

A Study on Occupational Stress Among the Registered Nurses in Theni Government Hospital

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Abstract: The occupational stress that registered nurse at Theni Government Hospital experience is the topic of this paper. The methodical approach to data collection and analysis forms the foundation of the study. A sample of 100 respondents from Theni Government Hospital provided the primary data. Each of the chosen nurses has completed a comprehensive survey. The stress on work-related activities, relationships with coworkers, educational background, workload, and age were all studied using the DASS Scale. The findings showed that all of the emotional states differed significantly, and that coworkers' levels of work pressure were higher than those of other related variables. The results of the study showed that the conflict between the demands of the workplace and the responsibilities to their families causes many issues for female nurses. According to the study, nurses should reevaluate their professional and personal objectives and come up with strategies for striking a work-life balance. Policies and initiatives should be developed by the government and hospitals to safeguard the rights of registered nurses.

Key words: Registered nurses, Work Pressure, Workplace demands, Work-life balance.

1. INTRODUCTION

Stress arises in every stage of a person's life, from conception to death. Some stress is even advantageous because it serves as a motivator to complete tasks and perform to the best of our abilities. Stress arises from both the job and the family environment. An individual's body and mind are negatively impacted by stress when it exceeds their ability to manage it. Indian women were traditionally oppressed within the framework of the family system. The status of Indian women has changed significantly in the modern era. Indian women excel in every aspect of the workforce. It has been demonstrated that women nurses who successfully manage their work, family, and personal obligations are happier employees and are more likely to stick with their jobs and pursue fulfilling careers. Employees depart from an organization for a variety of reasons, such as retirement, better career opportunities, and career advancement. Preventing these departures might be challenging. However, finding a better work-life balance is a major factor in employee turnover, especially for women. Women are typically the ones affected by changes in the family dynamic, which makes it harder for them to strike a balance between their obligations to their families and their careers. Required work hours, a lack of flexibility in adjusting working hours, time off or leave arrangements, limited access to appropriate childcare arrangements, and excessive stress and tensions in the workplace that make work more challenging or even unpleasant are the factors that have been shown to have the greatest impact on employees trying to avoid stress.

2. STATEMENT OF THE PROBLEMS

Stress is an inevitable issue for nurses. It affects nurses' health issues in a variety of ways. Effective interventions in any healthcare unit require documentation of stressors and stress management techniques. Therefore, the purpose of this study is to ascertain how the stress of the job affects the physical and mental well-being as well as the individual work habits of nurses at Theni Government Hospital. This field has an impact on the mind in addition to the body. Infectious disease risks are a common source of exposure for nurses. Because of this, working in this field requires long hours and a variety of skills and patient-care understanding duties. People who want to pursue this as a career need to be persistent, brave, have a service-oriented mindset, and be willing to put in extra time-even night shifts.

3. SCOPE OF THE STUDY

The study focuses on the stress those registered nurses at Theni Government Hospital experience at work. The purpose of this study is to identify the variables that increase the risk of job stress, as well as the physiological, psychological, and emotional effects of stress on registered nurses and how they manage it. This study offers a number of stress-reduction recommendations.

4. OBJECTIVES OF THE STUDY

- To know the socio economic conditions of the registered nurses in Theni Government Hospital.
- To analyse the occupational stress experienced by the registered nurses in Theni Government Hospital.
- To find out the causes of stress among the registered nurses of Theni Government Hospital.
- To identify the impact of work life balance on job satisfactions among registered nurses in Theni government Hospital.
- To know the interventions and strategies uses to manage work stress and maintain work- life balance.
- To offer valid findings and suggestions to improve their professionals.

5. RESEARCH DESIGN

The current study is descriptive in nature because its findings and investigations were planned to produce descriptive data jointly. Theni Government Hospital's registered nurse has given the researcher consideration for her research. Simple random sampling was used to select the sample. Out of the 110 surveys that we distributed and the 100 that we collected, 10 were deemed to have missing data.

6. COLLECTION OF DATA

Data is gathered from primary and secondary sources.

6.1 PRIMARY DATA

Primary data from 100 respondents was collected using structured questionnaires designed to allow respondents to honestly and openly express their opinions.

6.2 SECONDARY DATA

A range of published and unpublished research reports, textbooks, periodicals, journals, articles, webpages, and other sources were used to collect secondary data.

7. TOOLS OF ANALYSIS

- Simple percentage analysis
- Mean and Standard Deviation
- Chi-Square Test

8. ANALYSIS AND INTERPRETATION

Table 1: Demographic Profile of the Respondents

Variables	Frequency	Percentage
Age		
Upto 25 years	32	32
26 - 35 years	35	35
36 – 45 years	22	22
Above 45 years	11	11
TOTAL	100	100
Marital Status		
Married	78	78
Unmarried	22	22
TOTAL	100	100
Educational Qualification		
M.Sc in Nuring	12	12
B.Sc in Nursing	35	35
GNM	53	53
TOTAL	100	100
Salary		
Less than Rs.35,000	32	32
Rs.35,000 – Rs.45,000	51	51
Rs.45,001 – Rs.55,000	12	12
More than Rs.55,000	05	05
TOTAL	100	100
Total Work Experience		
Less than 5 years	13	13
5 – 10 year	26	26
10 – 15 years	35	35
More than 15 years	26	26
TOTAL	100	100

Table 2: Opinion towards work life balance and job satisfaction has strong relation.

Variables	Frequency	Percentage
Exceedingly Agree	94	94
Somewhat disagree	06	06
Neutral	0	0
Somewhat agree	0	0
Exceedingly disagree	0	0
TOTAL	100	100

Table 3: Influence of good work- life balance dimensions to job satisfaction

Variables	Optimized work schedule	Strong social support system	Time management	Proper personalized plan	Work recognition	Support from management & Colleague	Salary & other monetary benefits
To a large extent	94	35	68	23	100	100	100
To some extent	06	37	32	20	0	0	0
Not much	0	10	0	48	0	0	0
Never	0	18	0	09	0	0	0

Table 4: Causes for increased work stress

Variables	Shift hours	Patient need	Workload
To a large extent	89	45	65
To some extent	11	30	30
Not much	0	10	05
Never	0	15	0

Table 5: Suggestions towards intervention and strategies can be used for maintaining work-life balance which led to job satisfaction.

Variables	Frequency	Percentage
Identify specific stressors	50	50
Take time for self-care	05	05
Establish personal professional boundaries	30	30
Effective communication	10	10
Maintain healthy diet and exercise	05	05
TOTAL	100	100

TABLE:6 Relationship between Marital Status and Stress

Variables	Pearson's chi -Square Test (X ²)	STRESS EXPERIENCED BY REGISTERED NURSES		
		<i>Physical</i>	<i>Psychological</i>	<i>Emotional</i>
	X ²	0.463	0.493	0.471

Marital	P Value	P > 0.05	P > 0.05	P > 0.05
Status	Judgment	No significant difference	No significant difference	No significant difference

The above Table 6 illustrates the computed Pearson's Chi-square values (0.463, 0.493, 0.471) ($P > 0.05$) for the physical, psychological, and emotional types of stress experienced. A relationship that is not statistically different from zero ($P > 0.05$) in favor of the null hypothesis is represented by the Pearson's chi-square value. As a result, the null hypothesis—that is, that there is no statistically significant correlation between nurses' marital status and the types of occupational stress they face—is accepted.

TABLE:7 Relationship between Education and Stress

Variables	Pearson's chi -Square Test (X^2)	STRESS EXPERIENCED BY REGISTERED NURSES		
		<i>Physical</i>	<i>Psychological</i>	<i>Emotional</i>
Education	X^2	0.001	0.632	0.000
	P Value	P > 0.05	P > 0.05	P > 0.05
	Judgment	No significant difference	No significant difference	No significant difference

The above Table 7 demonstrates that the computed Pearson's Chi-square represents (0.001, 0.632, 0.000) ($P > 0.05$) for the physical, psychological, and emotional types of stress experienced, and 0.00 ($P > 0.05$) for the emotional types of stress experienced. A correlation favoring the null hypothesis that is not statistically different from zero ($P > 0.05$) is indicated by the Pearson's chi-square value. The null hypothesis, which states that there is no statistically significant correlation between education and the different forms of occupational stress that nurses experience, is thus accepted.

TABLE:8 Relationship between Work Environment and Stress

Variables	Pearson's chi -Square Test (X^2)	STRESS EXPERIENCED BY REGISTERED NURSES		
		<i>Physical</i>	<i>Psychological</i>	<i>Emotional</i>
Work Environment	X^2	0.001	0.469	0.002
	P Value	P > 0.05	P > 0.05	P > 0.05
	Judgment	No significant difference	No significant difference	No significant difference

The above Table 8 displays the computed Pearson's Chi-square values (0.001, 0.469, 0.002) ($P > 0.05$) for the physical, psychological, and emotional stress types encountered. A relationship favoring the null hypothesis that is not statistically different from zero ($P > 0.05$) is indicated by the Pearson's chi-square value. Therefore, it is accepted that there is no statistically significant correlation between the types of occupational stress that nurses experience and their work environment.

TABLE:9 Relationship between Age and Stress

Variables	Pearson's chi -Square Test (X^2)	STRESS EXPERIENCED BY REGISTERED NURSES		
		<i>Physical</i>	<i>Psychological</i>	<i>Emotional</i>
Age	X^2	0.001	0.110	0.001
	P Value	$P > 0.05$	$P > 0.05$	$P > 0.05$
	Judgment	No significant difference	No significant difference	No significant difference

The above Table 9 illustrates the computed Pearson's Chi-square values for the physical, psychological, and emotional stress types (0.001, 0.110, 0.001) ($P > 0.05$), in that order. A relationship favoring the null hypothesis that is not statistically different from zero ($P > 0.05$) is indicated by the Pearson's chi-square value. Therefore, it is accepted that there is no statistically significant correlation between a nurse's age and the types of occupational stress they face.

9. LIMITATIONS OF THE STUDY

- There are just one hundred female nurses in the sample.
- It's possible that the respondents' prejudice led to inaccurate data.
- The busy schedules and time constraints of nurses made it difficult to fully communicate with them.
- This study includes only the nurses who work at Theni Government Hospital. The study's findings are therefore not transferable to other domains.

10. FINDING AND SUGGESTIONS

The study's findings made clear how important it is to improve the physical and mental well-being of nurses who primarily provide care for adult patients in open units. Lastly, the factors taken into account in this study are components that can aid in the ideation and formulation of strategies meant to maintain the ability to work, giving top priority to the observation and management of occupational stress with a focus on the psychological aspects of work relationships, and ultimately enhancing the promotion, protection, and restoration of workers' health. This study sought to determine the factors that contribute to registered nurses' stress at Theni Government Hospital, including the nature of their work, supervisors, coworkers, income, and autonomy. The findings showed that all emotional states differed significantly, and that coworkers' stress levels were higher than those of other related variables. Stress at work has a negative correlation with an increase in health symptoms.

11. SUGGESTIONS AND RECOMMENDATION

The hospital management boards or the government's Ministries of Health should assist in lowering the sources of stress for the nurses in order to guarantee that patients receive effective nursing care. As soon as possible, their working conditions must be improved by providing them with appropriate recognition that matches the demands of their jobs. To improve their morale, their promotion should be given as soon as it is due. They ought to participate in important choices that affect both their patients and their jobs. Workshops and seminars should be held as part of in-service training to keep nurses' knowledge and skills up to date. Courses on human behavior, resource management, interpersonal relationships, stress management, and crisis interventions ought to be recommended for them.

12. CONCLUSION

The majority of the nurses' stress levels were indicative of poor leadership and overbearing supervisory behaviors. Concerning the sources of stress, there were more night shifts working with a lot of patients; there were also less incentives, fewer opportunities for advancement, challenging patients to care for, and patient harassment. The majority of them concluded that the main source of stress is job insecurity. In conclusion, because of their demanding daily schedules, health care workers are particularly vulnerable to occupational stress. It is never considered that nurses need assistance; rather, they are considered caregivers. Therefore, it is more crucial than we previously realized to implement certain strategies for preventing nursing stress and burnout. It's best to try a variety of different stress-reduction techniques, especially the healthful ones, and see which ones seem to work best before deciding on the most successful ones. It is hoped that nurses will be able to work longer hours once their employers provide them with sufficient support. Less hostility or aggression toward the patients or their families will result from their needs. They will also provide the patients with adequate and improved nursing care.

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