions in which Emotional climate and work stress was entered as independent variable and Occupational cognitive failure as dependent variable in the first step. Step 1 produced a significant *R2*of .30which means that independent variables collectively predicted 30% variance in occupational cognitive failure. In step 2 Demographic characteristics of gender, Residence, education, Family system and birth order of participants was entered as independent variables and occupational cognitive failure as dependent variable. Step 2 produced a significant *R2* of .36 which means that demographic variables collectively predicted 36% variance in Occupational Cognitive failure.

**Discussion**

The aim of current study was to examine the relationship between emotional climate, work stress and occupational cognitive failure. Firstly we hypothesized that Emotional climate, work stress and Occupational cognitive failure are related, and the findings of the current study supported this hypothesis. The results indicate that emotional climate, work stress and Occupational cognitive failure are related with each other. The findings of current study are in line as reported by Parkand Kim (2013) that work stress and Occupational cognitive failure are positively related with each other. Elfering, Grebner, &Ebener, (2015) findings also support the findings of the current study. This positive relation seems quit natural. The person who have work stress and emotionally charged climate may also have Occupational cognitive failures about daily tasks.

In second hypothesis we assumed that male and female doctors are different on emotional climate, work stress and occupational cognitive failure. The findings of the current study depicted no significant difference regarding emotional climate, work stress and occupational cognitive failure. The findings of current study are in line as reported by Arthur and Barrett (2003) that there are no gender difference on emotional climate, work stress and occupational cognitive failure. This insignificant difference may be explained as both male and female doctors have same nature of job.

The third hypothesis was government and private doctors are different on emotional climate, work stress and occupational cognitive failure. The findings of the current study depicted no significant difference regarding emotional climate, work stress, occupational cognitive failure in government and private doctors. There is no significant difference between government and private doctors in terms of work stress, emotional climate and occupational cognitive failure. These insignificant differences may also be interpreted due to same nature of job.

In fourth hypothesis we supposed that emotional climate, work stress and demographic variables are likely to predict occupational cognitive failure. The results indicate that predictors collectively contributed in outcome variable. Emotional climate, work stress, Gender, residence, family system, education and birth order have significant contribution to the outcome variable occupational cognitive failure.

There is no specific research related to the predictors of the occupational cognitive failures however Wadsworth, Simpson, Moss, and Smith, (2003) and Broadbent, Cooper, FitzGerald, and Parkes, (1982) studies partially supports current findings. Common sense and logic support our findings. Emotional climate and work stress has thirty percent contribution in occupational cognitive failure. If the environment is emotionally charged and employees have work stress then surely they will be prone for cognitive errors at workplace.

**Conclusion**

The results suggest that emotional climate, work stress and occupational cognitive failure are significantly positively correlated with each other. Male and Female doctors experience same level of emotional climate, work stress and occupational cognitive failure. Similarly government and private doctors are equal on the level of emotional climate, work stress and occupational cognitive failure. The Organizations like hospitals must focus on the role of doctors if they inclined to prevent negative safety behaviors.

**Suggestions and limitations of the study**

The study has generalization limitations. The other limitations include self-reported data and sample limitations. The sample used for this study was taken from Jhang and Faisalabad doctors. The job level can also have significant impact on work stress and cognitive failure. It suggests for the future research to study the effects of occupational cognitive failure on other job holders like clerks, engineers, professors. This study was limited only on sample of two cities it suggest to study at three or more cities as well as also check the impact of different age groups on the level of emotional climate and work stress. Occupational Cognitive failure also affected by the culture so the future research result can explore impacts of cultural difference.

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