

## Psychological Well Being, Resilience and Job Attitude among Health Professionals: A comparative study between Government and Private Doctors



### Psychology

**KEYWORDS:** Psychological Well Being, Resilience, Job Attitude, Doctors

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### ABSTRACT

*Increasing job responsibilities, multitasking, need to adept self with emerging technologies, severer consumer rights along with job insecurities and a competitive workplace make health care a challenging sphere to work in. Numbers of factors are associated with the health and helping professions, including time pressures, workload, having multiple roles, and emotional issues. The present study examined whether there are differences in job- attitudes, resilience and Psychological well-being among physicians working in private sector and government sector. This study was conducted among 400 doctors (200 doctors from Government hospital and 200 doctors from private hospital) working in different hospitals in Kerala. Result of the study indicates that the doctors from the government and private organizations significantly differ in their psychological wellbeing, job attitude and resilience.*

### Background of the Study

The medical staff and particularly staff working in the emergency department (doctors and nurses) are exposed to an important number of psychosocial risk factors as a consequence of the type of work. Health professionals frequently report high levels of work-related stress, and the costs of this to the individual and to the community are well documented, particularly in the medical and nursing professions. The level of stress experienced by health professionals appears to vary according to work setting. Health care professionals too are not immune from stress. While doctors are perceived an elite group of professionals with relatively better pay packages and job securities, the same could not be true for all health care professionals. Increasing job responsibilities, multitasking, need to adept self with emerging technologies, severer consumer rights along with job insecurities and a competitive workplace make health care a challenging sphere to work in. Numbers of factors are associated with the health and helping professions, including time pressures, workload, having multiple roles, and emotional issues. In many cases negative job attitude can affect the wellbeing of a physician. (Lambert et al., 2004; Lim, Hepworth, & Bogossian, 2011). Frequent environmental stress associated with human pain and distress in the workplace can impact on the physical and mental wellbeing of health professionals and result in burnout and, in some cases, traumatic stress-like symptoms (Stamm, 2010). These negative stress outcomes can impact not only on the wellbeing of health professionals, but also on their ability to care effectively for others (Barnett, Baker, Elman, & Schoener, 2007). It is therefore imperative that a preventive approach is adopted. Developing and fostering resilient environments and individuals within the health profession is emerging as a way to reduce negative, and increase positive, outcomes of stress in health professionals. The present study examined whether there are differences in job- attitudes, resilience and Psychological well-being among physicians working in private sector and government sector

### Method

Survey method is adopted in this study, which is descriptive and associated in nature. This study explored the various dimensions of job satisfaction, psychological wellbeing and resilience of doctors. The sample of the study consisted of doctors from Kerala. The total sample taken for the study is 400 (200 doctors from

Private hospital and 200 doctors from Government hospital)

### Measures

**Job Attitude Scale (JAS)**, 2004, was developed by Jayan, to measure the attitude of the employees towards their job. The scale focuses on three dimensions such as Job Commitment, Job Involvement and Job Satisfaction. The Job Attitude Scale is a self-administered one. The reliability and validity of the test has been evaluated by the method of Cronbach's alpha and the alpha coefficient of each domain varies from .73 to .89 and the test-retest reliability is also found to be significant and varies from .63 to .73 respectively. Criterion validity and predictor validity of each of the domain are established.

**Resilience Scale RS-14** (Wagnild & Young, 1993). The RS-14 consists in 14 items scale. The Cronbach alpha of the scale is .93. The RS 14 is strongly concurrent correlated with the RS (r=.97, p<.001) and moderately correlated with depressive symptoms (r=-.41) and life satisfaction (r=.37)

**Psychological Well-Being Scale:** This scale was developed by Carol Ryff (1995). Original form had 120 questions but further studies were shorter forms of 84, 54 questions, 18 questions that were proposed. 84-item scale was used in this study in terms of factor; 84-item questionnaire included six autonomy, environmental mastery, personal growth, and positive relationships with others, purpose in life and self-acceptance, and each factor has 14 questions. Reef's Cronbach's Alpha for each factor listed above were reported 0.83, 0.86, 0.85, 0.88, 0.88 and 0.91.

### Hypothesis of the study

- Ha 1: Doctors working in government and private hospital differ significantly in their Psychological Wellbeing
- Ha 2: Doctors working in government and private organizations differ significantly in their resilience
- Ha 3: Doctors working in government and private organizations differ significantly in their Job attitude

### Result and Discussion

#### Hypothesis 1:

Doctors working in government and private hospitals differ significantly in their Psychological Wellbeing.

**Table 1 shows the Psychological well being of the doctors working in Government and Private Hospitals**

Sl.No	Variable	Groups	N	Mean	S.D	M.D	S.E.M	't' Value
1	Autonomy	Government	200	51.65	10.375	3.304	.661	3.35**
		Private	200	48.35	9.354			
2	Environmental Mastery	Government	200	51.50	10.317	3.007	.664	3.04**
		Private	200	48.49	9.466			

3	Personal Growth	Government	200	51.51	10.407	3.015	.661	3.05**
		Private	200	48.50	9.353			
4	Self-Acceptance	Government	200	51.58	10.227	3.163	.674	3.2**
		Private	200	48.42	9.529			
5	Purpose in Life	Government	200	51.54	10.349	3.245	.653	3.28**
		Private	200	48.45	9.408			
6	Positive Relations with Others	Government	200	51.54	10.349	3.089	.665	3.12**
		Private	200	48.45	9.408			
7	Total Psychological Well being	Government	200	51.91	10.63	2.586	.678	2.54***
		Private	200	49.32	8.41			

\*Significant at 0.05 level

\*\*Significant at 0.01 level

\*\*\*Significant at 0.001 level

The obtained Mean scores and t'values scores for the Total Psychological well being is 51.91 (Government) and 49.32 (Private) and the calculated t' value is 2.54 which is highly significant, which indicates that there is a significant difference between the doctors working in the government and private hospitals. Further the table shows that the dimensions of psychological well being also having a significant difference between the doctors working in the government and private hospitals. The t' values of the various dimensions of the psychological well beings are Autonomy (t= 3.35) Environmental Mastery ( t=3.04) Personal Growth ( t= 3.05) Self Acceptance ( t=3.2) Purpose in Life ( t= 3.28) and Positive relations with Others ( t= 3.12). Hence, the hypothesis is accepted. It is concluded that the doctors working in government and private organizations differ significantly in their psychological wellbeing. From the Mean score it is very clear that doctors working in the Government sector have significantly high psychological well being than doctors working in the Private sector.

**Hypothesis 2 :**

Doctors working in government and private organizations differ significantly in their Resilience

**Table 2 Shows the Resilience of the doctors working in government and private hospitals.**

Sl.No	Variable	Groups	N	Mean	S.D	M.D	S.E.M	t' Value
1	Resilience	Govt	200	52.87	10.63	5.75	.595	5.99**
		Pvt	200	47.12	8.41			

\*Significant at 0.05 level

\*\*Significant at 0.01 level

\*\*\*Significant at 0.001 level

From table it is found that the mean scores of the resilience of the doctors working in government and private hospitals is 52.87 and 47.12 respectively. The calculated t' values is 5.99 which is highly significant. Thus the t' value indicates that there is a significant difference between the doctors working in government and private hospitals. Hence, the hypothesis is accepted. It is concluded that the doctors working in government and private organizations differ significantly in their resilience. From the Mean score it is very clear that doctors working in the Government sector have significantly high resilience than doctors working in the Private sector

**Hypothesis 3:**

Doctors working in government and private organizations differ significantly in their Job attitude

**Table 3 Shows Job Attitude of doctors working in Government and Private Hospitals**

Sl.No	Variable	Groups	N	Mean	S.D	M.D	S.E.M	t' Value
1	Job Involvement	Govt	200	52.86	9.753	5.729	.668	5.97**
		Prvt	200	47.13	9.445			
2	Job Commitment	Govt	200	52.45	9.898	4.899	.672	5.05**
		Prvt	200	47.55	9.499			
3	Job Satisfaction	Govt	200	52.14	10.006	4.263	.675	4.36**
		Prvt	200	47.87	9.542			
4	Total Job Attitude	Govt	200	52.65	10.692	3.881	.673	3.83**
		Prvt	200	48.77	9.520			

\*Significant at 0.05 level

\*\*Significant at 0.01 level

\*\*\*Significant at 0.001 level

The obtained Mean scores and t'values scores for the total Job attitude is 52.65 (Government) and 48.77 (Private) and the calculated t' value is 3.83 which is highly significant, which indicates that there is a significant difference between the doctors working in the government and private hospitals. Further the table shows that the dimensions of resilience also having a significant difference between the doctors working in the government and private hospitals.

The t' values of the various dimensions of the psychological well beings are Job Involvement(t= 5.97) Job commitment ( t=5.05) Job satisfaction ( t= 4.36) . Hence, the hypothesis is accepted. It is concluded that the doctors working in government and private organizations differ significantly in their Job Attitude. From the Mean score it is very clear that doctors working in the Government sector have significantly high job attitude than doctors working in the Private sector.

**Discussion**

It is witnessed from the results that the doctors working government hospitals have shown significantly higher score in all the dimension of psychological wellbeing, Job attitude and Resilience. Job attitude is an important construct which provides a sense of belonging, loyalty and integrity on the part of an individual. In our country it seems a lot of disparity among the doctors working in government and private institutions in many areas like their pay, promotion, status and administrative polices. In private institute there is a compulsion for doctors to work beyond the limits and they may not be willing to go an extra mile with the organization. This may be reason which influences the job attitude of doctors in private organizations. Generally in government organizations people enjoy a lot of freedom when compared with private organizations. Independence and freedom of expression are the two prime factors which promote our ability to deal with our stress effectively this will in turn enhance their resilience and wellbeing. More over the practices in private organization compel the staff doctors to internalize their stress rather than dealing with them effectively. Hence, the doctors from government organizations may have better opportunity to develop healthy strategies and foster resilience. In general, it is concluded that the doctors from the government and private organizations significantly

differ in their psychological wellbeing, job attitude and resilience.

### Conclusion

Health professionals frequently report high levels of work-related stress, and the costs of this to the individual and to the community are well documented, particularly in the medical and nursing professions. The level of stress experienced by health professionals appears to vary according to work setting. From this research, it can be concluded that the doctors from the government and private organizations significantly differ in their psychological wellbeing, job attitude and resilience. This could be because generally in government organizations people enjoy a lot of freedom when compared with private organizations. Independence and freedom of expression are the two prime factors which promote our ability to deal with our stress effectively this will in turn enhance their resilience and wellbeing.

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