

**Stress in the Entrepreneurial World: Coping Style as a Moderator between Adverse
Work Events and Job Strain.**

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Abstract

Our current study aimed to investigate the relationship between adverse work event and job strain, and whether this relationship was moderated between the choice of coping style. Our research was based on the coping model by Lazarus and Folkman (1984) whereby coping is either categorized as being problem-focused or emotion-focused. Our sample consisted of 136 entrepreneurs or individuals who were involved in founding a business. All participants completed a questionnaire composing of questions regarding experienced adverse work events, strain levels as well as coping methods used. Based on our literature review and the effectiveness of problem-focused coping against emotion-focused coping, we hypothesized that choice of coping style would moderate the relationship between adverse work event and strain. Specifically, we hypothesized that engaging in emotion-focused coping would likely increase the negative effects of adverse work events on strain, while engaging in problem-focused coping would decrease the negative effects of adverse work events on strain. Based on two separate linear regressions with interaction effects, it was found that emotion-focused coping was a significant moderator and problem-focused coping was an insignificant moderator. We partially accepted our first hypothesis, as a moderation was found for emotion-focused coping model, yet its specific direction and strength was opposite to what we hypothesized. We failed to accept our second hypothesis, as problem-focused coping did not moderate the strength nor direction of our dependent variable, job strain. Emotion-focused coping reduced the influence of adverse work events on strain, while problem-focused coping did not significantly influence this. We concluded that emotion-focused strategies may not be as ineffective as previously research has suggested.

Keywords: adverse work event, entrepreneurs, job strain, emotion-focused coping, problem-focused coping

Stress in the Entrepreneurial World: Coping Style as a Moderator between Adverse Work Events and Job Strain.

Shane (2003) defined entrepreneurship as an “iterative process through which individuals identify and pursue new opportunities”. Being an entrepreneur involves not only taking over the role as boss, but also as recruiter, spokesman and salesman of their organization (Cardon & Patel, 2005). As a consequence, entrepreneurs may face many challenges that in turn can lead to occupational stress. With the heavy burden entrepreneurs may carry, occupational stress can lead to psychological problems such as depression and anxiety (Corpley, Steptoe & Joeke, 1999) as well as organizational problems like increased rates of absenteeism (Webster & Bergman, 1999) and turnover (Sonnetag & Frese, 2003). In the world of entrepreneurship, entrepreneurs must meet many challenges to run a successful business. These challenges as well as an increase in responsibility mean that entrepreneurs are prone to insomnia, pain, fatigue (Dahl & Sorenson, 2012), somatic diseases and psychological disorders (Stephen & Roesler, 2010).

Not every entrepreneur experiences these adverse effects in the same way and each entrepreneur may have their own way of coping. Coping is an important factor when it comes to well-being during everyday life and given the prevalence of stress today, it has become a very important concept to understand and study (Brown, Webstboork & Challagalla, 2005). In terms of occupational health, understanding the types of strategies workers may use to cope with adverse work events, can help us identify effective and ineffective ways of coping, which in turn can help inform and educate individuals and organizations on how to best improve their performance.

Lazarus (1999) defined coping as “behavioral and cognitive efforts to deal with stressful encounters” and classified coping mechanisms as either problem-focused or

emotion-focused (Lazarus & Folkman, 1984). Problem-focused coping involves problem-solving and people who use this method proactively try to identify the problem and outweigh possible costs and benefits of solutions. In contrast, emotion-focused coping consists of addressing the negative emotions associated with the stressor. Emotion-focused coping can consist of methods such as self-distraction, emotional support, and venting (Graves et al, 2021). A meta-analysis by Penley, Tomaka and Weibe (2002) revealed that problem-focused strategies are more effective than emotion-focused strategies and in turn lead to better health outcomes. A problem-focused attributional style focuses on the root cause of the problem while an emotion-focused style may only act as a short-term solution. Carver, Scheier and Weintraub (1989) describe active coping and planning as effective and adaptive problem-focused strategies. In contrast, while some emotion-focused strategies could be considered as useful, for example seeking social support from others, behavioral disengagement was the most ineffective and dysfunctional out of all the types of coping (Carver, Scheier & Weintraub, 1989).

Literature review

Fundamental Basis of Problem-Focused and Emotion-Focused Coping

Lazarus and Folkman (1984) identified two main coping strategies: problem-focused coping and emotion-focused coping. Emotion-focused coping mainly occurs when the person believes that nothing can be done to modify the threatening environmental conditions they find themselves in. On the other hand, problem-focused coping is most likely to occur when conditions are perceived as “amenable to change” (Folkman & Lazarus, 1980).

A wide range of emotion-focused forms of coping exist. One group consists of cognitive processes that are directed at lessening any forms of emotional distress while the other group consists of processes that are directed at increasing emotional distress (Folkman

& Lazarus, 1980). One may decrease their emotional distress through methods such as avoidance, minimization, distancing, selective attention, or positive comparisons, while increasing their emotional distress through engaging in self-blame or other forms of self-punishment. Lazarus and Folkman (1984) explain that a person may want to deliberately increase their emotional distress since “some individuals need to feel worse before they can feel better”. Other methods of emotion-focused coping involve the use of reappraisal, whereby the individual may adopt certain cognitive ideas such as “there are more important things to worry about” to reduce the threat associated with the situations. Such a method may change the perceived threat of the situation; however, it does not change the objective side of the situation and therefore, often leaves the situation unresolved. Lazarus and Folkman (1984) state that while emotion-focused coping methods can change the meaning of a situation without distorting its reality, the issue of self-deception must always be considered as a potential problem associated with emotion-focused coping.

Coping Styles and Affect

Ben-Zur (2009) defined coping as “behavioral and cognitive efforts to deal with stressful encounters”. Ben-Zur (2009) focused on the relation between coping styles and affect. It was found that problem-focused strategies like planning are considered effective as well as adaptive while emotion-focused strategies, especially strategies like behavioral disengagement, are considered ineffective and dysfunctional. Furthermore, it was found that problem-focused coping was positively related to positive affect and negatively related to negative affect while avoidance coping strategies showed opposite patterns of associations (Ben-Zur, 2009). It was concluded that coping plays an important factor when it comes to well-being.

Moderating Effects of Coping on Work Stress and Job Performance

When it comes to research regarding work stress and job performance, it has been revealed that work stress leads to low performance (Nabirye et al., 2011). Some studies have however, found an inverted U-shaped relationship as well as a positive relationship between work stress and job performance (Westman & Eden, 1996; Keijsers et al., 1995). Wu (2011) suggested that this could be due to a variable moderating the effect stress had on job performance. Folkman and Lazarus (1980) conducted a study on coping in middle-aged communities and found that effective coping strategies could reduce stress levels, thus acting as a possible moderating variable.

Further research had revealed that coping strategies like problem-focused and emotion-focused coping act as important moderators when it comes to the relationship between work stress and well-being (Gibbons et al., 2010; Teo et al., 2013).

Transactional Model of Stress and Coping

The Transactional Model of Stress by Folkman and Lazarus (1987) proposed that we go through two stages of appraisal before responding to stress. Evaluation of the situation occurs during primary appraisal while coping occurs during secondary appraisal. During secondary appraisal, a person can decide to either adopt an emotion-focused or problem focused approach. According to the model, coping plays an important part in the stress process as it alleviates the effects of certain stressors on strain a person may experience as a result (Lazarus & Folkman, 1984).

Hypotheses

For our current study we have chosen to look at the link between adverse work events and job strain. Job strain can be defined as a form of psychological stress that occurs in the

workplace (Steptoe & Kivimäki, 2012). We believe it's important to investigate the link between adverse job events and strain as it has been a recurring issue today when it comes to mental health and physical health. We hypothesize that the link between adverse work events and levels of job strain is moderated by choice of coping style. A moderator alters the nature or strength of a relationship between two variables. Our model implies that coping will alter the relationship between adverse work events and job strain, through either enhancing or reducing the influence adverse work events have on strain. Specifically, we hypothesize that adverse work events lead to strain, but that this relationship is moderated by the type of coping style used. An emotion-focused style coping would therefore increase the impact adverse events have on strain while a problem-focused style coping would decrease this impact our IV has on our DV. Our model (Figure 1.) illustrates this relationship. To test our hypotheses, we will be analyzing two models, one for emotion-focused coping and one for problem-focused coping. Our two separate hypotheses are therefore as follow:

H1: Emotion-focused coping will act as a moderator between adverse work event and strain. Specifically, engagement of emotion-focused coping will increase the negative effects of adverse work events on jobs strain

H2: Problem-focused coping will act as a moderator between adverse work event and strain. Specifically, engagement of problem-focused coping will decrease the negative effects of adverse work events on job strain.

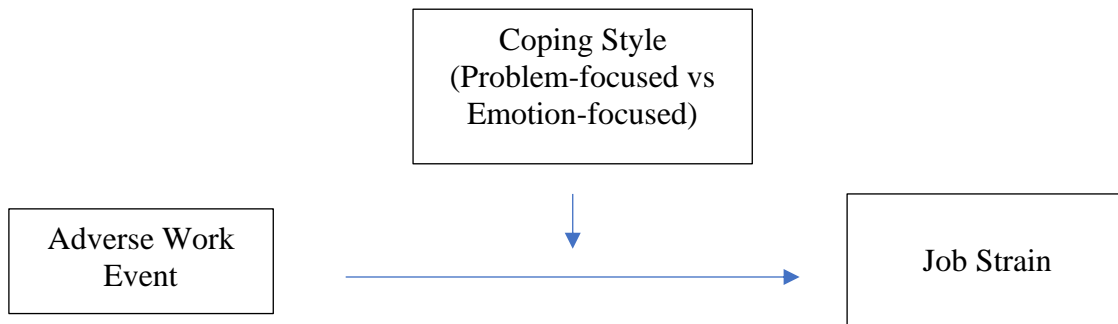


Figure 1. Theoretical framework

Method

Sample and Procedure

We investigated our hypotheses with the use of an observational online field study. The study itself was cross sectional as only the first questionnaire (T1) was used for our data analysis.

Potential entrepreneurs were recruited using social media platforms and via email. Social media recruitment was done using online flyers. Participants were recruited based on the following two criteria: 1) They had to be an entrepreneur or were part of founding the business 2) The business was founded in the last 3.5 years. Entrepreneurs that participated in an entrepreneurial course at the University of Kashipur, India, were also approached previously by project collaborators. Therefore, our current set of participants consists of a mix of newly collected entrepreneurs as well as entrepreneurs from our India dataset.

Data collection itself was performed using Qualtrics software, through which 204 participants took part. Out of the 204 entrepreneurs, 68 were excluded as they did not experience any negative work-related event, leaving us with a total of 136 participants, from which 96 were male, 36 were female and one identified as non-binary ($M_{age} = 31.131$, $SD = 11.078$).

Measures

For our Qualtrics questionnaire, items were tested using Likert scales. For job strain, 6 questions were used in total (See appendix). These questions were measured using a 5-point scale that ranged from “Never” to “Always”. In terms of coping, we split the different methods of coping under two categories: problem-focused and emotion-focused. Methods that fell under the category of problem-focused coping were the following: 1) active coping, 2) planning, 3) instrumental support. For emotion-focused coping the following methods applied: 1) self-blame, 2) behavioral disengagement, 3) venting, 4) denial, 5) self-distraction, 6) emotional support, 7) humor, 8) acceptance, 9) positive reframing. To measure coping, we made use of a 4-point scale that ranged from “Not at all” to “A lot” (See appendix). 8 questions were used per coping method. However, to ensure internal consistency of the questions, each coping question was measured twice, therefore giving us 16 questions per coping method. For adverse work events, we created a composite score from the questions regarding novelty, disruptiveness and criticality. All three were measured using 8 questions each. Both disruptiveness and criticality were measured on 5-point scale ranging from “Not at all to “A great deal” while novelty on the other hand, was measured on a 6-point scale ranging from “Has never happened before” to “Happens very frequently”.

Data Analysis

For our data analysis we made use of JASP (Version 0.14.1; JASP Team, 2020). Our predictor scores (novelty, disruptiveness and criticality) and moderators (emotion-focused variables and problem-focused variables) were centered. Furthermore, mean scores were created for all our tested variables (strain, adverse work event, problem-focused coping, and emotion-focused coping). We performed a moderation analysis using an interaction term in

our regression analysis. Two separate regression analysis were performed, with one for problem-focused coping and one for emotion-focused coping.

Results

Preliminary analysis

For our current research paper, only the variables that were considered as relatable to our theoretical framework were included in our analyses. Variables that were used included variables measuring adverse work event, job strain, and coping. What each of these variables entails can be found under our “Measures” section.

Cronbach's Alpha was calculated for emotion-focused and problem-focused items. For problem-focused coping, our point estimate came out to be 0.812, while for emotion-focused our point estimate was 0.742 (See Appendix). These results indicate that our measure of internal consistency was good and unidimensional as these set of item questions were shown to be closely related.

A composite score was created from variables measuring adverse work event, emotion-focused coping, problem focused coping and job strain. Once we had these separate composite scores, mean scores were calculated per participant. From these mean scores, a correlation analysis was performed between adverse work event ($M= 3.5$, $SD= .882$), emotion-focused coping ($M= 2.099$, $SD= .395$), problem-focused coping ($M= 2.996$, $SD= .668$) and job strain ($M= 1.778$, $SD= .645$). Observed Pearson's r and p values can be found below (Table 1).

Table 1

Pearson's Correlations		AWE	Strain	Emotion	Problem
Variable					
1. AWE	Pearson's r	—			
	p-value	—			
2. Strain	Pearson's r	0.273	—		
	p-value	0.002	—		
3. Emotion	Pearson's r	0.156	0.159	—	
	p-value	0.072	0.070	—	
4. Problem	Pearson's r	0.377	0.131	0.284	—
	p-value	< .001	0.133	< .001	—

Furthermore, assumptions checks were performed for linearity, normality and homoscedasticity. While observing our Q-Q plots, our data was approximately normally distributed. Based on our residual plot, homoscedasticity and linearity were also not violated (See appendix).

Lastly, ahead of our linear regression analysis, we centered our moderator (coping style) and predictor (adverse work event).

Testing our hypotheses

A series of two hierarchical regression analysis were conducted to examine a possible moderating effect of each coping style. The mean score of adverse work event was used as our independent variable (IV) and the mean score of job strain was used as our dependent variable (DV). Our moderating variables that were tested independently were emotion-focused coping and problem-focused coping.

Hypothesis 1: We hypothesized that emotion-focused coping would moderate the relationship between adverse work event and job strain, increasing the negative effects of adverse work events on job strain. The resulting table with the coefficient estimates can be found below (Table 2). From our table, we can see that there was a significant direct effect,

specifically adverse work events were positively related to job strain ($B = .210$, $t(126) = 3.295$, $p = .001$).

Furthermore, we found a significant interaction effect, indicating that the effect of adverse work event on job strain was moderated by emotion-focused coping, with emotion-focused coping being negatively related to job strain ($B = -.384$, $t(126) = -2.666$, $p = .009$).

Overall, the model was deemed significant as our independent variable improved the fit and explained a significant proportion of variance in our dependent variable ($R^2 = .132$, $F(3, 126) = 6.377$, $p < .001$). We partially accept our hypothesis, as emotion-focused coping did moderate the relationship between adverse work event and job strain. However, the association was negative instead of positive as we predicted in our hypothesis.

Table 2

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p
H ₀	(Intercept)	1.779	0.057		31.275	< .001
H ₁	(Intercept)	1.810	0.055		33.077	< .001
	CenteredAWE	0.210	0.064	0.284	3.295	0.001
	CenteredEmotion	0.292	0.149	0.174	1.962	0.052
	CenteredAWE * CenteredEmotion	-0.384	0.144	-0.237	-2.666	0.009

Note. Our independent variable adverse work event (AWE) and moderator (emotion-focused coping) were centered.

Hypothesis 2: For our second hypothesis, we hypothesized that problem-focused coping would moderate the relationship between adverse work event and job strain, by causing a decrease in job strain. The resulting table with the coefficient estimates for this model can be found below (Table 3).

Table 3

Coefficients						
Model		Unstandardized	Standard Error	Standardized	t	p
H ₀	(Intercept)	1.778	0.056		31.656	< .001
H ₁	(Intercept)	1.098	0.245		4.472	< .001
	AWE	0.199	0.069	0.271	2.896	0.004
	CenteredProblem	0.240	0.302	0.248	0.795	0.428
	AWE * CenteredProblem	-0.069	0.091	-0.237	-0.756	0.451

Note. Our independent variable adverse work event (AWE) and moderator (problem-focused coping) were centered.

From our table, it can be seen that there was a significant direct effect, specifically adverse work events were positively related to job strain ($B = .199$, $t(128) = 2.896$, $p = .004$).

Furthermore, we found an insignificant interaction effect, indicating that the effect of adverse work event on job strain was not moderated by problem-focused coping, ($B = -.069$, $t(128) = -.756$, $p = .451$).

Overall, the model was deemed significant, with the independent variable explaining a significant proportion of variance in the dependent variable ($R^2 = .079$, $F(3, 128) = 3.668$, $p = .014$). However, we fail to accept our hypothesis, as problem-focused coping did not moderate the relationship between adverse work event and job strain. While a negative association was found, this association was not significant enough when looking at its associated p-value from our table.

It can be concluded that problem-focused coping did not significantly moderate the relationship between adverse work event and job strain.

Discussion

Summary

The aim of this research was to investigate the moderating effects of coping between adverse work event and job strain. Since previous literature had explored the differences between problem-focused and emotion-focused coping on affect and well-being, we hypothesized that the choice of coping may moderate the relationship between adverse work event and job strain. Furthermore, we predicted that engaging in emotion-focused coping would likely increase the negative effects of adverse work events on strain while engaging in problem-focused coping would decrease the negative effects of adverse work events on strain. We partially accepted our first hypothesis since emotion-focused coping was found to be a significant moderator. However, our predicted direction of this moderating effect was inconsistent with what was observed from our linear regression. Instead of finding an increased negative effect between adverse work event and job strain, a decreased negative effect was found. Our second hypothesis was rejected, as problem-focused coping was not found to be a significant moderator. Overall, it can be concluded that emotion-focused coping was a more effective moderator than problem-focused coping, and even reduced the influence adverse work events had on job strain.

Discussion of findings

From our moderation analysis, it was found that emotion-focused coping moderated the relationship between adverse work event and job strain, while problem-focused coping did not show any significant moderation. Furthermore, emotion-focused coping surprisingly, reduced the influence adverse work events had on job strain, which was something we hypothesized would happen for problem-focused coping instead. From our literature review, it was assumed that problem-focused coping was considered as more effective and beneficial in contrast with emotion-focused coping

(Folkman and Lazarus, 1980; Ben-Zur, 2009). However, this was clearly not the case for our current study. It has however, allowed us to better understand the phenomenon of coping, as it seems that emotion-focused coping may not be as ineffective as was believed, especially when it comes to dealing with strain in the workplace. Research has indeed found that emotion-focused coping can help regulate negative emotional reactions when it comes to stress (Amnie, 2018). The study conducted by Amnie (2008) found that participants who participated in emotion-focused coping methods made use of a lot of social support seeking as well as humour, which may not necessarily be considered as maladaptive. Emotional support and humour were variables that fell under our emotion-focused coping category, and thus it could be possible that these methods alleviated some of the strain that was caused by experienced adverse work events.

Theoretical contributions

This paper has made theoretical contributions to the theory of coping. Literature discussed in our literature review have distinguished the key differences between emotion-focused coping and problem-focused coping. However, most literatures have discussed the importance of coping when it comes to general health (Penley et al., 2012), affect (Ben-zur, 2009) or job performance (Westman & Eden, 1996; Keijsers et al., 1995) and not necessarily job strain, especially when used as the dependent variable. Folkman and Lazarus (1980) did state that effective coping strategies could reduce stress, yet as it appears from our results, the term “effective coping” may not necessarily only apply to problem-focused methods as it seems that emotion-focused coping may be just as effective, if not more effective. Of course, further empirical research is needed to test the effectiveness of emotion-focused coping in different sub-population as our paper mainly contributed to coping in the entrepreneurial world. But it has been interesting to see and add to the theory of coping through testing how

the effects of coping may vary for entrepreneurs when it comes to combatting strain caused by adverse work events

Practical Implications

Our research has practical significance since strain is something that entrepreneurs deal with on an intensely large scale. Understanding how certain coping mechanisms may alleviate the impacts adverse work events have on strain, helps not only to raise awareness of the problem but can also help guide entrepreneurs to making better coping choices. Based on our results, emotion-focused methods can be just as effective as problem-focused methods and entrepreneurs should try relying on not only one method but perhaps a mix of both. We recommend entrepreneurs to also observe and evaluate themselves when they cope, as one coping style might be more beneficial to one person than it will be for another. Regarding emotion-focused coping, methods like humor and emotional support especially can help alleviate strain (Amnie, 2018). More specifically, our research provides support for the effectiveness of emotion-focused coping which has been contradictory to research emphasizing it as the less effective method in contrast with problem-focused coping (Ben-Zur, 2009).

Limitations and future research

Our research did not come without limitations. First, our study lacked longitudinality, and while a follow up was offered (T2), the dropout rate was very high when it came to filling out the questionnaire again two weeks later. Less than 1/5 of our participants completed T2, which resulted in it being removed from our final data analysis. If more participants had participated in the follow up questionnaire, more conclusions could have been drawn based on possible changes during that time frame. It could be that certain entrepreneurs switched from a more emotion-focused style to a problem-focused style over

time since emotion-focused coping may act as only a short-term solution. For future research, we highly recommend data be collected over a longer period, since strain is something that can significantly change depending on the different scenarios an entrepreneur may find themselves in. Some entrepreneurs may find themselves handling more stressful situations than others during a certain period, and when only a short time period is observed, these differences can be especially large.

Secondly, coping methods were categorized as either emotion-focused or problem-focused before composite scores and mean scores were calculated. Since multiple variables fell under each coping category (emotion-focused vs. problem-focused), it could have been that too many variables were being summed into one category, therefore there could have been hidden significant coping methods whose significance were diminished or increased by all the other variables in that coping group. For example, emotional support and behavioral disengagement both fell under emotion-focused coping, yet emotional support has been proven to be more effective at combatting stress than behavioral disengagement (Welbourne et al., 2007). For future research, we would suggest that coping styles do not only get categorized as being either emotion-focused or problem-focused, but that an individual look at each kind of method is taken as well since one form of emotion-focused coping or problem-focused coping might be more effective than another as previously mentioned in our above example.

Lastly, individual differences were something that we did not control for. Some entrepreneurs may realize that they prefer an emotion-focused approach over a problem-focused approach and vice versa. If participants preferred a certain coping style, this could have impacted its moderating effect between adverse work events and strain. Although we could see from our dataset which coping style was used more by each participant, this does not directly indicate that they prefer it. Perhaps, a participant made use of problem-focused

coping because they thought it would be more effective, yet it turned to be something they did not necessarily enjoyed doing. This discrepancy between how they coped versus whether they preferred this coping method could have acted as a lurking variable which in turn could have had an impact on experienced job strain. We therefore suggest that for future research, participants could be interviewed or tested on another questionnaire on whether they preferred and liked the coping styles they used.

Background

An entrepreneur in basic terms is a person who is involved in setting up a business. Entrepreneurs do not only take over the role as boss but also as recruiter, spokesman and salesman of their business. This often means they carry a lot of responsibility which in turn can lead to occupational stress. So then we kinda have this domino effect going on because this kind of stress can in turn lead to organisational problem like turnover as well as psychological problem like depression and anxiety. (Domino effect)

Not every entrepreneur experiences these adverse effects in the same way and each entrepreneur may have their own way of coping.

Emotion vs problem focused

problem-focused attributional style focuses on the root cause of the problem while an emotion-focused style may only act as a short-term solution

Limitations

If more participants had participated in the follow up questionnaire, more conclusions could have been drawn based on possible changes during that time frame.

Since multiple variables fell under each coping category (emotion-focused vs. problem-focused), it could have been that too many variables were being summed into one category, therefore there could have been hidden significant coping methods whose significance were diminished or increased by all the other variables in that coping group

Whether they actually enjoyed engaging in their coping style could have had an impact

Center so predictor has a mean of 0, may also reduce multicollinearity

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APPENDIX

t1disrup How much does this event demand action from your side?

	Not at all (1)	A little (2)	Somewhat (3)	Much (4)	A great deal (5)
Financial difficulties (xx1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts with clients, stakeholders or colleagues (xx2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts between clients, stakeholders, or colleagues (xx3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal issues (xx4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence or a lack of personnel or support (xx5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problems related to material/ service supply or quality (xx6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mistakes or mishaps (xx7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another negative work event not associated with these categories (xx8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

t1perfo How much does this event matter for your own or your business' success?

	Not at al (1)	A little (2)	Somewhat (3)	Much (4)	A great deal (5)
Financial difficulties (xx1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts with clients, stakeholders or colleagues (xx2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts between clients, stakeholders, or colleagues (xx3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal issues (xx4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence or a lack of personnel or support (xx5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problems related to material/ service supply or quality (xx6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mistakes or mishaps (xx7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another negative work event not associated with these categories (xx8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

t1copeact_1 Please indicate how much you have engaged in the following behaviors **over the course of the past week.**

	I've been concentrating my efforts on doing something about the situation.			
	Not at all (1)	A little (2)	A moderate amount (3)	A lot (4)
Financial difficulties (xx1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts with clients, stakeholders or colleagues (xx2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts between clients, stakeholders, or colleagues (xx3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal issues (xx4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence or a lack of personnel or support (xx5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problems related to material/ service supply or quality (xx6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mistakes or mishaps (xx7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another negative work event not associated with these categories (xx8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

t1jobstr Over the course of the past week, how often have you felt...

	Never (1)	Sometimes (2)	About half the time (3)	Most of the time (4)	Always (5)
Gloomy at work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Miserable at work (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Depressed at work (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tense at work (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worried at work (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anxious at work (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Cronbach's Alpha Problem-Focused Questions

Single-Test Reliability Analysis

Frequentist Scale Reliability Statistics

Estimate	Cronbach's α
Point estimate	0.812
95% CI lower bound	0.757
95% CI upper bound	0.857

Note. Of the observations, pairwise complete cases were used.

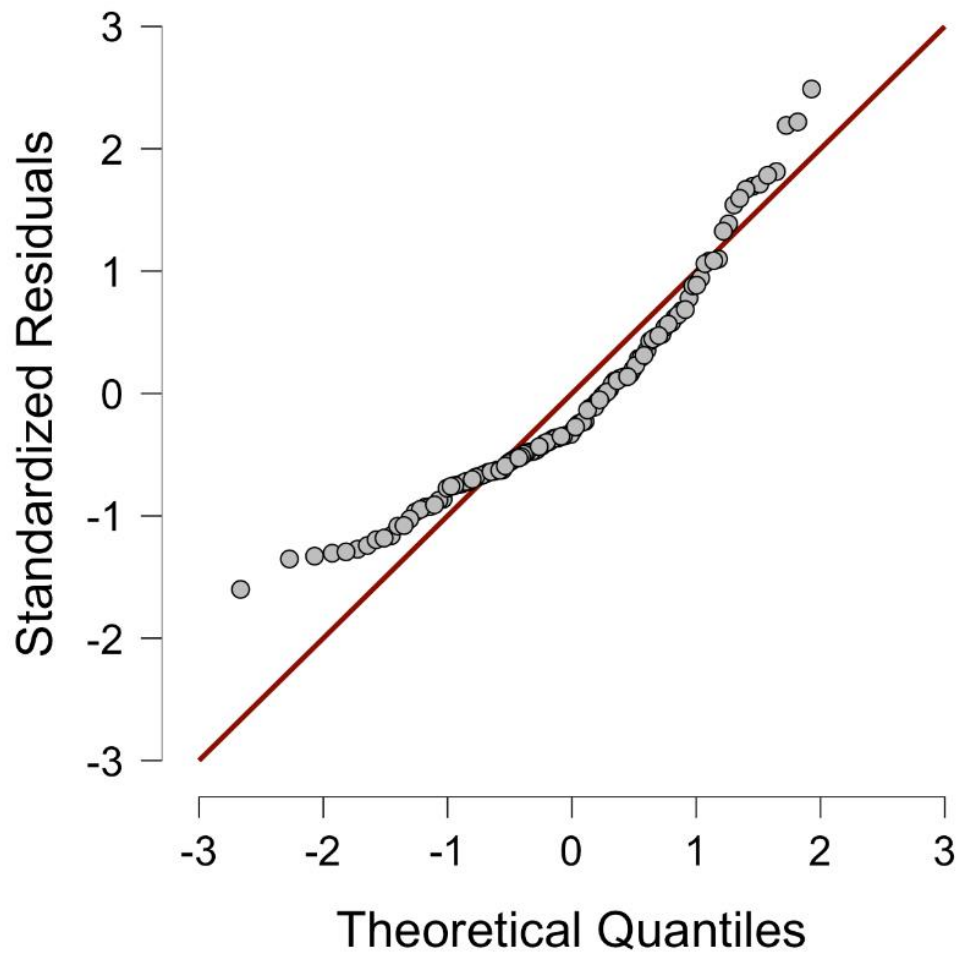
Cronbach's ALpha Emotion-Focused Questions

Frequentist Scale Reliability Statistics

Estimate	Cronbach's α
Point estimate	0.742
95% CI lower bound	0.673
95% CI upper bound	0.799

Note. The following item correlated negatively with the scale: t1copeaccept1. Of the observations, pairwise complete cases were used.

Q-Q Plot Standardized Residuals



Residuals vs. Predicted ▼

