



## A study on job stress among married Nurses

### KEYWORDS

Job Stress, Nurse, Hospital, Psychological Problem

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### ABSTRACT

*Nurses work in an environment that is constantly changing to provide the best possible care for patients.. Because they will actually spend more face-to-face time with a patient than doctors, nurses must be particularly skilled at interacting with patients, putting them at ease, and assisting them in their recovery. It is often said that physicians cure, and nurses care. The researcher has adopted descriptive design in this study to describe and analyses the stress level of the married nurses in the hospital setting. The researches follow the proportionate stratified random sampling for collecting data from the respondents. The data for this study has been collected through primary source. The Primary data for this study was collected with the help of scale. The secondary data was collected from the library and computer. The major findings will be discussed in the full paper.*

Nursing is widely recognized profession like many other caring professions. Nurses mastered the art of anticipating and attending to the physical and emotional needs of others. While there is no doubt that nursing is a wonderful career with many challenges and intensely rewarding experiences, it is also a fact that in their daily work. Nurses confront emotional and professional demands that are at unimaginable to the wider community.

### SIGNS AND SYMPTOMS OF JOB STRESS

#### PHYSICAL SYMPTOMS:-

Headache, Sleep disturbances, Upset disturbances, Difficulty concentration, Gastrointestinal problems, Short temper, Fatigue

#### EMOTIONAL:-

Anxiety, irritability, Depression

#### COGNITIVE SYMPTOMS:-

Forgetfulness, Repetitive thoughts, Fear of failure, Self-Criticism, Confusion Decrease in concentration and memory

### CAUSES OF STRESS:-

#### EXTERNAL STRESSORS

Physical environment Noise, bright lights, heat, confined spaces

#### SOCIAL:-

Rudeness, aggressiveness on the part of someone else

#### ORGANIZATIONAL:-

Rules and regulations, red tape, deadlines

#### MAJOR LIFE EVENTS:-

Death of a relative, lost job, promotion, new baby

#### DAILY HASSLES:-

Commuting, misplacing keys, mechanical breakdowns

### STRESS, WORK AND CONTEMPORARY LIFE

An increase in illness Attributed to stress may be due to a raised awareness of stress which has only taken place recently, suggesting that stress is a reflection of historical context or even of current political ideology. People do, However perceive themselves to be under increasing levels of stress, particularly in the workplace, and these people are predominantly High status workers and low status workers. Stress has become strongly linked to discursive constructions of Identity and value. Clearly

forms of insecurity do change over time, as do the conceptual languages we use to articulate their effects. Stress is such a language and its emergence and growing use both makes and discovers its object. Whether real or imagined, stress feels real, can be measured and is a significant cause of unhappiness.

### REVIEW OF LITERATURE

**Maulana Azad Medical College, New Delhi.(2000)** Conducted a study on job stress among nurses from two territory hospitals in Delhi The prevalence of job stress amongst nurses was 87.4%. 'Time Pressure' was found to be the most stressful whereas 'Discrimination' was the least stressful of the given possible sources of stress in everyday life. Other highly stressful sources were: handling various issues of life simultaneously with occupation such as caring for own children/parents, own work situation and personal responsibilities. Research has shown that nursing is a high-risk occupation in respect of stress-related diseases. It is very essential to determine the magnitude of the problem especially in those working in tertiary care government hospitals and study the factors responsible for it. This will help in streamlining the stress management programmes towards a specific direction, thereby ensuring that these health care providers remain healthy and stress free.

**J NursManag. 2001** In his study on "Occupational stress in nursing" In a 3-year study of 14,337 middle-aged women, there was no strong evidence that job demands or job strain were predictors of coronary heart disease (CHD). Findings did verify, however, that a supportive work environment helped reduce CHD. A study of 472 personnel illustrated high levels of work stress in 26 percent of the respondents, with 15 percent claiming work-related emotional distress and 8 percent noting work stress negatively affected their emotional health.

### AIMS AND OBJECTIVES:

- To study the socio demographic characteristics of the married nurses
- To analyses the level of job stress of the married nurses
- To find out the relationship of the respondents with their family members.
- To find out the stress level of the respondents due to their over burden in the working environment.

### HYPOTHESIS:

1. There is a significant association between the age of the

respondents and various dimensions of job stress.

2. There is a significant association between the type of family of the respondents and various dimensions of job stress

**Research Design**

The researcher has adopted descriptive design in this study to describe and analyses the stress level of the married nurses in the hospital setting.

**Pilot Study**

The researcher made a visit to the hospital in Rasipuram. In this visit the researcher came to know the feasibility of conducting the study and also gathered information of the various problems faced by the married nurses for preparing interview schedule.

**Universe:**

The universe of this study consists of married nurses working in various hospitals in Rasipuram at Namakkal District.

**Sampling Design:**

The researches follow the proportionate stratified random sampling for collecting data from the respondents.

**Sample Size:**

The researches obtained a list of married nurses from various hospitals in Rasipuram at Namakkal District. The researcher collected data from hundred respondents.

**Pre-Test:**

To test the suitability of the questions and find out the scope of the study the researcher conducted pre-test. It was done with five respondents.

**Tools of Data Collection:**

The researcher used interview schedule for collecting the personal data of the respondents. The interview schedule comprises of the following

Personal data

General questions.

The researcher administered the **LIKERT'S 5 point scale** from **Indian Journal of Industrial Relation's** (Vol.134. No.1, July 1998) originally consisted of 30 items. The author of this scale is **LIKERT**.

**Table 1**  
**Distribution of Respondents according to Age**

S. No	Age	Number of Respondents (n :100)	Percent
1	25-30 years	29	29.0
2	31 – 35 years	22	22.0
3	36-40 years	25	25.0
4	Above 41years	24	24.0
	Total	100	100.0

The above table shows the age of the respondents. More

than one fourth of the respondents (29%) were between the age group of 25 to 30 years. Less than one third of the respondents (25%) were between the age group of 36 to 40 years. More than one fourth of the respondents (24%) were between the age group above 41 years and few of the respondents (22%) were between the age group of 31 to 35 years.

**CHI-SQUARE TEST**

Association between the age of the Respondents and various dimensions of job stress

S.no	Age	Various Dimensions of job Stress		Statistical inference
		Low	High	
1	Job Stress	n:59	n:41	X <sup>2</sup> =14.18 Df=3 P>0.05 Not significant
	25-30 years	16	21	
	31-35 years	14		
	36-40 years	15	8	
2	41and above	14	12	
	Organizational stressor	n:42	n:58	X <sup>2</sup> =35.12 Df=3 P>0.05 Not significant
	25-30 years	18	14	
	31-35 years	12	4	
36-40 years	11	16		
3	41 and above	1	24	
	Group stressor	n:66	n:34	X <sup>2</sup> =2.95 Df=3 P<0.05 significant
	25-30 years	22	10	
	31-35 years	8	6	
36-40 years	16	12		
4	41 and above	20	6	
	Individual stressor	n:54	n:46	X <sup>2</sup> =8.61 Df=3 P>0.05 Not significant
	25-30 years	22	10	
	31-35 years	8	6	
36-40 years	16	12		
5	41 and above	8	18	
	Overall stress	n:48	n:52	X <sup>2</sup> =20.13 Df=3 P>0.05 Not significant
	25-30 years	18	14	
	31-35 years	12	2	
36-40 years	14	14		
	41 and above	4	22	

- The above table depicts the association between the age of the respondents and various dimensions of job stress.
- According to the dimensions of job stress there is a significant association between the age of the respondents and the dimension of Group stressor
- There is no significant association between the age of the Respondents and the dimension of job stress.
- There is no significant association between the age of the Respondents and Organizational stressor dimension.
- There is no significant association between the age of the Respondents and the individual stressor dimension.
- Regarding the overall dimension there is no significant association between the age of the Respondents and various dimensions of job stress.

**FINDINGS , SUGGESTIONS AND CONCLUSION**

**Research Hypothesis – 1**

There is a significant association between the age of the respondents and various dimensions of job stress.

**Null Hypothesis**

There is no significant association between the age of the respondents and various dimensions of job stress.

**Findings**

Regarding the third dimension 3.Group stressor, there is a significant association between the age of the respondents and the dimension. Hence the null hypothesis is rejected and the research hypothesis is accepted.

Regarding the first, second and fourth dimensions namely 1. Job stress 2.organizational Stressor 4. Individual stressor, and the over all stress there is no significant association between the age of the respondents and the dimensions. Hence the null hypothesis is accepted and the research hypothesis is rejected.

There is a significant association between the type of family of the respondents and various dimensions of job stress.

**Null hypothesis**

There is a no significant association between the type of family of the respondents and various dimensions of job stress.

**Findings**

Regarding the first, second and fourth dimensions namely 1.Job stress 2.Organizational stressor 4. Individual stressor there is a significant association between type of family of the respondents and the dimensions. Hence the research hypothesis is accepted and the null hypothesis is rejected

There is no significant association between the type of family of the respondents and the group stressor dimension. Hence the research hypothesis is rejected and the null hypothesis is accepted.

**Findings Related to Socio Demographic Data**

- More than one fourth of the respondents (29%) were between the age group of 25 to 30 years
- Vast majority of the respondents (68%) were married
- Majority of the respondents (60%) were belonged to Hindu religion
- Majority of the respondents (76%) hailed from nuclear family
- A vast majority of the respondents (68%) were living in urban area

**Findings related to the age of the respondents and various dimensions of job stress**

- According to the dimensions of job stress there is a significant association between the age of the respondents and the dimension of Group stressor
- There is no significant association between the age of the Respondents and the dimension of job stress.
- There is no significant association between the age of the Respondents and Organizational stressor dimension.

**SUGGESTIONS**

The social worker can be appointed to counsel the nurses, family members and colleagues. It will help them in solving their problems. The management can organize programs like one day trip, get together, rest room recreational activities to promote their cordial relationship among the nurses and other employees.

Awareness program on "stress management" (meditation, time management, laughing, take a deep breath) can be conducted for nurses to reduce their level of stress and it will help them to make a stress free environment.

Hospitals can provide free medical care for the family members of the nurses.

The organizations can give incentives or awards to the nurses which provide a great pleasure and also motivate them to do their job in an effective manner.

**3 Relaxation and Stress management Courses****CONCLUSION**

Stress can be there because of many reasons. One cannot decide on simple matters or if one cannot adjust to the milieu. A person suffering from stress should take ample rest. Should go for a long vacation, Should have recreation after office hours or should take up some creative art, or have a hobby which one is interested in. Everyone suffered any illness at least for once during their lifespan. So everyone availed the service of nurses. Nurses are the lights of the hospitals. They are handling the patients in a bright way. Nurses play an eminent role in the hospital setting. But they face more stress than other married working women. The hospitals and management should organize some programs to ventilate the stress among nurses. Because they are the boon to the medical field.

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