



A STUDY ON FACTORS INFLUENCING STRESS TO WOMEN NURSES AT SELECT HOSPITALS IN VELLORE CITY

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ABSTRACT

Every human's basic structure is founded on relationships between their physical, psychological, and emotional selves. Both mental and physical sickness will result from these systems' diminished or failing functions. Humans constantly rely on health services to keep them in proper balance. The medical services offered by hospitals. The role of nursing in hospital care is inescapable. The profession of nursing requires a consistent compensation package at work sites due to hospital modernization factors such the intrusion of technology at workplaces, working models, and competitiveness level. This operational method demonstrates how women nurses might reduce work stress. This study identified four factors—personal, work-related, economic and social, and health—that have a major impact on organisational stress. Therefore, the current study focuses on the investigation of the variables impacting the stress experienced by female nurses. Using a well-crafted questionnaire, information was gathered from a sample of 200 women nurses working in different hospitals in Vellore. The centre of the population of women nurses and hospitals can benefit greatly from the recommendations provided by this study.

KEY WORDS Technology, Emotional, Stress, Nurses, Hospitals, Vellore

INTRODUCTION

The healthcare industry is now regarded as one of the biggest in the entire world. The healthcare industry is made up of numerous hospitals and other care-related institutions. The healthcare industry requires healthcare employees to provide this care. Nurses make up the majority of these healthcare professionals. Every patient receives care from them in all areas of treatment. It is evident that over the years, healthcare professionals, particularly female nurses, have changed their personal behaviours in order to care for patients. Stress is common. Stress is typically tied to decisions at work, in the family, for the future, etc. Stress affects both the body and the mind. Major life events including job advancements, illnesses, losses, changes, and workplace expectations produce it. The feeling of being out of control, the lack of direction, the tendency to put off keeping commitments, and taking on more than one can handle are the stressors that cause it.

Eustress is a kind of shorter stress that provides immediate power. When inspiration and motivation are required, it occurs. It is a good kind of tension. Distress is a form of negative

stress that causes discomfort. There are two categories of distress. The first is acute stress, which is a strong tension that comes on suddenly and goes away just as quickly. The second type of stress is referred to as chronic stress; this type of stress lasts for weeks, months, or even years.

In general, women nurses focus more intently on their duties. Women nurses are thought to be committed to their careers despite having a heavy workload. Unexpected workplace stress is being caused by changes in the physical, social, and environmental context. It explains the causes of their physical and mental harms. Individual and family issues arise as a result of these stress- and distress-related characteristics among female nurses.

A person who frequently moves or changes occupations may feel distressed. High levels of stress can result in dejection, avoidance of work, anxiety, aggressive conduct, absenteeism, and subpar work performance. The awful working environment adds to stress and makes work unsatisfying.

To understand the factors influencing stress to women nurses, the researcher planned to focus a study in the topic of “Factors Influencing Stress to Women Nurses at select Hospitals in Vellore city.

II STATEMENT OF THE PROBLEM:

The most crucial factor for any person is their level of health. Individuals' awareness of health care is growing in both the home and the workplace. In today's organisations, health is regarded as an important performance factor. Individuals, regardless of gender, prioritise health management in this aspect. Medicare, hospitals, and ancillary services are only a few of the different functional categories that make up the healthcare sector. Hospitals are the primary sector for the management of health care when compared to other services. Hospitals offer generous, intangible, and unaccountable services. Only the help of human resources, especially nurses, can ensure the successful delivery of these services. Women are chosen over men because they naturally have a service-oriented mentality, empathy, and patience, which are all qualities that are required for nursing services before, during, and after delivery. The modernization of work habits and workplace culture puts a lot of occupational stress on the women nurses employed by various institutions. The study has been planned and carried out with the aim of understanding the opinions and outcomes of occupational stress, sources of occupational stress, the effects of occupational stress on performance, and methods of managing occupational stress among the women nurses working in the various hospitals in Vellore city.

III REVIEW OF LITERATURE:

Cartwright and Cooper (1997) has explained on the topics of “ Managing Workforce stress” The top six reasons for stress at work are as follows: Role-based stress, job-related stress, relationship-based stress, the interface between work and family, the career growth factor, organisational structure, and climate are among them. The writers have distinguished between two categories of symptoms: individual symptoms and organisational symptoms. Irritability, when the individual is sad in spirit, excessive drinking, as well as chest pain, are examples of specific symptoms. High absenteeism, a high worker turnover rate, and inadequate quality control are all signs of organisational symptoms.

Robert E. Levey (2001) has researched on the topic of “The sources of Stressor for Residents and Recommendations for Programs to assist them”. Numerous factors contribute to stress

during the residency training phase, including a hard workload, lack of sleep, challenging patients, poor educational environments, problems with loneliness and transfers, an abundance of information, and issues with career advancement. Stress can exacerbate gender-related problems and cause challenges for not just the person experiencing it but also for other persons who are very close to them. Depression, anxiety, obsessive-compulsive disorder, aggressiveness, alcohol abuse, and material exploitation are all general symptoms of stress. All post-medical school medical training programmes must develop support services that are open to everyone in order to meet accreditation standards set by the Accreditation Council for Graduate Medical Education (ACGME).

Aryan Gholipour et al (2011) studied on the topic “Organizational Bullying and Women Stress in Workplace”. The authors came to a conclusion about the impact of workplace stressors and offered a number of solutions. The results demonstrated a substantial correlation between stress and bullying. The authors also identified other contributing factors, including women's ignorance of their legal rights, the definition of bullying, their ignorance of its fundamentals, and the avoidance of it at work.

Mark, Jonathan, Gregory (2003) have explained Stress force show the way to improved morbidity and humanity. Employees are under more pressure than ever to produce their maximum potential and boost their competitiveness. Role ambiguity is increasingly recognised as a second factor that influences workplace organisational stress levels (Beehr et al., 1976). Many workers have experienced difficulties because they were unaware of or lacked knowledge regarding their precise position within the system. To ensure that each employee plays their part effectively, the organisation must provide them with clear assessment methods.

IV OBJECTIVES OF THE STUDY:

- The current study reveals profile of the women nurses working at select hospitals in Vellore city.
- To understand the various factors that influences the stress to women nurses.
- To study the stress management strategies adopted by women nurses.

V. HYPOTHESIS:

There is no association between factors affecting job stress based on marital status at 5 percent significance level.

VI SCOPE OF THE STUDY

The socioeconomic background of women nurses at chosen hospitals in Vellore city is covered in the article "Factors Affecting Stress to Women Nurses at Selected Hospitals in Vellore City." It covers the perspectives of female nurses on the factors that contribute to workplace stress as well as how it affects their careers, families, and social relationships. Additionally, it particularly recognises and treats the variables affecting occupational stress. It also discusses how to handle work-related stress at the individual, family, and organisational levels.

VII LIMITATIONS OF THE STUDY

- This study is restricted to Vellore city.
- This study is confined only to five Hospitals.
- All the respondents are female
- This study is drawn from 200 respondents

VIII Tables

Reliability test

Table 1

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.871	.873	9

From the above table all the variable's reliability values are greater than 0.6, which ensures the reliability of the tool.

Demographic Profile of the Respondents

Age category of the respondents

Table no.2

S.No	Age	Number of Respondents	Percentage
1	Less than 25 years	82	41.0
2	26-30 years	44	22.0
3	31-35 years	16	8.0
4	36-40 years	17	8.5
5	41-45years	20	10.0
6	46-50 years	15	7.5
7	Above 50 years	6	3.0
Total		200	100

Inference:

Table 2 shows that the 41.0 percentage of the women nurses are comes under less than 25 years, 22.0 percentage are between the age group of 26 to 30, 10.0 percentage between 41 -45, 8.5 percentage between 36 to 40,, 8.0 percentage between 36 to 40, 7.5 percentage of the respondents comes under the age group between 46 to 50 and 3.0 percent are above 50.

Marital status

Table no. 3

S.No.	Marital status	Number of Respondents	Percentage
1	Single	55	27.5
2	Married	142	71.0
3	Others	3	1.5
Total		200	100.0

Inference:

From the above table 3, 71.0 percentages of the nurses have got married, 27.5 percent are not married and 1.5 per cent is in the others.

Factors Affecting job stress based on Marital status of the Respondents

H0: There is no association between factors affecting job stress based on marital status at 5 percent significance level.

H1: There is an association between factors affecting job stress based on marital status at 5 percent significance level.

Table No. 4(a)

Description	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	213.280 ^a	8	0.000
N of Valid Cases	200		

Inference

Table 4(a) it is indentified that outcome of testing the association between factors affecting job stress based on the marital status of women nurses at 5 percent level of significance. The factors affecting job stress has been dependent variable. The marital status of women nurses has been taken as independent variable. By applying has Chi square test , it is observed that the obtained significant value is less than 0.05, so the null hypothesis has been rejected and cross table was constructed between factors affecting job stress based on marital status of women nurses

Cross tabulation: Table No:4(b)

S.No.	Factors Affecting Job Stress	Marital status			Total
		single	Married	Others	
1	Less concentration	25 (12.5)	0 (0.0)	0 (0.0)	25 (12.5)

2	Incomplete job	30 (15.0)	0 (0.0)	0 (0.0)	30 (15.0)
3	Non-sharing	0 (0.0)	9 (4.5)	0 (0.0)	9 (4.5)
4	Non-Cooperation	0 (0.0)	101 (50.5)	0 (0.0)	101 (50.5)
5	Lack of interest	0 (0.0)	32 (16.0)	3 (1.5)	35 (17.5)
Total		55 (27.5)	142 (71.0)	3 (1.5)	200 (100)

Source: Computed Primary Data, Figures in Brackets Indicates percentage to total

Inference

Table 4 (b) shows the factors affecting stress amongst the respondents based on their marital status. Among the respondents under the category of single, 12.5 percent due to less concentration, 15.0 percent due to incomplete job. Among the respondents under the category of married, 50.5 percent due to non co-operation at work place, 4.5 percent due to the factor of non sharing, 16.0 percent due to lack of interest, Regarding the other categories like divorce, widow under other backgrounds, the factors for job stress are due to lack of interest (2.6 percent).

Factor Analysis

Table 5(a)

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.733
Bartlett's Test of Sphericity	Approx. Chi-Square	1315.038
	Df	55
	Sig.	.000

Inference: Kaiser-Meyer-Olkin Measure is an index which defines of sampling adequacy. The KMO test value is 0.733 which is more than 0.5, can be considered acceptable and valid to conduct data reduction technique.

The above mentioned test is to determine the relationship between the variable which indicated that it is completely normal to continue with the factor analysis. The calculated value is less than 0.01 and therefore it is concluded that there are relationship between our variables.

As evidence from the table, it is found that 4 factors extracted together account for 71 percent of total variance. Hence we have reduced the number of variables from 11 to 4 underlying factors.

Table 5(b) Rotated Component Matrix

Description	Component			
	1	2	3	4
Self view point	.917			
Commitment on work		.725		
Level of self motivation	.717			
Temporary disablement			.803	
Perception towards society				.788
Mild Disease			.734	
Status in the society				.728
Concentration in work		.837		
Efficiency in completing work		.614		
Feeling of tiredness	.927			

The table shows the first rotated factor F1, explaining of total variance , reveals strong association between feeling of tiredness ,self view point, level of self motivation have high loading of 0.927,0.917,0.717 respectively lying on Factor 1. This can be interpreted as “Personal Factor”. Now factor 2 we see, concentration in work, commitment in work, Efficiency in completing work have loading 0.837, 0.725, 0.614 respectively on Factor 2. Therefore this factor can be interpreted as “Work related Factor”. Now for factor 3 we see, Temporary disablement, Mild disease have loading of 0.803, 0.734 respectively. Therefore this factor can be interpreted as “Health Factor”. The factor 4 reveals perception towards society, status in the society have high loading of 0.788, 0.728. This factor can be interpreted as “Economic factor”,

Thus totally 11 variables have been extracted into four factors such as Factor 1 as “ Personal Factor”, Factor 2 as “ Work related Factor”, Factor 3 as “ Health related Factor”, factor 4 as “ Socio economic Factor”

Managing Occupational stress

Table 6

S.No	Aspects	Number of Respondents		Percentage	
		Yes	No	Yes	No
Personal level					
1	Meditation	112	88	43.6	34.2
2	Yoga	160	40	80.0	20.0
3	Managing by exercise	102	98	51.0	49.0
Organisational level					
4	Medical Counselling	68	132	34	66
5	Workshop/Training	120	80	60.0	40.0
6	Job rotation	63	137	31.5	68.5

Psychological level					
7	Personality grooming	182	18	91.0	9.0
8	Self motivation	169	31	84.5	15.5
9	Relationship Management	117	83	58.5	41.5
	Total	200		100	

Inference

Table 6 outline the opinion of respondents about the methods of managing occupational stress at different levels like personal, organizational and psychological aspects. In personal level, 43.6 percent manage by meditation, 80.0 percent by yoga and 51.0 percentages of respondents manage by doing exercise. 34 percent of the respondents manage occupational stress by medical counselling offered by organizations, 60.0 percent of the respondents manage by attending workshop/training programme organized by organizations and 31.5 percentages of the respondents are managing stress by job rotation. In psychological level, 91.0 percent of the respondents are managing stress by personality grooming, 84.5 percentages of the respondents are managing by self motivation and 58.5 percent by relationship management.

IX CONCLUSION

Even though women nurses employ a variety of stress management techniques to deal with personal, family, job, and health-related stressors, the results are felt by both them and the patients in a variety of ways. The current study has been undertaken with the associated goals of examining the demographic profile, factors impacting the stress among nurses, and solutions used by women nurses to manage occupational stress in an effort to address the issue. The efficacy and calibre of nurses are thought to be related to their contentment with their line of work. Although the healthcare sector creates a lot of stress, this stress has little effect on how well nurses perform their jobs. According to the findings, women nurses have been given the right advice on how to manage their stress and the importance of understanding their role in the healthcare industry. In this article, four factors that affect occupational stress in nurses working in certain hospitals in Vellore City are highlighted. Personal, work-related, economic, and health-related issues all have a substantial impact on organisational stress. When the governing authorities attempt to examine policies and programme programmes, these elements must be taken into account. Only in that scenario can we maintain the vitality, efficacy, and efficiency of the nurses employed by a few prestigious hospitals in Vellore.

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