

## LEVEL OF STRESS AND ATTITUDE TOWARDS NURSING JOB

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### **Abstract**

*Nursing is generally perceived as a demanding profession. Along with the increased demand and progress in the nursing profession, stress among the nurses has also increased. Stress is experienced when demands made on us outweigh our resources. The stress response can be physical, psychological, emotional or spiritual in nature and is usually a combination of these dimensions. It is usually observed that nursing profession undergoes tremendous stress which effect on work performances of nurses and ultimately affects the patient care. Research studies on stress in nursing have identified a variety of stressors include poor working relationships between nurses and doctors and other health care professionals, demanding communication and relationships with patients and relatives, emergency cases, high workload, understaffing and lack of support or positive feedback from senior nursing staff, role conflict and home-work imbalance. The present study aims to measure the level of stress among nurses in Manjeri Municipality, identify the various factors which cause stress among nurses and to analyze the attitude of nurses towards nursing job. The sample size is 120 and is collected by using purposive sampling method. The study revealed that nurses experience high level of stress. The most important factor which leads to causes of job stress among nurses is the stress from taking care of patients.*

**Keywords: Stress, Causes, Attitude, Nursing Job.**

### **1. Introduction**

Nursing is generally perceived as demanding profession. Along with the increased demand and progress in the nursing profession, stress among the nurses has also increased. Nurses perhaps are the best friend of patients. Though they get paid for the job, the care and concern

them exhibit for the patient is unparalleled and most of the time goes beyond any financial remuneration. There are instances where nurses experience high stress level that leads to negative work environments that rob nurses of their spirit and passion about their job. Consequently, unsatisfied workers might lead to burnout, where burnout associated with stress has been documented in healthcare professionals including nurses.

Stress is the “wear and tear” of our body’s experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As positive influences, stress can help and compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of destruct, rejection, anger and depression, which in turn can lead to health problems such as headache, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart diseases and stroke. Occupational stress is a state of tension that is created when a person responds to the demands and pressures that come from work, family and other external sources, as well as those that are internally generated from self imposed demands, obligations and self criticism.

## **II. Significance of the Study**

Occupational stress is a major health problem for both individual employees & organizations and can lead to burn out, illness, labour turnover and absence in work performances. Studies have proven that there is negative correlation between occupational stress and organizational commitment and also performance of the nurses. Satisfied workers tend to be more productive, creative, and committed. Therefore, a highly satisfied and free from burnout nurses’ will eventually be effective in rendering a quality nursing care since their ultimate goal is the patient satisfaction. Employees can directly influence patient satisfaction in that their involvement and interaction with patients play a significant role in quality perception. Nurse’s job satisfaction has positive correlation with patients fall rate. Assessing satisfaction is not one time action; Instead, it needs continuous monitoring and evaluation by adopting this procedure, services providers are able to learn about deficiencies in health delivery system and will be able to take timely alternative steps.

## **III. Statement of the Problem**

Modern life is full of stress. Nursing is, by its very nature, an occupation subject to a high degree of stress. This profession involves working with people who are themselves suffering a

considerable degree of stress. The nurses face with the personal, communicative, and organizational stress that adversely affects their health and job satisfaction, clinical practice, nursing professionals are often faced with difficult and emotionally charged situations, such as the prolonged suffering and death of a patient, generating feelings of sadness, anxiety, frustration, helplessness and even guilt. Occupational stress for nurses can result in burnout, lower efficiency, frequent absences from work, reduction in patients' satisfaction, family problems, alcohol and drug abuse, depression, and even suicide. At this juncture, the study is undertaken to address the specific problems among nurses from government and private hospitals related to occupational stress and attitude towards nursing in Manjeri Municipality.

#### **IV. Objectives of the Study**

1. To measure the level of stress among nurses.
2. To identify the various factors which cause stress among nurses.
3. To study the attitude of nurses towards nursing and hospital.
4. To identify the various consequences of job stress among nurses.

#### **V. Hypotheses of the Study**

1. There is no association between category of hospital and level of stress of nurses.
2. There is no association between age and level of stress of nurses
3. There is no significant difference between the mean ranks of the opinion of nurses as regards factors causing stress.
4. There is no significance difference between the mean scores of the nurses of government and private hospitals with regard to attitude towards nursing and hospital.
5. There is no significance difference between the mean scores of the age of nurses with regard to attitude towards nursing and hospital.
6. There is no significance difference between the mean scores of the nurses of government and private hospitals with regard to consequences of job stress.
7. There is no significance difference between the mean scores of the age of nurses with regard to consequences of job stress.

#### **VI. Methodology of the Study**

Population of the study constitutes all the nurses of public and private hospitals in Manjeri Municipality. Sample size is fixed as 120, out of which 60 nurses selected from government hospitals and 60 from private hospitals. Purposive sampling will be used for selecting nurses.

Both primary and secondary data are used for the study. The primary data are collected from nurses in Manjeri Municipality and secondary data are collected from books journals and internet. Questionnaire method is used for collecting primary data. The tools used for analysis include percentage, ranking, mean deviation, scaling, etc. Chi-square test freedmen's test, Mann Whitney test, etc. are used for testing hypothesis.

## VII. Results and Discussion

**Table -1**  
**Profile of Nurses**

<b>Hospital Category</b>	Government	60
	Private	60
<b>Age</b>	Below 35	88
	35 to 45	22
	Above 45	20
<b>Gender</b>	Male	24
	Female	96
<b>Experience</b>	Below 5 years	63
	5 to 10 years	45
	Above 10 years	12
<b>Marital Status</b>	Single	38
	Married	82
<b>Working Hours</b>	Below 10 hours	80
	10 hours and Above	40

For the study, 50% nurses are selected from government hospitals and 50% from private hospitals. The profile of nurses reveals that 74% belong to the age group below 35 years, 80% are female, 53% have experience below 5 years and 68% are married. 68% work below 10 hours in hospitals.

**Table -2**  
**Level of Stress**

<b>Level</b>	<b>Frequency</b>	<b>Percent</b>
Low	37	30.8
Medium	34	28.3
High	49	40.9

<b>Total</b>	<b>120</b>	<b>100.0</b>
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Analysis of the stress of nurses reveals that 49% experience high level of stress, 34 % medium level and 37% experience only low level of stress from nursing job.

**Table -3**  
**Ranking of Causes of Stress**

<b>Causes</b>	<b>Mean</b>
Stress from lack of professional knowledge and skills	1.68
Stress from assignments and workload	3.90
Stress from taking care of patients	3.97
Stress from clinical environment	3.27
Stress from peers and daily life	2.18

The most important factor which leads to job stress among nurses is the stress from taking care of patients (3.97) followed by stress from assignments and workload (3.90). The other factors are stress from clinical environment, stress from peers and daily life, stress from lack of professional knowledge and skills.

**Table -4**  
**Attitude towards nursing job**

<b>Attitude</b>	<b>Mean</b>
Satisfied with present salary	1.58
Heavy work load	2.38
Too much responsibility and not enough authority	2.24
Over supervision	2.13
Gap between administration and problems of nursing service	2.30
Sufficient time for patient care	2.15
Doing things against professional nursing judgement	2.18
Satisfied with management	1.84

Lack of mingling between High and less experienced staffs	2.13
Continue nursing job	2.73

The attitude of nurses towards nursing job reveals that even though stress level is high, they prefer to continue nursing job. The work load is heavy and there is gap between administration and problems of nursing service. They have the opinion that sometimes they do things professional nursing judgement. Satisfaction with salary and also management is not very high. They have too much responsibility and not enough authority.

**Table -5**

**Consequences of Stress**

<b>Consequences</b>	<b>Mean</b>
Little enthusiasm	2.40
Tired both physically and mentally	2.58
Frustrated in carrying out responsibilities	1.92
Completely exhausted	2.14
Emotionally drained	2.04
Taken number of leaves	1.10
Little attention to family	1.82
Do not get good sleep	1.59

The analysis of the consequences of stress reveals that nurses are both physically and mentally tired (2.58). They have little enthusiasm to do work (2.40) and they are completely exhausted (2.14) and emotionally drained (2.04) All the above variables have got high mean values which indicates that stress has serious consequences on the physical and mental health of the nurses.

**Table No 6**

**Results of Hypotheses Testing**

<b>Research Hypotheses</b>	<b>Test</b>	<b>P Value</b>	<b>Result</b>
There is no association between category of hospital and level of stress of nurses.	Chi-Square Test	<0.000	Ho Rejected at 1%
There is no association between age and level of stress of nurses	Chi-Square Test	0.021	Ho Rejected at 5%

There is no significant difference between the mean ranks of the opinion of nurses as regards factors causing stress.	Friedman Test	<0.000	Ho Rejected at 1%
There is no significance difference between the mean scores of the nurses of government and private hospitals with regard to attitude towards nursing and hospital.	Mann Whitney U Test	0.006	Ho Rejected at 1%
There is no significance difference between the mean scores of the age of nurses with regard to attitude towards nursing and hospital.	Kruskal Wallis H Test	0.007	Ho Rejected at 1%
There is no significance difference between the mean scores of the nurses of government and private hospitals with regard to consequences of job stress.	Mann Whitney U Test	0.015	Ho Rejected at 5%
There is no significance difference between the mean scores of the age of nurses with regard to consequences of job stress.	Kruskal Wallis H Test	<.000	Ho Rejected at 1%

The results of hypotheses testing using chi-square reveal that there is association between category of hospital and level of stress of nurses and also association between age and level of stress of nurses. Hypotheses testing using Friedman test reveal that significant difference between the mean ranks of the opinion of nurses as regards factors causing stress. Analysis also reveal that there is significance difference between the mean scores of the nurses of government and private hospitals with regard to attitude towards nursing and hospital and also significant difference between the mean scores of the nurses of government and private hospitals with regard to consequences of job stress. Kruskal Wallis H Test reveals that there is significance difference between the mean scores of the age of nurses with regard to attitude towards nursing and hospital and also there is significance difference between the mean scores of the age of nurses with regard to consequences of job stress.

### VIII. Conclusion

Nursing is by its nature, an occupation subject to a high degree of stress. The study reveals that level of stress among nurses in Manjeri Municipality is high. The most important factor which leads to job stress among nurses is the stress from taking care of patients. The other sources of stress are stress from clinical environment, stress from peers and daily life, stress from lack of professional knowledge and skills. The attitude of nurses towards nursing job reveals that even though stress level is high, they prefer to continue nursing job. The work load is heavy and there is gap between administration and problems of nursing service. Hence the management of hospitals should take several initiatives in helping the nurses to overcome their stress problems.

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