A STUDY ON JOB STRESS AMONG NURSING PROFESSIONALS IN COIMBATORE

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Abstract

The growth of health care industry is fast in India. Due to the awareness and consciousness among the public the need for health care hospitals are increasing day by day. The nursing professionals play a significant role in rendering the health care to the patients and also changing the lives of the patients. Thus the present study focuses on the level of job stress experienced by the nursing professionals. The findings show that moderate level of job stress was found among the nursing professionals.

Key Words: Nurse, Job stress, Health, Care

INTRODUCTION

Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, facilitation of healing, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, groups, communities, and populations (American Nursing Association). Quality of nursing is an important aspect in assessing the health care to the patients. But today nurses are facing numerous problems like work load, work time, etc.

Hospitals are different in size and nature thus possesses different work tasks, working conditions, stress related situations, etc. These things cerate stress and strain and also affects the health of the nurses. Stress is the response of the body to a change which needs physical, mental and emotional adjustments. A certain amount level of stress is normal and needed for the survival. It is well accepted that nurses work in a high stress environment and a large amount of research had focused on the sources of this stress.

Stress exists in all fields and professions, which is also common in nursing professional. But the scope for high level of stress exists in nursing profession due to the nature of job. If the stress in not managed properly it may lead to various consequences like employee dissatisfaction, illness, absenteeism, high turnover and decreased productivity which can affect the quality service render to the patients.

Thus, the level of stress may have a direct impact on the quality of the health care which they provide to the patients. The nature of job of the nurses requires them to spend more time in hospital during emergency and needy hours. During emergencies they have to manage to attend the patients when they are been called for. So, there rises a question on how they manage their job stress?

REVIEW OF LITERATURE

Najimi, A., Goudarzi, A. M., & Sharifirad, G. (2012) their study showed that the level of stress in most of the nurses was in medium level. Job factors were more involved in job stress than demographic and other factors. Sharma, P., Davey, A., Davey, S., Shukla, A., Shrivastava, K., & Bansal, R. (2014). The main nurses' occupational stressors were poor doctor's attitude, posting in busy departments (emergency/ICU), inadequate pay, too much work, and so on. Thus, hospital managers should initiate strategies to reduce the amount of occupational stress and should provide more support to the nurses to deal with the stress.

TessyTreesa Jose and Sripathy M Bhat. (2013). Majority of the subjects i.e. 60.38% experience low stress, 38.46% experience moderate stress and stress was high among 1.15% of the subjects. Significant association is found between stress and professional qualification, marital status, and area of work. Adzakpah G (2016) There is significant association between coping and marital status. Results from the study reinforced the proposition that nurses experienced work-related stress above average. It is recommended that the nurses should be well educated to understand that the healthcare-specific operational demands are part of his or her job.

Marjan Laala (2013). Stress management was positive in 67.9% and negative in 38.8% of nurses. This study showed managing stress depends not only to one's personality, but also to the work environment. Therefore, beside teaching nurses proper methods of stress management to strengthen their coping resources, attempts should be done to arrange work environments how to reduce sources of stress. Hilde Myhren, et.al, (2013). The nurses were significantly less satisfied with their jobs compared to the physicians. Burnout mean scores are relatively low, but high burnout scores are correlated with vulnerable personality, low job satisfaction, and high degree of job stress.

OBJECTIVE

1. To study the demographic profile of the respondents.
2. To assess the level of job stress of the respondents.
3. To study the factors influencing the job stress of the respondents.

METHODOLOGY

The study is descriptive in nature. The universe of the study is the nurses working in hospitals situated in Coimbatore. A sample of 120 respondents was randomly selected from the population using systematic random sampling. The data was collected from both primary and secondary sources. The data was collected

from the selected respondents using a structured questionnaire which consists of demographic profile and standardized job stress scale with 28 items with five point scaling. Higher score depicts higher level of job stress and vice versa. The data was analyzed using mean, SD, t-test, ANOVA, Correlation, ANOVA, factor analysis and Friedman's test.

ANALYSIS AND INTERPRETATION

Table 1: Demographic Profile of the Respondents

Variable	Particulars	Frequency	Percentage
Age	Below 23	30	25.0
	24-25	36	30.0
	26-27	46	38.3
	27-28	8	6.7
Marital status	Widow	4	3.3
	Married	27	22.5
	Unmarried	86	71.7
	Separated	3	2.5
Place of stay	Days Scholar	36	30.0
	hostel	84	70.0
Image	Yes	94	78.3
	No	26	21.7
Education	UG	68	56.7
	PG	23	19.2
	Diploma	18	15.0
	Others	11	9.2
Designation	Sister Grade	62	51.7
	Head Nurse	35	29.2
	Nursing Superintendent	12	10.0
	Deputy Nursing Superintendent	11	9.2
Experience	Below 2	84	70.0
	3-4	14	11.7
	5-6	12	10.0

	7 and above	10	8.3
Income	Below 10000	75	62.5
	10001-12000	35	29.2
	12001-14000	6	5.0
	14001-16000	4	3.3
Job Stress	High	24	20.0
	Moderate	75	62.5
	Low	21	17.5

The above table shows that 38.3 percent of the respondents belong to the age group between 26-27 years, 30 percent of them belong to the age group between 24-25 years, 25 percent of them belong to the age below 23 years and 6.7 percent of them belong to the age group between 27-28 years. The table shows that 71.7 percent of them are unmarried, 22.5 percent of them are married, 3.3 percent of them are widow and 2.5 percent of them are separated. The table shows that 70 percent of them were staying in hostel and 30 percent of them are days scholars. The distribution based on the opinion on image of nurses shows that 78.3 percent of them stated that nurses are having a good image in the society and 21.7 percent of them stated that nurses don't have any image. The educational qualification of the respondents shows that 56.7 percent of them have completed their UG degree, 19.2 percent of them have completed their PG degree, 15 percent of them have completed their diploma and 9.2 percent of them have completed other educational options.

The above table depicts that 51.7 percent of them are belong to sister grade, 29.2 percent of them belong to head nurse, 10 percent of them were nursing superintendents and 9.2 percent of them were deputy nursing superintendents. The table also shows that 70 percent of them had an experience below 2 years, 11.7 percent of them had an experience between 3-4 years, 10 percent of them had an experience between 5-6 years and 9.2 percent of them had an experience of 7 years and above. The distribution of the respondents based on their income shows that 62.5 percent of them had an income below Rs.10,000, 29.2 percent of them had an income between Rs.10,001-12,000, 5 percent of them had an income between Rs.12,001 – 14,000 and 3.3 percent of them had an income above Rs.14,001.

The distribution of the respondents based on the job stress is depicted in the above table. It shows that 62.5 percent of the respondents had moderate level of job stress, 20 percent of them had high level of job stress and 17.5 percent of them had low level of job stress.

Table 2: Factors Influencing Job Stress of the Respondents

Variable	Test	Value	Result
Age	Correlation	-.359 ($p<0.01$)	Significant

Marital Status	ANOVA	1.366 (p>0.05)	Not Significant
Place of Stay	t-test	2.245 (p<0.05)	Significant
Have Image	t-test	1.533 (p>0.05)	Not Significant
Education	ANOVA	2.962 (p<0.05)	Significant
Designation	ANOVA	2.466 (p<0.05)	Significant
Experience	Correlation	-0.300 (p<0.01)	Significant
Income	Correlation	-0.165 (p>0.05)	Significant

The above table depicts the factors influencing the job stress of the respondents. The Coefficient of correlation value (-0.359, p<0.01) shows that there is a significant inverse relationship between age and job stress of the respondents at 0.01 level of significance. It is inferred that higher the age lower is the level of job stress and vice versa. The ANOVA value (1.266, p>0.05) shows that there is no significant difference in the job stress based on the marital status of the respondents at 0.05 level of significance. The t-test value (2.245, p<0.05) shows that there is a significant difference in the level of job stress among the respondents who stayed in hostel and who come as days scholars. The mean value (64.8) shows that days scholars are having higher level of stress compared to hostlers. The t-test value (1.533, p>0.05) shows that there is no significant difference in the level of job stress among those who stated that nurses are having an image and those who stated that they don't have any image. The ANOVA value (2.962, p<0.05) shows that there is a significant difference in the level of job stress among the different level of education of the respondents at 0.05 level of significance. The mean value (61.3) shows that those respondents who have completed UG had higher level of job stress compared to others. The ANOVA value (2.466, p<0.05) shows that there is a significant difference in the level of job stress among the different designation of the respondents at 0.01 level of significance. The mean value (63.6) shows that those who are in sister grade had higher level of job stress compared to others. The coefficient of correlation value shows that there is a significant inverse relationship between experience and job stress of the respondents at 0.01 level of significance. It is inferred that higher the experience lower is the level of job stress and vice versa. The coefficient of correlation value (-0.165) shows that there is no significant relationship between income and job stress of the respondents at 0.05 level of significance.

Table 3: Factor Analysis using Principal Component Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.621
Bartlett's Test of	Approx. Chi-Square	2463.963

Sphericity	df	378
	Sig.	.000

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.154	21.979	21.979	6.154	21.979	21.979	3.459	12.353	12.353
2	2.821	10.076	32.055	2.821	10.076	32.055	3.174	11.334	23.688
3	2.628	9.387	41.442	2.628	9.387	41.442	3.147	11.238	34.926
4	2.087	7.452	48.894	2.087	7.452	48.894	2.892	10.328	45.254
5	1.974	7.050	55.944	1.974	7.050	55.944	2.697	9.633	54.887
6	1.688	6.028	61.972	1.688	6.028	61.972	1.984	7.086	61.972

The KMO value (0.621) shows that the data is suitable for factorization. From the above table it is clear that 6 factors were derived from the principal component analysis which are under the Eigen value of 1. The rotated component matrix showed that the items 1,14,15,21,22 and 23 are loaded in the first factor, the items 9,10,12,16,19 and 25 are loaded in the second factor, the items 3.4.7.23 and 26 are loaded in the third factor, the items 5,6,8,27 and 28 are loaded in the fourth factor, the items 2,11,18 and 24 are loaded in the fifth factor and the items 13,17 and 20 are loaded in the sixth factor.

Table 4: Factors influencing the Job stress using Friedman Test

Factors	Mean Rank	Result
Workload and pressure	4.58	Chi-Square=287.350
Resource	4.33	
Support and involvement	3.94	Df = 5
Dealing with patients	4.35	
Home and work conflict	2.30	Asymp. Sig.=0.000
Confidence and competition	1.52	

Salient Findings

The salient findings of the study are

- ➤ Less than two third (62.5 percent) of the respondents had moderate level of job stress.
- ➤ The demographic variables namely age, place of stay, education, designation and experience do influence the job stress of the respondents.
- ➤ The principal component analysis have derived 6 factors of job stress in which workload and pressure was found to be the most influence factor of job stress.

Conclusion

Stress in nursing is recognized largely to the nature of work which is stressful, working hours, relationship, suffering and emotional demands of patients and families, physical labour, etc. The present study concludes that 20 percent of the nurses faced high level of job stress and various factors influence their job stress in which workload and pressure was found to be the foremost influencing factor. Thus appropriate measures have to be taken by the government by means of training the nurses to manage their job stress.

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