

## Understanding the Sources of Pressure and Coping Strategies of News Professionals

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**Abstract:** Through depth interviews and qualitative research techniques with print media and electronic media organizations, this study will discuss about job stressors of the employees in News organizations. This study is also to explore the personal coping strategies of facing work stress. And to the end will further unveil how media organizations assist journalists to deal with work stress. The result shows that the job stressors from media organizations contain three categories: work factors, personal factors, and environment. It emphasizes how the variable environments cause group members' physical and mental unrest and tension continuous process.

First one is "work factors" and its contents include three elements. They are the nature of work (time pressure, heavy workload, the work itself, working conditions, fairness, and nervous), organizational factors (organizations' roles and structure, role ambiguity, role conflict, and organizational climate and culture), and social relations at work (work place relationships, lack of social support). The second category is "personal factors". It includes individual itself, such as incentives, occupational health, and family, but career development, for example, the chance of professional development. The last one is "environment". This category includes economic and technological uncertainty and other total 18 kinds' sources from three major sorts.

Furthermore, the "coping strategies" of journalist of facing job pressure has five different types. Those types are classified as problem-centered, emotion-centered, appraisal-centered, avoidance-centered, and religion-centered. They all emphasize that organizations' members will use both the usable resources and experiences along with self-awareness to determine how to solve or reduce their working pressures. Also, the research found that the interviewees using religion-centered strategies to face their job stresses. This is a new discovery that has not yet been discussed in the literature. The researcher believes this discovery shed a new light on the research direction for future study.

Moreover, journalists usually receive several kinds of assistance from media organizations to deal with their work stresses. Usually, the employees will gain a long vacation after a period of consecutive working days. They also receive social or emotional support through communications, such as verbal encouragement, or informational support such as the class of spiritual growth and development, etc.

In conclusion, based on the interviews, the researcher suggests that the media organizations should extend the time of socialization procedure for freshmen. They also need to provide appropriate equipments for their employees, and strengthen the social supports. By this, the organizations will be able to prevent the journalists burning out, and improve their working satisfaction in order to promote their commitment with the media organizations.

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