SOURCES OF OCCUPATIONAL PRESSURE AMONG LAWYERS AND LEGAL PROFESSIONALS

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Abstract: Current paper focuses the occupational stress in legal industry. Two similar empirical studies were carried out in 2006 and 2012. A web-based survey of occupational stress was conducted by employing an international questionnaire Occupational Stress Inventory (OSI-2). Some important trends in the Estonian lawyers' occupational stress were found. The basic sources of occupational pressure in lawyers and legal professionals were identified. Most relevant sources of occupational pressure among lawyers and legal professional were home and work imbalance, managerial roles, and insufficient recognition, managerial roles, and hassles. We found that the relationship between job satisfaction and sources of occupational pressure was negative and significantly valid among five pressures of lawyers and legal professionals. Majority of lawyers and legal professional were adapted problem solving oriented coping strategy. Therefore, the social support from peer, friend, family member etc. was also widely used coping strategy by lawyers and legal professionals. Our findings well demonstrate that awareness of occupational stress in law industry has been raised

Keywords: Lawyer's occupational stress, job satisfaction, sources of pressure, work locus of control, coping with stress

1. Introduction

Current paper focuses the occupational stress in legal industry. Two similar empirical studies were carried out in 2006 and 2012. A web-based survey of occupational stress was conducted by employing an international questionnaire Occupational Stress Inventory (OSI-2). Some important trends in the Estonian lawyers' occupational stress were found. The basic sources of occupational pressure in lawyers and legal professionals were identified. Most relevant sources

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of occupational pressure among lawyers and legal professional were home and work imbalance, managerial roles, and insufficient recognition, managerial roles, and hassles. We found that the relationship between job satisfaction and sources of occupational pressure was negative and significantly valid among five pressures of lawyers and legal professionals. Majority of lawyers and legal professional were adapted problem solving oriented coping strategy. Therefore, the social support from peer, friend, family member etc. was also widely used coping strategy by lawyers and legal professionals. Our findings well demonstrate that awareness of occupational stress in law industry has significantly been raised.

It is well documented that the legal field is stressful for lawyers and legal professionals. Statistics show that a legal career is one of the most stressful occupations². On the other hand, there are many high stress professions, but lawyers are the most frequently depressed occupational group³. Moreover, 15% to 20% of lawyers suffer from alcoholism and substance abuse⁴; lawyers are 3.6 times more likely to commit suicide than people in the general population⁵.

Occupational stress, depression and anxiety among lawyers and legal professionals are well-known public evidence in modern mass media⁶. Several earlier studies suggested that signs of stress of students have had begun already in law school⁷. Therefore, it is still evidence that there is some role of legal education in producing occupational stress to lawyers and legal professionals⁸. For instance,

- 2 P. J., Schiltz, *On Being a Happy, Healthy, and Ethical Member of an Unhappy, Unhealthy, and Unethical Profession*. Vanderbilt Law Review, Vol. 52, No. 4, 1999, pp 874 – 888.
- 3 J. C. Anthony, W. W. Eaton, R. Garrison, *Occupations and the Prevalence of Major Depressive Disorder*. Journal of Occupational Medicine, 32 (11), Nov 1990, pp 1079–1087.
- 4 American Bar Association, *Alcoholism and Drug Dependency in the Legal Profession*. Retrieved September 13, 2013, from <http://www.illinoislap.org/alcohol-and-drug-abuse>
- 5 Dave Nee Foundation, *Lawyers and Depression*. Retrieved March 22, 2015, from <http://www.daveneefoundation.com/lawyers-and-depression>
- 6 *Why are Lawyers Killing Themselves?* – CNN.com, 20 Jan 2014 www.cnn.com/2014/01/19/us/lawyer-suicides/; Richard Simmons, *Present Tense: Stress in the Workplace*. The Lawyer, 2014, <http://www.thelawyer.com/analysis/present-tense-stress-in-the-workplace/3021002.article>; Elliot Sim, *It's a Stressful Profession*. New Zealand Law, 2014, <https://www.lawsociety.org.nz/lawtalk/issue-855/its-a-stressful-profession>
- 7 James B. Taylor, *Law School Stress and the "Déformation Professionnelle"*. Journal of Legal Education, Vol. 27, No. 3, 1975, pp 261–267; Phyllis W. Beck and David Burns, *Anxiety Depression in Law Students: Cognitive Intervention*. Journal of Legal Education, Vol. 30, No. 3, 1979, pp 271–273; Marilyn Heins, Shirley Nickols Fahey and Roger C. Henderson, *Law Students and Medical Students: A Comparison of Perceived Stress*. Journal of Legal Education, Vol. 33, No. 3, Sept. 1983, pp 513–524; Stephen B. Shanfield and G. Andrew H. Benjamin, *Psychiatric Distress in Law Students*. Journal of Legal Education, Vol. 35, No. 1, March 1985, pp 65–75; Faith Dickerson, *Psychological Counseling for Law Students: One Law School's Experience*. Journal of Legal Education, Vol. 37, No. 1, March 1987, pp 82–90.
- 8 R. Collier, *The Changing University and the (Legal) Academic Career - Rethinking the Relationship Between Women, Men and the Private Life of the Law School*. Legal Studies, Vol. 22, Issue 1, March 2002, pp 1–32; Debra S. Austin, *Killing Them Softly: Neuroscience Reveals How Brain Cells Die from Law School Stress and How Neural Self-Hacking Can*

stress among law students is 96%, compared to 70% med students and 43% grad students⁹. Studies in Australia have found that depression among law students is 8–9% prior to matriculation, 27% after one semester, 34% after 2 semesters, and 40% after 3 years¹⁰.

Despite the evidence described above, surprisingly, the sources of occupational pressure in lawyers and legal professionals have received undeservedly little empirical attention. In earlier occupational stress literature with the focus on lawyers' stress there are not many comprehensive studies. With some notable exceptions¹¹ in survey after survey researchers had demonstrated different response to stress effects to lawyers' behavior, for example, such maladaptive coping with stress behaviors as alcoholism, substance abuse, suicidal behavior, depression, and anxiety. In recent years, the main focus of lawyers' occupational stress research has been changed as it turned toward the sources of occupational pressure in lawyers and legal professionals. Unfortunately, this volume of research have not been fully integrated into an appropriate theoretical framework of occupational stress. It is not too surprising because the degree of theoretical fragmentation permeate much of different professionals' occupational stress literature, such as occupational stress of engineers¹² as well as university academics¹³.

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- Optimize Cognitive Performance*. LOY. L. REV, Vol. 59, March 8, 2014, pp 791–858; Wendy Larcombe, Letty Tumbaga, Ian Malkin, Penelope Nicholson, Orania Tokatlidis, *Does an Improved Experience of Law School Protect Students Against Depression, Anxiety and Stress? An Empirical Study of Wellbeing and the Law School Experience of LLB and JD Students*, Sydney Law Review, Vol. 35, No. 2, 2013 Melbourne Legal Studies Research Paper No. 603.
- 9 K. F. Helmers, D. Danoff, Y. Steinert, M. Leyton and S. N. Young, *Stress and Depressed Mood in Medical Students, Law Students, and Graduate Students at McGill University*. Academic Medicine, Vol. 72, No. 8, Aug. 1997, pp 708–714.
- 10 Dave Nee Foundation, *Lawyers and Depression*. Retrieved March 22, 2015, from <http://www.daveneeefoundation.com/lawyers-and-depression>; See also G. A. H. Benjamin, E. J. Darling and B. Sales, *The Prevalence Of Depression, Alcohol Abuse, And Cocaine Abuse Among United States Lawyers*. International Journal of Law and Psychiatry, Vol. 13, No. 3, 1990, pp 233–46; C. Parker, *The 'Moral Panic' over Psychological Wellbeing in the Legal Profession: A Personal or Political Ethical Response?* University of New South Wales Law Journal, Vol. 37, Issue 3, 2014, pp 1103–1141.
- 11 F. J. Tsai, W. L. Huang, C. C. Chan, *Occupational Stress and Burnout of Lawyers*. Journal of Occupational Health, Vol. 51, No. 5, 2009, pp 443–49. Epub 2009 Jul 10.
- 12 M. Teichmann, J. Jr. Ilvest, *Engineers' Occupational Stress and Stress Prevention System: E-psycho-diagnostics and E-learning*. In: Iskander, M. (Ed). Innovations in E-learning, Instruction Technology, Assessment and Engineering Education, Springer, 2007, pp 249–253.
- 13 M. Teichmann, Ph. Dondon, *Sources of Stress in Bordeaux University Academics*. In: Recent Researches in Educational Technology: Proceedings of the 8th WSEAS International Conference on Engineering Education (EDUCATION '11), Greece, July 14–16, 2011, (Ed) Mastorakis, N. et al., WSEAS Press, pp 98 – 105; M. Teichmann, J. Jr. Ilvest, *Sources of Occupational Stress in Technical University*. In: Latest Trends on Engineering Education: 7th WSEAS International Conference on Engineering Education (Education '10), Greece July 22–24, 2010, Dondon, P., Martin, O. (Eds), WSEAS Press, pp 448–453.

In legal literature, the depressive side of lawyers work has rather been related to the profession itself, not so much of the individual lawyers based inquires. For example, in European legal space, the pressure of positivism has been discussed from the viewpoint of “legal certainty”, “reasonableness” and Rule of Law¹⁴. For example, The Council of Bars and Law Societies of Europe (CCBE) represents the bars and law societies of 32 member countries and 13 further associate and observer countries, and through them more than 1 million European lawyers¹⁵. However, the Council as well as many other professional associations are rather focusing on regulations allowing lawyers to work in different jurisdictions, assisting those who are legally misrepresented than conducting or reflecting studies on well-being of lawyers. In order to put much of the recent research into the proper perspective, it is important to follow the theoretical framework suggested in prominent occupational stress literature.

2. Theoretical Framework of Occupational Stress

The starting-point in each theory should be a clear, coherent and precise definition. Prominent researchers have found that in case of occupational stress this is not straightforward^{16, 17}. The ongoing debate about the meaning and definition of occupational stress shows that the academic community has still not adopted a common position.

However, the stressors and strain approach is the core of the majority of recent research into occupational stress. The stressors and strain approach is based on a relatively simplistic theory that views stress as occurring when work characteristics contribute to poor psychological or physical health¹⁸. According to stressors and strain approach, stressors refer to the work-related characteristics, events or situations that give rise to stress, and strain refers to the employee's psychological or physiological response to stress¹⁹. Sources of pressure or stressors can refer to a wide variety of environmental conditions or situations that affect the wellbeing of employees²⁰. The main interest, however, focuses on the presumed causal relationship between stressors and strain.

The corresponding stressors and strain approach was created as a generally accepted definition in the EU, while the work-related stress was defined as „the

14 See: Martin, Margaret, Judging Positivism, hart publishing, 2014, pp 96–124.

15 See: <http://www.ccbe.eu/index.php?id=12&L=0>

16 C. L. Cooper, P. Dewe, *Stress. A Brief History*. Blackwell, 2004.

17 P. M. Hart, C. L. Cooper, *Occupational Stress: Toward a More Integrated Framework*, In N. Anderson, D.S. Ones, H.K. Sinangil, C. Viswesvaran (Eds.), *Handbook of Industrial, Work and Organizational Psychology* (vol. 2: Personnel Psychology), London: Sage, 2001, p. 94.

18 T. A. Beehr, *Psychological Stress in the Workplace*. London, Routledge, 1995.

19 S. M. Jex, *Organisational Psychology. A Scientist-Practitioner Approach*. John Wiley & Sons, 2002.

20 J. J. Jr. Hurrell, D. L. Nelson, B. L. Simmons, *Measuring Job Stressors and Strains: Where We Have Been, Where We are, and Where We Need To Go*. *Journal of Occupational Health Psychology*, Vol 3, No. 4, Oct 1998, pp 368–89.

emotional, cognitive, behavioral and physiological reaction to aversive and noxious of work, work environments and work organizations. It is a state characterized by high levels of arousal and distress and often by feelings of not coping²¹. In the context of our study we followed this broad understanding of occupational stress.

Despite the fact that major volume of research has focused on linking stressors to strain, some researchers follow Job-Demand-Control Model²², created by Robert Karasek. His job demands-control model and its development (demand-control-support model) is one of the most widely studied models of occupational stress²³. The key idea behind the job demands-control model is that control buffers the impact of job demands on strain and can help enhance employees' job satisfaction²⁴. Both models identify two essential aspects of work environments: job demand and job control i.e. the demand-control model is focused on the balance of job requirements and autonomy. According to Karasek job demands are: the psychological stressors involved in accomplishing the workload, stressors related to unexpected tasks, and stressors of job-related personal conflict, and Job control, also referred to as decision latitude, is defined as a: working individual's potential control over his task and his conduct during the working day²⁵.

The cognitive-relational theory developed by Lazarus and his colleagues is a transactional theory that can be applied to all domains of a person's life, and can be used to explain the positive and negative responses that people have to their environment. Based on this approach, stress has been variously defined as a multivariate process²⁶ or term for an area of study²⁷. However, this approach has been much criticized for being too blurred.

- 21 European Commission, *Guidance on Work-Related Stress. Spice of Life – or Kiss of Death?* Executive Summary, Luxembourg: Office for Official Publications of the European Communities, 2002.
- 22 R. A. Karasek, *Job Demands, Job Decision Latitude and Mental Strain: Implications for Job Redesign*. Administrative Science Quarterly, Vol. 24, Issue 2, June 1979, pp. 285–308; P. E. Spector, *Employee Control and Occupational Stress*. Current Directions in Psychological Science, Vol. 11, No 4, Aug 2002, pp 133–136.
- 23 R. A. Karasek, T. Thorell, *Healthy Work. Stress, Productivity and Reconstruction of Working Life*. NY: Basic Books, 1990; de Lange AH, Taris TW, Kompier MA, Houtman IL, Bongers PM, “*The Very Best of The Millennium*”: *Longitudinal Research and The Demand-Control-(Support) Model*. Journal of Occupational Health Psychol, Vol. 8, No. 4, 2003, pp 282–305.
- 24 J. Kain, S. Jex, *Karasek's (1979) Job Demands-Control Model: A Summary of Current Issues and Recommendations for Future Research*, in Pamela L. Perrewé, Daniel C. Ganster (Ed.) *New Developments in Theoretical and Conceptual Approaches to Job Stress (Research in Occupational Stress and Well-being, Volume 8, Emerald Group Publishing Limited, 2010, pp 237–268*.
- 25 Margot Van der Doef & Stan Maes, *The Job Demand-Control (-Support) Model and Psychological Well-Being: A Review of 20 Years of Empirical Research*. Work & Stress: An International Journal of Work, Health & Organisations, Vol 13, Issue 2, 1990, pp 87–114.
- 26 R. S. Lazarus, *Theory-Based Stress Measurement*. Psychological Inquiry, Vol. 1, No. 1, 1990, 3–12.
- 27 R. S. Lazarus, A. DeLongis, S. Folkman & R. Gruen, *Stress and Adaptational Outcomes*,

In the theoretical perspective, the analysis of stressors follows Cooper and Marshall's concept²⁸ of major categories of work stressors. The validity of theoretical ideas underlying the Occupational Stress Indicator (OSI-2) are tested on large empirical samples from a range of occupations, with the further aim highlighting that different work characteristics are associated with ill-health in specific occupations OSI-2 was designed²⁹.

3. Are Sources of Occupational Pressure the Natural Part of Lawyering Environment?

Analyzed lawyers' occupational stress literature, we have to agree with professor John Greeny that many of lawyers work stress studies reflect not so much the nature of the legal profession (incl. specific sources of pressure), but lot of studies describe the subjective opinion of the lawyers themselves on their own work-related stress.³⁰ In the present study, we did not adjust the focus on a variety of different legal occupations, as focus was directed on the basic sources of occupational pressure in lawyers and legal professionals.

1) Job satisfaction

In general, earlier research findings support the widespread understanding that lawyers are highly satisfied with their job³¹. It has been found some difference in job satisfaction between law occupations, but these findings are somehow inconsistent, for example the highest job satisfaction was found among the attorneys, on the other hand job satisfaction was lower in public sector lawyers³² or in lawyers working in private practice³³. Although, researchers revealed high-

the Problem of Confounded Measures. American Psychologist, Vol 40, No. 7, Jul 1985, pp 770–85.

- 28 C. L. Cooper, L. Marshall, *Occupational Sources of Stress: A Review of The Literature Relating to Coronary Heart Disease and Mental Ill Health*, Journal of Occupational Psychology, March 1976, Vol. 49, Issue 1, 1979, pp 11–28.
- 29 C. L. Cooper, Sources of Workplace Stress. In: *From Stress to Wellbeing, Volume 1: The Theory and Research on Occupational Stress and Wellbeing*. Palgrave Macmillan, 2013.
- 30 J. Greeny, *All Across the Country the Phrase "Attorney Distress" is Being Used More and More Often to Describe "The General Dissatisfaction and Discomfort that Lawyers Have Just from Being Lawyers."* The Washington Lawyer, January/February 2000, pp 38–41.
- 31 N. Hasnain, Iram Naz, and Samina Bano, *Stress and Well-Being of Lawyers*. Journal of the Indian Academy of Applied Psychology, Vol. 36, No.1, Jan 2010, p. 168; S. Yakren, *Lawyer as Emotional Laborer*. University of Michigan Journal of Law Reform, 42, 2008, 141–183; L. R. Richard, *Psychological Type and Job Satisfaction Among Practicing Lawyers in The United States*. Capital University Law Review, Vol. 29, Issue 4, 2002, pp 979–1077; E. G. Lambert, N. L. Hogan, S. M. Barton, *Satisfied Correctional Staff: A Review of The Literature and The Correlates of Correctional Staff Job Satisfaction*. Criminal Justice and Behavior, Vol. 29, Issue 2, April 2002, pp 115–143.
- 32 J. M. Organ, *What Do We Know About the Satisfaction/Dissatisfaction of Lawyers? A Meta-Analysis of Research on Lawyer Satisfaction and Well-Being*. University of St. Thomas Law Journal: Vol. 8: Iss. 2, 2011, pp 226–273.
- 33 P. J., Schiltz, op.cit., pp 892–893.

er job-satisfaction for male lawyers as compared to their female counterparts. Whereas female lawyers experienced significantly greater psychosocial stressors and burnout as compared to males³⁴.

2) Sources of pressure

Almost anything at workplace can be a source of pressure (to someone) at a given time, and lawyer or legal professional definitely perceive potential sources of occupational pressure differently.

- *Workload*

In literature a central source of occupational pressure for lawyers and legal professionals was high workload³⁵. The high workload was presented in occupational stress literature as the main reason for the work-life imbalance³⁶ and relationship problems in personal life of lawyers and legal professionals³⁷. Regarding workload, Matthews and Olsen³⁸ have added for lawyers and legal professionals' a very specific source of pressure. It can be assumed that the methods of lawyers work is one of the cause of their stress. More specifically, the pressure to generate billable hours as much as possible directly results lawyers stress.

- *Relationships*

Intrigues and difficult relationships with coworkers³⁹, workplace bullying⁴⁰, and workplace violence⁴¹ have been often mentioned sources of pressure among lawyers and legal professionals.

- *Home/work balance*

Work-family balance can be referred to the extent to which an individual is able to meet the often-competing demands associated with work and non-work

- 34 A. Sharma, S. Verma, C. Verma, D. Malhotra, *Stress and Burnout as Predictors of Job Satisfaction Amongst Lawyers*. European Journal of Social Sciences, Vol. 14, Issue 3/4, Jun 2010, pp 348–359.
- 35 Kriti A. Patel, Shekhar S. Rajderkar, Jayashree D. Naik, and Vivek S. Behere, *Occupational Stress, Role Overload, Role Ambiguity, and Role Conflict*. Indian J Occup Environ Med, Vol. 18, No. 2, 2014 May-Aug, pp 68–74.
- 36 M. D. Burkett, *Stress Management for Lawyers: An Ounce Prevention*. Michigan Bar Journal, March 2010, p. 52.
- 37 J. Maute, *Balanced Lives in a Stressful Profession: An Impossible Dream?* Capital University Law Review 21.3, 1992, pp 798–819.
- 38 S. Matthews, T. Olsen, *Strategies To Reduce Litigation Stress (Before It Reduces You)*, CBA Record, Vol 10, Issue 2, February/March 1996, p. 40.
- 39 P. A. van den Brant, N. W. Jansen, I. J. Kant, L. Raeve, R. Vasse, (2009), *Interpersonal Conflicts at Work as a Predictor of Self-Reported Health Outcomes and Occupational Mobility*. Occupational and Environmental Medicine, Vol 66, No 1, Jan 2009, pp 16–22.
- 40 S. Le Mire, R. Owens, *A Propitious Moment? Workplace Bullying and Regulation of the Legal Profession*. University of New South Wales Law Journal, Vol. 37, Issue 3, Dec 2014, pp 1030–1058.
- 41 J. K. Peters, S. Portnoy, M. A. Silver, *Stress, Burnout, Vicarious Trauma, and Other Emotional Realities in the Lawyer/Client Relationship*. Touro Law Review, Vol. 19, 2004, pp 848–872.

roles⁴². Nearly half of lawyers have reported that the demands of their work do not allow them to have a satisfying non-work life (i.e., personal, family, social, civic)⁴³. On the other hand, according many studies the family support for lawyers was extremely important⁴⁴, and work-family conflict was a major source of pressure for them⁴⁵. Some authors have pointed out that home and work imbalance was a greater problem especially for female lawyers and legal professionals⁴⁶.

- *Managerial roles*

There are many different managerial roles grouped into three distinct areas: informational, interpersonal and decisional.

One important source of occupational pressure among lawyers and legal professionals is the need to take managerial roles that include the lack of autonomy as well as the need for enrollment certain hierarchical system⁴⁷.

- *Personal responsibility*

Personal responsibility at work is something that you personally should do because it is your duty at work; it shows your readiness to take responsibility; mental accountability to perform your task; it is morally right, and legally required, etc.

- *Hassles*

Hassles are something that is annoying or something that causes trouble and the problems brought about by pressures of time, money, inconvenience or other sources of occupational pressure.

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- 42 T. D. Allen, *Family Supportive Work Environments: The Role of Organizational Perceptions*. Journal of Vocational Behavior, 58, 2001, pp 415–433.
 - 43 Allan McPeak, *Lawyer Occupational Stress*. US, Florida State University, 1987, p. 288; J. E. Wallace, *Job Stress, Depression and Work-to-Family Conflict. A test of the Strain and Buffer Hypotheses*. Relations Industrielles/Industrial Relations, Vol. 60, No. 3, 2005, p. 510–539.
 - 44 J. E. Wallace, *Social Relationships, Well-Being, and Career Commitment: Exploring Cross-Domain Effects of Social Relationship*. Canadian Sociological Association, Vol. 50, Issue 2, May 2013, pp 135–153; C. Kwok-Bun, C., L. Geok-Choo, K. Yiu-Chung, *Work Stress and Coping amongst Lawyers in Singapore*, Asian Journal of Social Science Vol. 36, Issue 5, 2008, pp 703–744; J. E. Wallace, *Juggling it All: Exploring Lawyer's Work, Home, and Family Demands and Coping Strategies: Report of Stage on Findings*. Law School Admission Council, Newton, PA, 2002.
 - 45 V. Hopkins, D. Gardner, *The Mediating Role of Work Engagement and Burnout in the Relationship between Job Characteristics and Psychological Distress among Lawyers*. New Zealand Journal of Psychology, Vol. 41, No. 1, 2012, pp 59–68; J. J. A. Alfini, J. N. Van Vooren, *Is There a Solution to the Problem of Lawyer Stress - The Law School Perspective*. Journal of Law and Health 61, 1995–1996, pp 61–67.
 - 46 David L. Chambers, *Accommodation and Satisfaction: Women and Men Lawyers and the Balance of Work and Family*. Law & Social Inquiry. Vol. 14, Issue 2, May 2013, pp 251–287.
 - 47 H. G. Çekmecelioglu, *Investigation of the Factors Affecting Role Stress of Chemical Industry Managers in Turkey*. Journal of Global Strategic Management, No 14, Dec 2013, pp 78–85.

- *Recognition*

At workplace we understand the recognition as attention or favorable notice, the acknowledgment of achievement, good job, service, merit, or of some other activity that employee has been outstandingly well done.

- *Organization climate*

Organizational climate should be defined as the policies, practices and procedures that are rewarded, supported, and expected in an organization in regard to specific organization domain, such as safety, innovation, customer service, and ethics⁴⁸.

3) WLC

Work locus of control is defined as a generalized expectancy that rewards; reinforcements or outcomes in work life are controlled either by one's own actions (internality) or by other forces (externality). In organizational settings, rewards or outcomes include promotions, favorable circumstances, salary increases and general career advancement⁴⁹. There are not many studies of work locus of control in legal professionals. In one study there was found that locus of control acted as a moderator in the stress–burnout relationship as well as in the burnout–satisfaction relationship in the police officers group⁵⁰.

4) Coping with stress

Coping is expending conscious effort to solve personal and interpersonal problems, and seeking to master, minimize or tolerate stress or conflict⁵¹. About 400 to 600 coping strategies have been identified. Classification of these strategies into a broader architecture has not yet been agreed upon. There exists some agreement among the researchers of two broad types of coping strategies: (a) problem-focused (adaptive behavioral), and (b) emotion-focused (maladaptive behavioral)⁵².

Studies indicated that while lawyers tended to report more problem-focused than emotion-focused coping strategies, the correlation informed that emotion-focused and help-seeking coping ways were significantly correlated with stress⁵³.

48 B. Schneider, *Organizational Climate and Culture*. San Francisco: Jossey-Bass, 1990.

49 Paul E. Spector, Brian J. O'Connell, *The Contribution of Personality Traits, Negative Affectivity, Locus of Control and Type A to the Subsequent Reports of Job Stressors and Job Strains*. Journal of Occupational and Organizational Psychology, Vol 67, Issue 1, March 1994, pp 4–11.

50 Yanan Wang, Lu Zheng, Tianhong Hu, Quanquan Zheng, *Stress, Burnout, and Job Satisfaction. Case of Police Force in China*. Public Personnel Management, Vol. 43, Issue 3, Sept 2014, pp 326–336.

51 R. S. Lazarus, S. Folkman, *Stress, Appraisal, and Coping*. NY: Springer, 1984.

52 W. Weiten, M. A. Lloyd, D. S. Dunn, E. Y. Hammer, *Psychology Applied to Modern Life: Adjustment in the 21st Century* (10th ed.). USA: Wadsworth Cengage Learning, 2012.

53 Lim Geok-choo, Chan Kwok-bun, Ko Yiu-chung, *Work Stress and Coping amongst Lawyers in Singapore*. Asian Journal of Social Science, Vol 36, Issue 5, 2008, pp 703 – 744.

For example, it has been found that the use of regressive coping techniques including social support and exercise did not significantly affect the degree of lawyers' occupational stress^{54, 55}. In contrast, another study pointed out that in order to prevent work-related stress is a more efficient the leisure activities, for example, sport and physical training, and less effective was considered, however, such as stress management courses, a variety of employee assistance programs, and the medical advice⁵⁶.

Several researchers have emphasized importance the lawyers' high over-commitment in the context of coping resistance with occupational stress⁵⁷. Maladaptive coping behavior is also workaholism among lawyers and legal professionals. Factors that make lawyers prone to workaholism include low self-esteem, high need for achievement, and a highly competitive environment⁵⁸. Workaholics are professionals who work for long hours, and they get stressed when they are prevented from working⁵⁹.

4. Towards Identification the Sources of Occupational Pressure among Lawyers and Legal Professionals

Research method

The original plan was not only to identify the sources of occupational pressure among lawyers and legal professionals, but also to clarify the change trends of lawyers' occupational stress in six-year dynamics. For this purpose we carried out the first survey in 2006 and repeated the same survey after six years, i.e. in 2012.

A web-based survey of lawyers' occupational stress was conducted by employing an Occupational Stress Inventory (OSI-2). OSI-2 comprises 90 items which contain the measures of job satisfaction divided into two subscales: sat-

54 S. C. Kobasa, *Commitment and Coping in Stress Resistance among Lawyers*. Journal of Personality and Social Psychology, Vol 42, No. 4, Apr 1982, pp 707–717.

55 Susan Ehrlich Martin, Nancy C. Jurik, *Reshaping Profession: Work-Family Balance and Quality of Life*. In: *Doing Justice, Doing Gender: Women in Legal and Criminal Justice Occupations*, Sage Publications, 2007.

56 J. Bruce, J. Chan, S. Poynton, *Lawyering Stress and Work Culture: An Australian Study*. University of New South Wales Law Journal, Vol. 37, Issue 3, 2014, pp 1066–1101; A. Bergin, N. Jimmieson, *Explaining Psychological Distress in the Legal Profession: The Role of Overcommitment*. International Journal of Stress Management, Vol. 20 (2), May 2013, pp 134–161.

57 Feng-Jen Tsai, Chang-Chuan Chan (2010), *Occupational Stress and Burnout of Judges and Procurators*. International Arch Occupational Environment Health, Vol. 83, No. 2, Feb 2010, pp 133–42. Epub 2009 Aug 4.

58 J. Dik, Bryan, M. Schaap, *From Workaholism to Work-Life BALANCE: Change is within Reach*. Law Practice: The Business of Practicing Law, Vol. 40 Issue 6, Nov/Dec2014, pp 30–35.

59 I. Harpaz, R. Snir, *Workaholism: Its Definition and Nature*. Human Relations, Vol. 56, No. 3, 2003, pp 291–319.

isfaction with the job itself and satisfaction with the organization of work (12 items); mental well-being divided into three subscales: contentment, resilience, peace of mind (12 items); physical well-being divided into two subscales - calmness, energy (6 items); A-type behaviour (6 items); locus of control (4 items); sources of pressure in the job divided into eight job stressors: PW - workload (6 items), PR - relationships (8 items), PH - home/work balance (6 items), PM - managerial role (4 items), PP - personal responsibility (4 items), PD - hassles (4 items), PC - recognition (4 items), PO - organizational climate (4 items); coping with occupational stress divided into two subscales: control over stress (6 items), social support (4 items) and the Work Locus of Control Scale (total 16 items).

To respondents was given following instruction: "Almost anything can be a source of pressure (to someone) at a given time, and people perceive potential sources of pressure differently. The person who says they are 'under a tremendous amount of pressure at work at the moment' usually means they have too much work to do. But that is only half the picture. The items below are all potential sources of pressure. You are required to rate them in terms of degree of pressure you perceive each may place on you. Please use the scale below".

For the test user's responses the Likert-type forced choice 6- point scale was used as the most widely used scale in survey research. A Likert item is simply a statement that the respondent is asked to evaluate according to any kind of subjective or objective criteria; generally the level of agreement or disagreement is measured. Likert scaling is a bipolar scaling method, measuring either positive or negative response to a statement. More often five ordered response levels are used, but sometimes a four or six-point scale is used and this is a forced choice method. The anchors we use are between "very definitely is not a source of pressure" (1 point) and "very definitely is a source of pressure" (6 points).

The Work Locus of Scale⁶⁰ assesses the employee's beliefs about their control at work in general. Half the items indicate external locus of control, whereas the other half indicate internal locus of control. Work locus of control reflects the individual's tendency to believe that they control events in their working life (internality) or that such control resides elsewhere, e.g. with powerful others (externality).

A test user answers the OSI-2 test questions in the Web environment (<http://www.pekonsult.ee/stress.php>). The processed results of the OSI-2 test are sent individually to each user via the Internet at the e-mail address of the user's preference within 2–3 minutes. The internet links for access to e-learning facilities and digital teaching tools "Occupational Stress" (<http://www.pekonsult.ee/digi/stress.htm>) and "Coping with Stress" (<http://www.pekonsult.ee/digi/toimetulek.htm>) are attached to the test results upon return to the user⁶¹.

60 P. E. Spector, *Development of the Work Locus of Control Scale*. Journal of Occupational Psychology, Vol. 61, No. 4, Dec 1988, pp 335–340.

61 M. Teichmann, J. Jr Ilvest, *Web-Based Occupational Stress Prevention System*. EAWOP in Practice - European Association of Work and Organizational Psychology in Practice, No 3,

The robust statistical data analyses utilized various standard techniques including frequency distributions, percentages, means, ranges, and standard deviations. The analysis of variance, factor and multiple regression analyses were used. A statistical analysis was conducted using the SPSS software program.

The reliability of OSI-2 has been tested and reported about in various CISMS (Collaborative Interanational Study of Managerial Stress) publications⁶².

Samples

In the first sample (N=118) the data on the lawyers and legal professionals was collected in 2006. The lawyers and legal professionals were randomly selected from different law organizations and from various law industry undertakings. This occupational sample had an average age of 38.35 years (SD=10.52); 95 (81.2%) participants were females and 22 (18.8%) were males (one respondent did not mention a gender). Their educational level was high - master's degree 98.9%. Their marital status was: single 26.1%, married and cohabiting 69.6%, separated and divorced 0%, widowed 4.3%.

In the second sample (N=55) the data were collected in 2012. Again, the data were obtained from the lawyers and legal professionals. Unfortunately, we did not succeed to attract the same professionals who participated in the first study repeat the lawyers' occupational stress survey, i.e. we were unable to carry out longitudinal study. In this sample, the average age was 40.94 years (SD=11.69), females 47 (85.5%) and males 8 (14.5%). Their educational level was 100% master's degree. Their marital status was: single 23.6% married and cohabiting 63.6%, separated and divorced 10.9%, widowed 1.8%.

The work experience in both samples of lawyers and legal professionals (in 2006 and in 2012) was quite similar (Fig. 1).

There were no statistically significant differences between samples 2006 and 2012 except for the fact that the size of the second sample was smaller. All participants completed the questionnaire voluntarily and without compensation. The return rate of the electronic survey was 100% because all participants were interested in personal feedback.

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- 2009, pp 24–29; M. Teichmann, J. Jr. Ilvest, I. Soone, *Online Occupational Stress Intervention System for Academics*. In: Recent Advances in Education and Educational Technologies, Long, C.A., Mastorakis, C.E., Maldenov, V. (Eds.), Educational Technologies Series, No 8, 2013, pp 87–92.
- 62 P. E. Spector, C. L. Cooper, J. I. Sanchez, M. O'Driscoll, K. Sparks, P. Bernin, A. Büssing, P. Dewe, P. Hart, L. Lu, K. Miller, L. Renault de Moraes, G. M. Ostrognay, M. Pagon, H. Pitariu, S. Poelmans, P. Radhakrishnan, V. Russinova, V. Salamatov, J. Salgado, S. Shima, O. L. Siu, J. B.Stora, M. Teichmann, T. Theorell, P. Vlerick, M. Westman, M. Widerszal-Bazyl, P. Wong, S. Yu, *Do National Levels of Individualism and Internal Locus of Control Relate To Well-Being: An Ecological Level International Study*, Journal of Organizational Behaviour, Vol. 22, No. 8, 2001, pp 816–827; M. Teichmann, P. E. Spector, C. L. Cooper, K. Sparks, *Job Stress and Quality of Life*. Avallone, F.; Kepir Sinangil, H; Caetano, A. (Eds.). Quaderni di Psicologia del Lavoro (179–187). Milano, Italy: Angelo Guerini Associati SpA, 2005.

Fig. 1. Work experience of lawyers and legal professionals

5. Results of the research

Job satisfaction

Satisfaction with job itself was significantly higher ($p < 0.05$) in the second sample (2012) as all respondents were satisfied with their job. In the first sample (2006) there was some degree (7.6%) of dissatisfaction with job itself, and satisfaction responds were distributed: very much satisfaction 13.6%; much satisfaction 56.8%; some satisfaction 22%.

Job satisfaction correlates with several sources of pressure: workload ($r = -0.26$; $p < 0.05$), relationships ($r = -0.26$; $p < 0.05$), hassles ($r = -0.34$; $p < 0.05$), recognition ($r = -0.25$; $p < 0.05$), and organizational climate ($r = -0.26$; $p < 0.05$). Moreover, there were found correlations between job satisfaction and problem solving coping strategy ($r = 0.28$; $p < 0.05$), as well with job satisfaction and social support as coping strategy ($r = 0.27$; $p < 0.05$).

Satisfaction with how the work is organized was significantly higher ($p < 0.05$) in the second sample (2012). Comparing the surveys results, in first sample (2006) there was higher degree of dissatisfaction (responds: much dissatisfaction 1.7%; some dissatisfaction 15.3%), and of course, the majority of respondents (83%) were satisfied with work organization. In second sample (2012) dissatisfaction was lower (9.1%) than in first sample, and satisfaction with how the work is organized was overwhelming (90.1%). Satisfaction with how the work is organized was correlated with four sources of pressure, namely with workload ($r = -0.15$; $p < 0.05$), relationships ($r = -0.18$; $p < 0.05$), hassles ($r = -0.24$; $p < 0.05$), and organizational climate ($r = -0.37$; $p < 0.05$).

Sources of pressure

The section of the OSI-2 questionnaire that covered sources of pressure in job, had applied 40 questions, which were distributed in eight factors i.e. workload, relationships, home/work balance, managerial role, personal responsibility, hassles, recognition, and organizational climate. In order to identify which sources of pressure are stressors for lawyers and legal professionals, we calculated and summarized the following dissatisfaction responses in the scale: 4. Generally is a source of pressure 5. Definitely is a source of pressure 6. Very definitely is a source of pressure. For the purpose to comparison of two samples, we estimated the mean scores of eight sources of pressure in job. In addition, we took the first sample (2006) as a standard, and compared it with the corresponding scores of each source of pressure in lawyers' job to establish whether there were statistically significant differences with the second sample (2012).

In the next step the correlations were computed between the different sources of occupational pressure among lawyers and legal professionals. Table 1 shows these correlations.

Table 1. *The correlations of sources of occupational pressure among lawyers and legal professionals*

Factor	PW	PR	PH	PM	PP	PD	PC	PO
PW – workload	1							
PR – relationships	0.59	1						
PH – home/work balance	0.66	0.54	1					
PM – managerial role	0.62	0.49	0.61	1				
PP – personal responsibility	0.52	0.55	0.49	0.57	1			
PD – hassles	0.52	0.49	0.48	0.50	0.53	1		
PC – recognition	0.46	0.73	0.53	0.42	0.45	0.36	1	
PO – organizational climate	0.59	0.57	0.46	0.45	0.61	0.58	0.50	1

* $p < 0.05$

The correlations of sources of occupational pressure ranged from 0.36 to 0.73. The most consistent correlation was between recognition and relationships ($r=0.73$, $p<0.05$); the lowest correlation was between recognition and hassles ($r=0.36$, $p<0.05$). All correlations were positive and statistically significant ($p<0.05$).

Compared with the results of the 2006 survey, in 2012 all employed eight sources of occupational pressure had the effect to the larger number of lawyers and legal professionals. In 2006, the three most influential sources of occupational pressure for lawyers and legal professional were (1) home and work imbalance, (2) managerial roles, and (3) insufficient recognition. In 2012, a crucial role had almost the same sources of pressure – (1) home and work imbalance, (2) managerial roles, and (3) hassles (Table 2).

Table 2. Sources of occupational pressure among lawyers and legal professionals

Source of pressure	Sample 2006		Sample 2012	
	It is a source of pressure for lawyers (%)	It is not a source of pressure for lawyers (%)	It is a source of pressure for lawyers (%)	It is not a source of pressure for lawyers (%)
Workload	24.5	75.5	25.5	74.5
Relationships	16.1	83.9	21.9	78.1
Home/work balance	46.7	53.3	60	40
Managerial roles	39*	61*	54.6 *	45.4*
Personal responsibility	21.2	78.8	21.9	78.1
Hassles	26.3**	73.7**	43.6**	56.4**
Recognition	33	67	34.6	65.4
Organization climate	25.4	74.5	27.3	72.7

* $p < 0.01$

** $p < 0.05$

Workload

Regarding workload, as a source of occupational pressure, there was marked a slight increase tendency, but noticed increase trend was not statistically significant. In the first sample (2006) the workload was a source of pressure for 24.5%, and it was not a source of pressure for 75.5% of lawyers and legal professionals. On the other hand, in the second sample (2012) workload was a source of pressure for 25.5%, and it was not a source of pressure for 74.5% of lawyers and legal professionals.

There was found negative relationship between lawyers and legal professionals' workload and job satisfaction ($r = -0.26$; $p < 0.05$), which means that exists the relationship, if the workload increase then the job satisfaction will decrease and reverse, and reverse, if workload decrease then the job satisfaction will increase. Similar negative correlative relationship was found between workload and satisfaction with job organization ($r = -0.15$; $p < 0.05$) i.e. if the workload increases then the satisfaction with job organization decrease, and reverse.

Relationships

Relationships as a source of occupational pressure was higher in the second sample (2012) as it was a source of pressure for 21.9% of lawyers and legal professionals, and in the first sample (2006) it was a source of occupational pressure for 16.1%. Described increase trend was not statistically significant.

There was found negative relationship between lawyers and legal professionals' relationship and job satisfaction ($r=-0.26$; $p<0.05$), which means that exists the relationship, if the relationships at workplace are not good then the job satisfaction will decrease and reverse, if there are good relationships at work then the job satisfaction will increase. Respectively, similar negative correlational relationship was found between relationship at work and satisfaction with job organization ($r=-0.18$; $p<0.05$).

Home/work balance

One of most relevant source of occupational pressure for lawyers and legal professionals was home and work imbalance. In the first sample (2006) home and work imbalance was a source of pressure for 46.7%, and in the second sample (2012) it was even more perceivable source of pressure as 60% of lawyers and legal professionals found it pressure for them. And once again, there was notable, but not statistically significant upward trend how the lawyers and legal professionals perceive the home and work imbalance as a considerable source of pressure.

Managerial role

The need to perform various managerial roles was one of the leading sources of pressure for lawyers and legal professionals. In the first sample (2006) it was a source of occupational pressure for 39% lawyers and legal professionals, and in 2012 this pressure had raised its effect to more than half (54.6%) of lawyers and legal professionals. Described change was statistically significant ($p<0.01$).

Personal responsibility

In both samples personal responsibility was almost equally a source of pressure for over one fifth of the lawyers and legal professionals, namely in 2006 it was a source of pressure for 21.2%, and accordingly in 2012 for 21.9% respondents. As a source of occupational pressure, personal responsibility was most stable stressor for lawyers and legal professionals.

Hassles

The relevance of hassles at lawyers' workplace was raised significantly ($p<0.05$). In 2006, everyday hassles at workplace were sources of pressure for 26.3% lawyers and in 2012, and the number of lawyers who considered it as influential occupational stressor, had risen to 43.6%. Moreover, everyday hassles have risen to third important stressor for lawyers and legal professionals.

Hassles were significantly influential source of pressure for female lawyers and legal professionals ($r=0.16$; $p<0.05$). There was found negative relationship between hassles and job satisfaction ($r=-0.34$; $p<0.05$), as well between hassles and job organization ($r=-0.24$; $p<0.05$), which means that exists the relationship, if there are more hassles at workplace then the job satisfaction will decrease, and

reverse, if there are not so many hassles at work then the job satisfaction will increase.

Recognition

In the first sample (2006) the insufficient recognition was among three most impotent occupational stressors for lawyers and legal professionals i.e. 33% of respondents answered that it is occupational stressor for them. In 2012, the number of lawyers to whom it was occupational stressor was even increased (34.6%), but it was not statistically significant.

Lawyers and legal professionals' recognition was correlated negatively with job satisfaction ($r=-0.25$; $p<0.05$), but it was not so with satisfaction with job organization. That means, more recognition is related with higher job satisfaction and reverse, less recognition at work is related with lower job satisfaction.

The strong correlation was between recognition and relationships ($r=0.73$, $p<0.05$), i.e. if lawyers and legal professionals have good relationships at work then they get more recognition and reverse, if lawyers and legal professionals have not so good relationships at work then they get less recognition.

Organization climate

Over one-quarter of lawyers (namely 25.4% in sample 2006, and 27.3% in sample 2012) an unpleasant organization climate at lawyers' workplace was a source of occupational pressure.

Lawyers and legal professionals' organizational climate has negative relationship with job satisfaction ($r=-0.26$; $p<0.05$) and with job organization ($r=-0.34$; $p<0.05$), which means that exists the relationship, if there is not so good organizational climate then the job satisfaction will decrease, and reverse, if there is good organizational climate then the job satisfaction will increase among lawyers and legal professionals.

WLC

In both samples (2006 and 2012) lawyers and legal professionals has tendency toward external locus of control (accordingly, in 2006 the average work locus of control (WLC) index was 49.51, and in 2012 WLC index was 48.2). Comparing Estonian lawyers WLC index with Estonian managers WLC index, different studies found that lawyers are more external than managers⁶³.

63 M. Teichmann, P. E. Spector, C. L. Cooper, *Work Locus of Control – Eastern European Managers versus Western Managers - Ten years later*. EAWOP official E-Journal: EAWOP in Practice. No 01, 2007, pp 20–30; P. E. Spector, C. L. Cooper, J. I. Sanchez, M. O'Driscoll, K. Sparks, P. Bernin, A. Büssing, P. Dewe, P. Hart, L. Lu, K. Miller, L. Renault de Moraes, G. M. Ostrognay, M. Pagon, H. Pitariu, S. Poelmans, P. Radhakrishnan, V. Russinova, V. Salamatov, J. Salgado, S. Shima, O. L. Siu, J. B. Stora, M. Teichmann, T. Theorell, P. Vlerick, M. Westman, M. Widerszal-Bazyl, P. Wong, S. Yu, *Locus of Control and Well-Being at Work: How Generalizable Are Western Findings?* Academy of Management Journal, Vol. 45, No 2,

Lawyers and legal professionals' work locus of control was negatively related with both, job satisfaction ($r=-0.35$; $p<0.05$) and satisfaction with work organization ($r=-0.35$; $p<0.05$) i.e. lawyers and legal professionals having more internal work locus of control had higher satisfaction with work itself, and were also satisfied with how their work was organized.

Moreover, there was found negative correlation between work locus of control and coping with stress ($r=-0.20$; $p<0.05$) i.e. lawyers and legal professionals having more internal work locus of control they had better coping opportunities, and reverse, lawyers and legal professionals having more external work locus of control they had worse coping opportunities.

Coping with stress

In sample 2012 the lawyers and legal professionals express significantly less ($p<0.001$) the worries about their peace of mind than similar professionals in sample 2006. Accordingly, in sample 2006 almost three-quarters (74.6%) of lawyers and legal professional feel that they tend to be a rather over conscientious persons who worries about mistakes or actions that they may have taken in the past, such as decisions, and they frequently feel unsettled and upset during an ordinary working day, and they describe themselves as someone who is bothered by their troubles or a 'worries'. In sample 2012, this is also high volume (41.8%) of lawyers and legal professional who express their worries about their peace of mind, but it is significantly less than in sample 2006.

Highlighting the lawyers and legal professionals' ability to cope with occupational stress we notice that the majority of respondents was sure that they coping quite well. Accordingly, in sample 2006 coping was adapted problem solving oriented coping strategy by 91% of lawyers and legal professionals, and in sample 2012 it was so for 92.7%, and this difference was statistically significant ($p<0.01$).

The social support from peer, friend, family member etc. was widely used coping strategy by lawyers and legal professionals. This coping strategy was conducted more in sample 2012 (in sample 2012 there was 85.5%, and in sample 2006 there were 83% of lawyers and legal professionals who employed described coping strategy). Described increase trend was not statistically significant. Lawyers and legal professionals' social support coping strategy was related to job satisfaction ($r=0.27$; $p<0.05$), and satisfaction with job organization ($r=0.22$; $p<0.05$). That means if the lawyers and legal professionals use more social support coping strategy, then they have higher job satisfaction, and reverse. Similar relationship was also found between the use of social support coping strategy and satisfaction with job organization.

6. Summary

The theoretical perspective the current study was based on more integrated framework of occupational stress. Current study followed stressors and strain approach, which is fully integrated, into the mainstream literature on occupational stress.

Numerous studies have examined the occupational stress in law industry and found that occupational stress is present and even has tendency to increase among lawyers and legal professionals. Therefore, still existed lack of recent research in occupational stress witch concentrated on identifying occupational sources of pressure in lawyers and legal professionals. Knowing the exact profile of sources of pressure in law industry it is possible to plan development the coping with stress, and evaluate the occupational stress prevention and intervention methods.

According the literature, 88.3% lawyers had experienced stress. About 90.2% females experienced stress as compared to 82.8% male counterparts and the difference between men and female occupational stress perception was found to be statistically significant⁶⁴. We failed to found significant gender differences, except in the case of one single source of occupational pressure, namely hassles were significantly influential source of pressure for female lawyers and legal professionals. Moreover, we did not found significant effect of lawyers' age, education, marital status, and work experience on the sources of occupational pressure in law industry.

We found that the relationship between job satisfaction and sources of occupational pressure was negative and significantly valid among five pressures of lawyers and legal professionals; namely: workload, relationships, hassles, recognition and organizational climate. These relations mean that if we could reduce the workload of lawyers, to improve relationships at work, to reduce the volume of workplace hassles, to increase recognition, and to improve the organizational climate, then the lawyers and legal professionals' job satisfaction will increase.

Regarding the sources of pressure at lawyers' workplace, we found all eight occupational pressures were applied. Comparing samples 2006 and 2012, there was found the rise of occupational pressure, in case of each of eight applied pressures, the number of lawyers who experienced pressure was increased (in case of hassles and managerial roles this increase was statistically significant). Most relevant sources of occupational pressure among lawyers and legal professional were in 2006 home and work imbalance, managerial roles, and insufficient recognition; as in 2012, a crucial role had almost the same sources of pressure – home and work imbalance, managerial roles, and hassles.

64 A. Patel Kriti, S. Rajderkar Shekhar, D. Naik Jayashree, *Occupational Sstress and Burnouts as Predictors of Job Satisfaction amongst Lawyers in District Sangli*. National Journal of Medical Research, Volume 2 Issue 2 Apr–June 2012, p. 142.

Although we found that all applied eight sources of pressure had significant inter-correlations with each other. The most consistent correlation was between recognition and relationships, i.e. if lawyers and legal professionals have good relationships at work then they get more recognition, and reverse, if lawyers and legal professionals have not so good relationships at work then they get less recognition.

As suggested by the popularity of lawyers occupational stress literature, it is evidence that lawyers are highly satisfied with their job, and our results support this understanding. In addition, we found that lawyers and legal professionals satisfaction with job organization or how the work is organized, was lower, but still overwhelming.

Focusing on the coping with occupational stress, we found that lawyers and legal professionals were used both key coping strategies. As previously mentioned, there exists two broad types of coping strategies: namely, problem-focused (adaptive behavioral), and emotion-focused (maladaptive behavioral). Majority of lawyers and legal professional were adapted problem solving oriented coping strategy. Therefore, the social support from peer, friend, family member etc. was also widely used coping strategy by lawyers and legal professionals. We have to agree with Costa that social support showed to be a powerful stress predictor, as it contributed negative and significantly to the prediction of job dissatisfaction⁶⁵. We have to add that lawyers and legal professionals' dissatisfaction with job organization was also significantly related with emotion-focused coping strategy.

The issue of lawyer's stress can, of course be researched by other methods, linking the stressors with challenges in certain legal empires such as European one. Current socio-economic and political situation is both inspiring but also depressing for lawyers depending on whether the decisions to be made should be based on Rule of Law or not. In this regard, also political and cultural studies may help to understand the context of stress factors of legal professionals⁶⁶. The current research can be seen as a study that creates a framework and assists to understand the core elements of lawyer's stress independent of changing socio-economic and political environment. Another forthcoming paradigm is the rise of digital world that would change the structure of both law and lawyering dramatically during next decade. The challenges related to e-regulation and need for characterizing the e-legislation as set of new type of rules is an open question for many⁶⁷. However, the current study can be a tool also in comparing conserva-

65 Maria de Fátima Antunes Alves Costa, *Sources and Reactions to Stress in Brazilian Lawyers*. Paidéia, Vol. 24, No. 57, Jan-Apr 2014, pp 49–56.

66 See, for, example recent impressive analytical overview at “Towards a European Legal Culture”, ed. By Geneviève Helleringer and Kai Purnhagen. Nomos Verlagsgesellschaft, 2014.

67 T. Kerikmäe, P. Dutt, *Conceptualizing of Emerging Legal Framework of E-Regulation in the European Union*. In: *Regulating eTechnologies in the European Union. Normative Realities and Trends*. Springer Verlag Heidelberg, 2014, p. 29.

tivist and innovative approaches to the lawyering. What is intriguing about the current findings of regarding lawyers and legal professionals occupational stress, was a trend how they perceived the sources of occupational pressure. In general, the job satisfaction, coping with stress was much better in sample 2012, and on the other hand, the number of lawyers who had experienced occupational pressure was increased. Clearly, our findings well demonstrate that awareness of occupational stress in law industry has been raised.