

## ABSTRACT

Stress management interventions (SMIs) have been commonly used to combat occupational stress. Over the past decades, there were several reviews and meta-analysis about the effectiveness of SMIs. However, owing to the poor methodology in some studies conducted in the early years, inconsistent findings were often reported. In addition, factors affecting the effectiveness of SMIs have not been explored in these reviews. The present meta-analysis was designed to investigate the effectiveness of SMI with studies of pretest-posttest random assignment design SMIs. Moreover, the moderating effects of operational characteristics such as presence vs. absence of identification of personal stress, the coping only vs. multiple components of the programs content, the distributed vs. massed distribution of the intervention sessions and the time interval of outcome measurement will be examined. A total of 51 studies were collected. Meta-analytic results indicate that SMIs are generally effective. Results indicate that SMIs with identification of stressors, multiple components and massed practice are more effective. Moreover, outcome measurements immediate after the SMIs were associated with larger effect size. These findings have important implications for those who design SMI for the working population.

## 摘要

機構經常採用壓力管理訓練來協助員工面對工作上的壓力。就壓力管理訓練的效能而言，過去有學者嘗試綜合多份研究的結論，但由於早期的研究，往往在方法學上有不完善之處，所以學者尙未能達成一致的結論。此外，對於有什麼因素能提升壓力管理訓練的效能，學者還沒有找出清晰的答案。本文運用了本元分析的方法來研究以上的問題。我們收集了 51 個採用了隨意分組，並有預先測試及後期測試的研究報告。結果顯示壓力管理訓練能有效地減輕壓力對員工的負面影響。若訓練有協助員工鑑定壓力的來源，及有多元化的訓練內容，這些因素均會令訓練效能提升。此外，密集式的訓練形式及即時的效能評估，亦對訓練效能有正面影響。本文亦會討論研究結果對於推行壓力管理訓練的啓示。