



A Study On Job Stress Among Staff Nurses In Villupuram District

KEYWORDS

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ABSTRACT *The present paper aims to describe the job stress prevailing among staff nurses employed at hospitals in Villupuram District of Tamil Nadu. This descriptive research study was carried out in 2 hospitals with the objectives of studying the key variables namely Organizational, Job, Group and Individual Stressors that are felt and experienced by the staff nurses employed in these hospitals. The researcher selected 50 Staff Nurse by applying the two phase random sampling technique. The data collected was systematically processed and analyzed. The salient findings of the study revealed that majority (86%) of the respondents were female and were married. Majority (76%) of them was from a nuclear family setup and majority (78%) of them was Hindus. More than half (68%) of the respondents were from the back ward community and less than half (44%) of the respondents were from a rural background. The major findings of the study pertaining to the key variables revealed that nearly half of the respondents experience high level of stress in the dimensions of Individual, Job and organizational stressors. However, only 36 percentage of the respondents experience high level of stress in the dimension of group stressors. Finally, 46 percent of the respondents experience overall high level of Job Stress. The present paper also portrays suitable suggestions for reducing the level of stress among the staff nurses.*

INTRODUCTION

World Health Organization (WHO) defines, occupational or work-related stress as the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope. Westman, M (2005), defines job stress that arises when demands exceed abilities, while job-related strains are reactions or outcomes resulting from the experience of stress."

Nursing is considered to be compassionate profession and nurses form the largest group with the key mission is to care and concern for people in health and community settings. Therefore stress is inevitable in this profession as they have to deal with people's physiological and emotional demands. Thus nursing is recognized worldwide as a stressful job. The present study attempts to look into the socio-demographic profile of the respondents and stressors commonly understood such as organizational stressors, job stressors, group stressors; individual stressors and personality traits. The study endeavors in describing these factors and to assess the level of job stress among nurses working in a health setting in a scientific manner.

AIMS AND OBJECTIVES:

The study is concerned with the following main aims and objectives:

1. To study the socio-demographic characteristics of the respondents.
2. To analyze contributing factors causing Job Stress among Staff Nurses.
3. To identify the stress level of the Staff Nurses.
4. To find out the extent of relationship between the selected socio demographic variables and the level of stress.
5. To suggest suitable measures to cope with stress related problems that staff nurses may experience and how they can overcome them.

RESEARCH DESIGN

The descriptive research design was adopted by the researcher

to highlight the factors contributing to the level of stress as experienced by staff nurses.

UNIVERSE OF THE STUDY

The present study was carried out in Villupuram District which constitutes of 12 major hospitals providing 24 hours service.

SAMPLING METHOD

The researcher adopted the 'Two Phase Sampling Technique' proposed by Kristopher Jennings (2009). In the first phase, the researcher used the simple random lottery method to select 2 hospitals from the universe of 12 hospitals portrayed in the study. In the second phase the researcher used the census method and selected 50 staff nurses who were employed in the said two hospitals.

TOOLS OF DATA COLLECTION:

To study the level of stress as experienced by staff nurse in Villupuram District, the researcher used a Job Stress Inventory developed by Thomas Holmes (1981) and the reliability using Spearman's Brown split half method was found to be 0.814. The researcher adopted the interview schedule technique as the questionnaire was translated in the local language.

FINDINGS

Table 1: Distribution of Respondents according to Socio Demographic Characteristics

S.No	Socio Demographic Characteristics (Individual)	Number of Respondents N=50	Percentage
1	Age(in Years)		
	21-30	21	42
	31-40	18	36
	41-50	03	06
	51 & Above	08	16
2	Sex		
	Male	7	14
	Female	43	86
3	Marital Status		
	Married	43	86
	Unmarried	7	14
4	Religion		
	Hindu	39	78
	Muslim	2	4
	Christian	9	18
5	Caste		
	BC	34	68
	MBC	11	22
	SC/ST	5	10
6	Nativity		
	Rural	22	44
	Semi Urban	10	20
	Urban	18	36

Table 1 explains that Less than half (42%) of the respondents belong to the age group of 21 to 30 years. Majority (86%) of the respondents were female and are married. Majority (78%) are Hindus. More than half (68%) of the respondents are from Back Ward Community and less than half (44%) of the respondents are from rural areas.

Table 2: Distribution of Respondents according to Family Socio Demographic Characteristics

S.No	Socio Demographic Characteristics (Family)	Number of Respondents N=50	Percentage
1	Type of Family		
	Nuclear Family	38	76
2	No of Children	0	24
		1	30
		2	38
		3	06
		4	02
3	Total Family Members	1	02
		2	24
		3	40
		4	20
		5	08
		6	03
		7	06
4	Head of the Family	Yes	20
		No	80

from the above table it is evident that majority (76%) of the respondents are from the nuclear family setup and (38%) of the respondents have two children with merely half (40%) of the respondents having minimum of four members in their family. Majority (80%) of the respondents are heads of their family.

Table 3: Distribution of Respondents according to Job Factors

S.No	Job Factors	Number of Respondents N=50	Percentage
1	Years of Experience	10 & below	72
		11-20	12
		21-30	12
		31 & Above	04
2	Gross Income(Monthly)	<15000	22
		15001-30000	30
		30001-45000	13
		45001-60000	26
		60001 & Above	09
			18
3	Total Family Income (Monthly)	<25000	04
		25001-50000	11
		50001-75000	19
		75001-100000	38
		100001-125000	13
			26
4	Living with Family Members at Work Place	Yes	12
		No	06
			02

The table reveals that majority (72%) of the respondents have less than ten years of experience. (26%) of them have 30000 to 45000 Gross monthly income on an average and 38 % of them have total family income of 25000 to 50000 respectively and majority (74%) of them live with their family members at workplace.

Table 4: Various Dimensions of Job Stress as Experienced by the Respondents

S.No	Dimensions	Number of Respondents N=50	Percentage
1.	Organizational Stressors	Low	56
		High	44
2.	Job Stressors	Low	56
		High	44
3.	Group Stressors	Low	64
		High	36
4.	Individual Stressors	Low	54
		High	46

The above table states that nearly half (44%) of the respondents experience high level of stress in the dimensions of Individual, Job and Organizational stressors. However only 36 percentage of the respondents experience high level of stress in the dimension of group stressors showing the respondent's smooth relationship with their colleagues.

Table 5: Overall Job Stress of the Respondents

Levels	Number of Respondents N=50	Percentage
Low	27	54
High	23	46

From above table is clear that nearly half (46%) of the respondents experience overall Job Stress which defines Nurses have disregard feelings that requires suitable treatment affecting their performance in Job as a whole. Miriam, Sofia S (2008) to assess the level of stress among nurses working in general wards at a selected hospital in Mangalore presented similar results.

Table 6: Karl Pearsons's coefficient of correlation between Age of the Respondents and the various dimensions of Job Stress and Overall Stress.

Variables	Correlation value	Statistical Inference
Age & Organizational Stressors	-.187	P>0.05 Not Significant
Age & Job Stressors	-.240	P>0.05 Not Significant
Age & Group Stressors	-.081	P>0.05 Not Significant
Age & Individual Stressors	-.068	P>0.05 Not Significant
Age & Overall Job Stress	-.0242	P>0.05 Not Significant

From the above it is inferred that there is no significant relationship between the age of the respondents with regard to various dimensions of Job stress and the overall stress level. This is evident because there is prudent sharing of job tasks according to seniority as identified by the researcher.

Table 7: Karl Pearsons's coefficient of correlation between respondents Years of Experience with regard to the various dimensions of Job Stress and Overall Stress

Variables	Correlation value	Statistical Inference
Years of Experience & Organizational Stressors	.057	P>0.05 Not Significant
Years of Experience & Job Stressors	-.050	P>0.05 Not Significant
Years of Experience & Group Stressors	-.059	P>0.05 Not Significant
Years of Experience & Individual Stressors	.086	P>0.05 Not Significant
Years of Experience & Overall Job Stress	.007	P>0.05 Not Significant

From the above table it is inferred that there no significant relationship between the years of experience of the respondents with regard to dimension of job stress and overall job stress as revealed by the respondents.

Table 8: Karl Pearsons's coefficient of correlation between the Total Family Members with regard to the various dimensions of Job Stress and Overall Stress level of the Respondents

Variables	Correlation value	Statistical Inference
Total Family Members & Organizational Stressors	-.303	P<0.05 Significant
Total Family Members & Job Stressors	-.368	P<0.05 Significant
Total Family Members & Group Stressors	-.057	P>0.05 Not Significant
Total Family Members & Individual Stressors	-.320	P<0.05 Significant
Total Family Members & Overall Job Stress	-.420	P<0.05 Significant

From the above table it is inferred that there is a significant relationship between the respondents' total number of family members with regard to the dimensions of organizational stressors, group stressors, individual stressors and overall job stress. There is no significant relationship between the total number of family members with regard to dimension of group stressors.

DISCUSSION

The study reveals that stress is significant with regard to the number of family members and less than half 46% percentage respondents have overall high level of stress. Therefore it is important that institutions organize Family Counseling Session for creating better understanding regarding the job among the family members. Relaxation Training Programmes could also be organized to relieve the nurses form day to day job stress. Increase in the number of staff as per the requirement could also reduce stress. Effective solutions can also be addressed by skill development, job enrichment, and increasing participation of nurses in other administrative aspects of the organization.

CONCLUSION

Every health care institution should assess the degree of stress and analyze it to recognize the need for necessary action. Stress assessment has to be considered for meaningful implication. Earlier, stress was viewed as an individual problem to be dealt with comforting or corrective measures. Now, moving forward is to be prepared with emphasis on prevention rather than treatment. Improving the quality of work life of Staff Nurses may go a long way to decrease attrition.

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