

Title	Adverse Working Conditions, Job Insecurity and Occupational Stress: The Role of (Ir)rational Beliefs
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Abstract	<p>Testing of REBT theory in the work environment is a relatively new research domain, with few promising studies, especially in the context of occupational stress. The aim of this study is to explore the role that irrational and rational beliefs play, as factors of cognitive appraisal, in the development of some of the occupational stress indicators, as well as possible interaction between stressful working conditions and irrational beliefs. A sample of 221 Serbian employees, mostly from the private and public sectors, participated in this study. The results of the hierarchical regression analyses indicate that irrational beliefs make an independent contribution to the prediction of distress and burnout, although that contribution is less prominent than that of stressors. Rational beliefs significantly predicted distress, but not work burnout. Finally, no significant interactions were found between stressors and IB/RB. It can be concluded that (ir)rational beliefs play a significant role in distress and burnout prediction, but no support for a diathesisstress model of cognitive vulnerability to occupational stress has been found in the present study. The results will be discussed in the context of REBT theory and practice.</p>