

A study on factors causing stress among employees in Private Hospitals in Tamilnadu - An empirical investigation

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Abstract: Stress is a state of being involving demand on physical or mental energy. Occupational stress refers to a situation where occupation related factors interact with employee to change i.e. disrupts or enhance his / her psychological and or physiological conditions such that the person is forced to deviate from normal functioning. In this research paper the researchers examined the major factors causing stress to staff nurses in private hospitals. The study is a descriptive one. Primary data was collected by the researcher with the help of structured questionnaire administered to the staff nurses of three leading private hospitals in Tiruchirappalli District - Tamilnadu. 173 employees from those hospitals constitute the sample size. Fifteen questionnaires were distributed for the purpose of pre-testing the questionnaire's contents. A complete questionnaire was developed based on the comments collected during the pre-testing period. Type of sampling method used was simple random sampling. To test the reliability of the data collected, the researcher used cronbach's Alpha test and the value is 0.722 which shows that the data has satisfactory reliability and validity. Using Statistical Package for Social Sciences (SPSS) the following tools were administered in this study 1) Factor Analysis 2) Multiple Regression and 3) Reliability Test. Some of the findings were derived that will be significant to present Indian scenario

Keywords: Stress, Hospital, Nurse etc

I. Introduction

Stress has been defined in different ways over the years. Originally, it was conceived of as pressure from the environment, then as strain within the person. The generally accepted definition today is one of interaction between the situation and the individual. It is the psychological and physical state that results when the resources of the individual are not sufficient to cope with the demands and pressures of the situation. Thus, stress is more likely in some situations than others and in some individuals than others.

Causes of Occupational Stress – Stressors

Sources of stress may also differ based on one's position in the organization. Executive stressors may arise from the pressure for short-term financial results or the fear of a hostile take-over attempt. At the supervisory level, stressors include the pressure for quality and customer service, numerous meetings and responsibility for the work of others. Workers are more likely to experience the stressors of low status, resource shortage, and the demand for a large volume of error free work. Thus the type of work or job also causes stress.

II. Review of Litreture

Arbabisarjou, Azizollah et.al., (2013) The purpose of this research was to study relationship between Job stress and performance among the hospitals nurses in year of 2012-2013. The research method in this study is correlation descriptive. The participants of this study were 491 nurses in hospitals which were randomly chosen from all nurses and finally, 100 questionnaires were analyzed. The data collection tools included two questionnaires which were about the Job stress and performance, with 39 and six questions accordingly. The results of the study showed there was a negative correlation between Job stress and performance.

Dr. Beulah Viji Christiana. M, and Dr. V.Mahalakshmi, (2013) This study identifies the differences in job-related stress pertaining to employees in the managerial cadre in both public and private sector , based on significant role stressors. Attempts are also made to find out whether there exists any significant relationship between role stress and demographic variables like age, educational qualification, marital status, work experience on the stress levels of both public and private sector managers. **P. Vanishree, (2014)** .This paper examined the impact of work stressors on job stress of small and medium-sized enterprises (SMEs).In carrying out the study, random sampling technique was used to select 200 employees who have worked at least 3 years in an SME. Relevant data were collected using structured questionnaire. The correlation analysis was used to

test the study hypothesis. The findings showed that work overload, work ambiguity and work conflict brings about job stress among workers resulting in poor concentration, mental block and poor decision making skills.

Research Question

1. To examine the major factors causing stress to staff nurses in private hospitals

Statement of Hypothesis

- There is no significant relationship between the factors causing stress to staff nurses in private hospitals

III. Methodology

The study is a descriptive one. Primary data was collected by the researcher with the help of structured questionnaire administered to the staff nurses of three leading private hospitals in Tiruchirappalli District - Tamilnadu. 173 employees from those hospitals constitute the sample size. Fifteen questionnaires were distributed for the purpose of pre-testing the questionnaire's contents. A complete questionnaire was developed based on the comments collected during the pre-testing period. Type of sampling method used was simple random sampling. Due to various reasons the three leading hospitals name is not being disclosed in this study.

Statistical Tools Used

Using Statistical Package for Social Sciences (SPSS) the following tools were administered in this study 1) Factor Analysis 2) Multiple Regression and 3) Reliability Test.

Reliability Statistics

Table-1

Cronbach's Alpha	N of Items
.722	20

An examination had been made from the reliability of the data to check whether random error causing inconsistency and in turn lower reliability is at a manageable level or not, by running reliability test. From table 1 it is clear that values of Coefficient alpha (Cronbach's Alpha) have been obtained, the minimum value of Coefficient alpha obtained was .722. This shows data has satisfactory internal consistency reliability.

Table - 2

KMO and Bartlett's Test

The individual statements on factors causing stress was examined using factor analysis based on 20 individual statements and the reliability of the samples collected was tested for internal consistency of the grouping of the items.

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.820
Bartlett's Test of Sphericity	Approx. Chi-Square	2795.966
	df	190
	Sig.	.000

KMO measure of sampling adequacy is an index to examine the appropriateness of factor analysis. High values between 0.5 and 1.0 indicate factor analysis is appropriate. Values below 0.5 imply that factor analysis may not be appropriate. From the above table it is seen that Kaiser – Meyer – Olkin measure of sampling adequacy index is 0.820 and hence the factor analysis is appropriate for the given data set. Bartlett's Test of Sphericity is used to examine the hypothesis that the variables are uncorrelated. It is based on chi-Square transformation of the determinant of correlation matrix. A large value of the test statistic will favor the rejection of the null hypothesis. In turn this would indicate that factor analysis is appropriate. Bartlett's test of Sphericity Chi-square statistics is **2795.966**, that shows the 20 statements are correlated and hence as inferred in KMO, factor analysis is appropriate for the given data set.

Table -3

Total Variance Explained

Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.278	36.391	36.391	7.278	36.391	36.391	4.683	23.415	23.415

2	3.918	19.588	55.979	3.918	19.588	55.979	4.430	22.151	45.565
3	2.470	12.352	68.331	2.470	12.352	68.331	3.195	15.973	61.538
4	1.988	9.939	78.270	1.988	9.939	78.270	2.437	12.185	73.723
5	1.330	6.651	84.921	1.330	6.651	84.921	2.240	11.198	84.921
6	0.749	3.743	88.663						
7	0.550	2.751	91.414						
8	0.413	2.065	93.479						
9	0.318	1.588	95.067						
10	0.254	1.269	96.336						
11	0.213	1.065	97.401						
12	0.147	0.735	98.136						
13	0.110	0.549	98.686						
14	0.078	0.390	99.076						
15	0.068	0.341	99.417						
16	0.039	0.196	99.613						
17	0.034	0.171	99.784						
18	0.023	0.117	99.901						
19	0.011	0.055	99.957						
20	0.009	0.043	100.000						

Extraction Method: Principal Component Analysis.

Eigen Value represents the total variance explained by each factor. Percentage of the total variance attributed to each factor. One of the popular methods used in Exploratory Factor Analysis is Principal Component Analysis, Where the total variance in the data is considered to determine the minimum number of factors that will account for maximum variance of data.

Table – 4 Rotated Component Matrix (a)

	Component				
	1	2	3	4	5
I Am Given Enough Time To Do What Is Expected Of Me On My Job	0.191	0.734	0.082	-0.033	0.509
I Get Upset Thinking That I Am Not Able To Prosper Or Make Progress In My Job Or Carrier	0.113	0.216	0.079	0.218	0.806
I Very Offen Feel That I Am Being Neglected When I Am In The Team	0.035	-0.156	0.553	0.595	0.050
I Do My Work Under Considerable Tension	0.341	0.777	-0.066	-0.135	0.283
I Find Difficult To Concentrate On My Work	0.349	-0.073	0.049	-0.180	0.253
I Ofen Hestitste To Start Something New Because I Feel That I Will Not Be Successful And Scolding	-0.006	0.481	-0.313	0.751	0.142
Become Restless And Can't Keep Stiff While Working	-0.027	0.562	0.418	-0.051	0.049
I Feel Emotionally Drained From My Work	0.567	0.225	0.061	0.560	-0.312
This job made my life cumbersome	0.289	0.370	0.521	0.160	0.087
Work under tight deadlines	-0.175	0.786	0.429	0.034	0.154
Role Conflict	0.171	0.192	0.831	0.840	0.019
Abusive verbal or written comments are used at me	0.191	-0.093	0.917	-0.051	0.423
Have more than one person telling me what to do at work	0.860	0.024	0.191	0.019	0.325
Higher authorities do not give due significance to my post and work	-0.330	0.497	0.295	0.243	0.528
Excessive and inconvenient working hours	0.742	0.228	0.547	0.152	-0.152
Not having enough staff to adequately provide necessary services	0.788	-0.170	0.200	0.474	0.027
No great opportunity available outside my hospital in connection to my job	0.957	0.066	-0.120	0.070	0.104
Uncertain about what I am supposed to accomplish in my work	0.539	0.789	0.125	-0.083	0.635
Feeling of inequity	-0.026	0.889	-0.046	0.255	-0.038
I get offensive emails	0.817	0.261	0.331	0.108	-0.175
Extraction Method: Principal Component Analysis.					
Rotation Method: Varimax with Kaiser Normalization.					
a. Rotation converged in 9 iterations.					

Interpretation of factors is facilitated by identifying the statements that have large loadings in the same factor. The factor can be interpreted in terms of the statement that loads high on it. The factors causing stress among staff nurses in private hospitals comprises of 20 individual statements. Out of 20 variables, 5 individual variables contribute more towards stress.

The variables are:

1. Role Conflict

2. Abusive verbal or written comments are used at me
3. No great opportunity available outside my hospital in connection to my job
4. Uncertain about what I am supposed to accomplish in my work
5. Feeling of inequity

IV. Regression Analysis

Enter method in multiple regression analysis used for this study. Stress under various dimensions were regressed with the overall factors causing stress.

Table 5 Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.768(a)	.590	.559	.619

Predictors: (Constant),

Inference

The above model summary table shows R-Square for this model is 0.590. This means that 59.0 percent of the variation in overall factors causing stress (dependent variable) can be explained from the 10 independent variables. This table also shows the adjusted R-square for the model as .559.

Table 5.1 Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	51.411	7	7.344	19.144	.000(a)
	Residual	35.678	93	.384		
	Total	87.089	100			

Predictors: (Constant),

The ANOVA table, as displayed in the above table shows the F ratio for the regression model that indicates the statistical of the overall regression model. The larger the F ratio there will be more variance in the dependent variable that is associated with the independent variable. The F ratio = 16.975. The statistical significance is .000- "sig". There is relationship between independent and dependent variables.

V. Coefficients

Table 5.2 Coefficients

Model		UnStandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.811	.623		-2.908	.005
	More than one person telling me what to do	.647	.085	.540	7.644	.000
	Higher authorities do not give due significance to my post and work	.124	.076	.110	1.626	.107
	Feeling of inequity	.247	.071	.259	3.466	.001
	I Do My Work Under Considerable Tension	.059	.085	.051	.702	.485
	Not having enough staff to adequately provide necessary services	.070	.094	.055	.748	.457
	Abusive verbal or written comments are used at me	.021	.091	.017	.232	.817
	Excessive and inconvenient working hours	.286	.087	.233	3.295	.001

Dependent Variable: Stress factors

Inference

To determine if one or more of the independent variables are significant predictors of overall stress score, we examine the information provided in the coefficient table. From the above seven independent variable only three independent variables are having larger beta value and statistically significant.

The standardized coefficient beta column reveals that More than one person telling me what to do has a beta coefficient .540, which is significant (0.000), Feeling of inequity has a beta coefficient .259, which is significant (0.000), Excessive and inconvenient working hours has a beta coefficient .233, which is significant (0.000).

VI. Conclusion

Stress is an all pervading modern phenomenon that takes a heavy toll of human life. Different situation and circumstances in our personal life and in our job produce stress.

A little stress every now and then is not something to be concerned about. Ongoing, chronic stress, however, can cause or exacerbate many serious health problems. In this research paper factors that causes stress to nurses in private hospitals were identified like inconvenient working hours, lack of role clarity and inequity are some of the major reasons for stress. Hospital management need to take some active measures in reducing the stress of the nurses otherwise it will have an impact in turnover, performance and in the long run it will spoil the overall functioning of the organization.

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