

## Designing and testing a model of precedents and outcomes of proactive coping skills in National Iranian Drilling Company (NIDC)

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### Introduction

Proactive coping strategies improve people's coping skills with environmental stress and lead to greater satisfaction by increasing people's self-confidence. Also, people who use these coping strategies have low levels of stress, which allows them to use behavioral, cognitive and dynamic skills to cope with the problem in the shadow of better peace of mind, and as a result achieve more satisfaction. The aim of this research was designing and testing a model of precedents and outcomes of proactive coping skills.

### Method

The research method was descriptive-correlational. The statistical population consisted of 350 employees of National Iranian Drilling Company who were selected by simple random sampling. The instrument of this study was to assess the coping strategies of the transformation, dynamic personality, orientation of learning target, job stress, psychological empowerment, job adjustment, job motivation, job performance, career excellence, professional well-being, organizational commitment and job satisfaction. Data were analyzed through structural equation modeling (SEM) and mediation analysis.

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## Results

Data were analyzed using structural equation modeling (SEM) and mediation analysis. Structural equation modeling analyses indicated that the proposed model fit the data properly. The results also supported the positive effect of personality proactive and learning goal orientation on proactive coping, the negative effect of proactive coping on job stress, the positive effect of proactive coping on psychological empowerment, occupational adjustment, job motivation, job performance, job crafting, occupational well-being, organizational commitment and job satisfaction, the negative effect of job stress on job motivation, the positive effect of psychological empowerment and occupational adjustment on job motivation, the positive effect of job motivation on job performance, job crafting, occupational well-being, organizational commitment and job satisfaction, and indirect effect of proactive coping on job performance, job crafting, occupational well-being, organizational commitment and job satisfaction through job motivation. The better fit were achieved by correlating the errors of the one paths.

## Discussion

By creating appropriate opportunities and training proactive coping strategies for employees and personnel, it can create the necessary conditions to increase the job performance of employees and increase their satisfaction and also reduce stress in employees. It is recommended to the authorities the structure of organizations in such a way that instead of competing employees to go beyond the usual standards, they focus on learning and increasing new skills.

**Keywords:** proactive coping strategies, structural equation modeling, job stress, job performance.

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