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Influence of demographic factors on occupational stress of nurses

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Abstract: Demographic data are personal statistical data include information as gender, educational level, race and family. In current business world stress has become a common factor which affects every one physically and mentally. Among this Nurses are one of the primary health care provider in health sector where in their profession stress factor is inevitable. Hence taking the above problem into consideration the influence of demographic factors on occupational stress among nurses is analyzed through ANOVA method. The primary data for this study is collected through a structured questionnaire and the secondary data such as published articles are used in this article.

INTRODUCTION

Stress is a common factor in recent days this is nothing but a negative response arises due to pressure in the work area and when the final outcome doesn't match with the expected output, Stress mainly affects the physical and mental condition of the person. Ramya and Mallika (2013) has mentioned that Occupational stress defined as the harmful physical and emotional responses that occur when the requirement of the job do not match the capabilities resources or needs of the worker Nursing professional is considered as a high risk profession at high risk for high level of stress and burnout. Occupational stress is a major problem for many workers this may be due to increased workloads, downsizing, overtime, and shift work. Barbara Farquharson, et.al, (2012) has started in their study Nurses working in hospital settings report high levels of occupational stress. Stress is a very serious term in the working condition especially in case of nursing profession where the full time care to the patient is required which affects the nurses physically and mentally.

According to Mohsen , Marzieh and Negin (2012) "job stress is a condition in which a nurse is under pressure so that the quality of care and the nurses' personal and family life is interrupted. Being under continuous pressure, low social dignity, and the manner of nurse managers were among the important sources of job stress".

Stress in nurses has been linked to reduced physical and psychological health, reduced job satisfaction, increased sickness absence, increased staff turnover, and poorer job performance. Occupational stress is a major health issue which evolves in the workplace, due to which it leads to low productivity and more absenteeism. The correlation analysis of the study by Viinder and Sarita (2013) under the study occupational stress and health among teacher education occupational stress proves that occupational stress have significant and positive impact upon health of teacher educators. Nursing is a profession where it involves more stress in their routine job which have a very serious effect on their health which in turn show the negative impact on patient care. Certain factors are identified which leads to the occupational stress among nursing professional like time pressure, coping with new situations , poor working condition , dealing with relatives and lack of flexible working shifts. Various studies revealed that the nursing profession is challenging due to occupational stress and burnouts. A study revealed by Jorge (2011) under the topic Interventions for occupational stress management among nurses: A systematic literature review that challenges faced by the nurses are due to unbalance in their daily work. It was discussed that nurses work under stressful environments However; they are expected to provide holistic and good quality care to the patient. This proved unbalance between motivation and work. It was also revealed that patients remain under the risk of prolonged illness whereas the risks are associated with poor quality of care and directed to individual nurses (Hallin & Danielson 2007). Demographic information provides data regarding research participants and is necessary for the determination of whether the individuals in a particular study are a representative sample of the target population for generalization purposes. Demographic factors contain age, education, total year of experience of nurses, employment status and salary.

Apart from the above reasons for occupational stress in this paper the influence of demographic factors on occupational stress. To find out the significant influence of demographic data's ANOVA method is used for the analysis.

CONSEQUENCES OF STRESS

The consequences of these conditions can have a significant impact on individual nurses and the ability to accomplish tasks; specifically, poor decision making, lack of concentration, apathy, decreased motivation, and anxiety may impair job performance, possibly resulting in lethal threats to patient safety.

Jennifer Ward (2012) has stated that the following are just some of the issues that nurse face that often contribute to stress:

- Anxiety related to demands of the job.
- Inefficient coping related to the lack of knowledge for job requirements.
- Spiritual distress related to the inability to find meaning or purpose in professional and personal life.
- Ineffective leadership ability; ineffective assertiveness training.
- Inability to motivate staff.
- Ineffective ability to balance work, family, and personal life.
- Lack of supervisory support.
- Poor co-worker relationships.

OBJECTIVES OF THE STUDY

1. To study about the occupational stress among the nurses
2. To analyze the demographic factors influencing the occupational stress among the nurse
3. To give few suggestions based on the study.

Hypotheses:

Ho: There is no significant influence of employee's age on occupational stress of nurses

Ho: There is no significant influence of employee's education on occupational stress of nurses

Ho: There is no significant influence of employee's salary on occupational stress of nurses

Ho: There is no significant influence of employee's experience on occupational stress of nurses

Ho: There is no significant influence of employee's employment status on occupational stress of nurses

RESULTS AND DISCUSSION

For analysis ANOVA method is used to determine whether there are any significant differences between the means of three or more independent (unrelated) groups. The one-way ANOVA compares the means between the groups you are interested in and determines whether any of those means are significantly different from each other. Specifically, it tests the null hypotheses:

$$H_0: \mu_1 = \mu_2 = \mu_3 = \dots = \mu_k$$

Around 300 nurses were randomly picked and the data collected from them are used for the analysis.

Table 1
To test the significant relationship between Demographic factors and occupational stress

<i>Particulars</i>	<i>Classification</i>	<i>Percentage</i>	<i>F values</i>
Age	22-30	76.5	41.508
	31-41	19.3	P <.001
	42-52	3.9	
	52+	0.3	
Education	Diploma in Nursing	63.4	25.048
	Bachelor degree in nursing	28.8	P <.001
	Advanced degree	7.8	
Total year of experience	1-5 Years	63.4	86.729
	6-10 Years	25.8	P <.001
	11-15 Years	5.2	
	16-20 Years	3.4	
	20+ Years	2.2	
Employment status	Full time	82.3	55.784
	Part time	12.2	P <.001
	Adjunct	5.5	
Salary	Rs. 4000-6000	24.6	181.971
	Rs. 7000-9000	26.4	P <.001
	Rs. 10000-12000	27.7	
	Above 12000	21.3	

Age, total years of working experience and employment status:

Vijay Viegas (2015) Nurses play a very important role in the medical industry, But despite being recognized and valued, nurses still have to face several difficulties and challenges in their profession. Some of these challenges are easy to overcome but others are quite complicated for the nurses to handle. Long Working Hours, Less Compensation, Workplace violence, Lack of Respect from Others, Exposure to Hazardous Chemicals, Exposure to Diseases are some of the factors that cause stress in nurses. The obtained 'F' value is 41.508, which is significant at 1% level; the value indicated that there is significant level of influence of age on occupational stress of nurses. The obtained 'F' value is 86.729, which is significant at 1% level. Therefore the null hypothesis is rejected and accepts there is a significant level of influence of total year of experience on occupational stress of nurses. The obtained 'F' value is 55.784, which is significant at 1% level the value indicated that there is significant level of influence of employment status on occupational stress of nurses.

From the above analysis shows that three demographic variables shows there is a significant influence on occupational stress. Higher the age of nurse shows that they can cope with the change of working environment even in difficult situation. In the same manner experience and employment status gives the nurses the more confidence level to overcome the occupational stress and do their duty.

Balakrishnamurthy and Swetha (Jul-Dec 2009) when the correlation coefficients between stress and levels of experience are compared, individuals with greater experience exhibit lower levels of stress than those with fewer years of experience. Antoniou, Polychroni And Vlachakis (2006) Younger teachers experienced higher levels of burnout, specifically in terms of emotional exhaustion and disengagement from the profession, while older teachers experienced higher levels of stress in terms of the support they feel they receive from the government. From the study conducted by Ali Qadimi and Praveena (august 2013) teachers with lower age groups had lesser stress compared to teachers with higher age groups. Nirmanmoh Bhatia, Jugal Kishore and Tanu Anand, Ram Chander Jiloha (mar 2010) Increasing age and longer duration of the job did not have a statistically significant relationship with job stress. However other studies have demonstrated that increasing age and longer duration of job lead to increased stress. Therefore, it would be desirable to address the issue of stress management early in the career of nurses to prevent adverse consequences later. Higher the stress level among the nurses less the job satisfaction this proves from the study. Experience can detrimentally influence job satisfaction, psychological well-being and physical health of the nurses. To reduce occupational stress among nurses, discussion regarding the stress as a team among the nurses can be done in solving problem/issue together, stimulate alternative solutions through conflict management new creativity ideas can be generated and discussed among the staff.

EDUCATION AND SALARY

The obtained 'F' value is 25.048, which is significant at 1% level. Therefore the formulated hypothesis shows that there is no significant level of influence of education on occupational stress of nurses is rejected. The obtained 'F' value is 181.971, which is significant at 1% level. There is no significant level of influence of salary on occupational stress of nurses is rejected. Education and salary will not have any influence on stress.

CONCLUSION

Talma Rosenthal and Ariela Alter (October 2011) says that Occupational stress, or job strain, resulting from a lack of balance between job demands and job control, is considered one of the frequent factors in the etiology of hypertension in modern society. Stress, with its multi factorial causes, is complex and difficult to analyze at the physiological and psychosocial levels. Stress is a very serious issue which has to be considered very seriously in order to avoid the damage cause physically and mentally. Based on the age and experience in the field of health care stress can be managed well by the nurses through which they can provide a better service to the society.

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