

Abstract

Job stress has negative consequences for an employee as well as the multinational company. As such, the experience of job stress in employees is important to observe. It is particularly meaningful to look at what determines their experience of job stress. In the present research, the link between incompatibility and job stress was examined. The results indicated that incompatibility is positively related with job stress. Furthermore, it was shown that the experience of autonomy threat mediates this relationship. Finally, the implications for multinational companies and future research are discussed.

Keywords: Social identity, incompatibility, autonomy threat.