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Comparative study to assess job stress level among male and female class 4th employees of selected hospital at Jabalpur

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Abstract

An exploratory research approach was undertaken in the present study “A Comparative Study to Assess Job Stress Level among Male and female Class 4th Employees of Selected Hospital at Jabalpur.” This study aimed to find out the common cause of stress among towards attitude by other senior employee hand over extra work, job stress and job satisfaction are important factors affecting workforce productivity. This study was carried out to investigate the job stress, job satisfaction, and workforce productivity levels, to examine the effects of job stress and job satisfaction on workforce productivity, and to identify factors associated with productivity decrement among employees.

Keywords: Physical environment, behavior symptoms, emotional symptoms

Introduction

Objectives of the study

- To assess occupational stress level among male and female class 4th employees.
- To find out association between selected demographic variable and occupational stress level.
- To compare occupational stress level among male and female class 4th employees.
- To develop an information booklet regarding coping strategies to overcome occupational stress.

Back Ground of the Study

Job stress is the harmful emotional and physical reactions resulting from the interaction between the workers and his environment, where the demands of the job exceed the workers capabilities and resources. The consequences life defensive behaviors, lowered self-esteem and organization consequences like lowers job performance, decreased organizational commitment, increased defensive behaviors are significant. Job stress contributes to the organizational problems such as employee 's dissatisfaction, lowered productivity and absenteeism.

Review of Literature

Shankar J conducted a cross-sectional study at logos, Nigeria to assess Stress among factory workers in developing country. This cross-sectional study reveals that a significant proportion (35%) of the sampled population of factory workers experienced measurable health problems in the form of anxiety; sleep disturbance, depression, somatic complaints and other clinical indicators of stress. Job stress and social support levels experienced by the group of workers judged 'sick' were significantly different from the control group, particularly so for employees in the lower levels of work hierarchy. In consonance with findings from the literature, job stress has a significant impact on mental health, with all the job stress parameters accounting for 41% of the variation in the general health. Those job stress variables that were significant predictors of health were job pressure, namely security and job tension, and interpersonal rewards. Extrinsic rewards i.e. those factors relating to income and status was not significant predictors of health. Perceived social support tended to increase at the higher levels of occupational status and at the work place it appeared to exert a positive influence on health presumably by counteracting the adverse effects of job stress.

Research Design

For the present study Pre-experimental one group Pre- test, Post- test design was used with the objective to identified the job stress level among 4th class employee.

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Setting of the Study

The present study was conducted in selected hospital.

Sample

A sample is the small portion of target population selected to participate in the study. Pilot and Hungler defines that sample as the subset of the population selected participate in a research study. The sample of the present study comprises:

Sample Size

The sample size consists of 60 4th class employees.

Sampling Technique

Sampling technique is a process of selecting a group of people, event, behavior and other element with which to conduct in this study sample was selected by using convenient sampling.

The data were presented under following sections

The final tools used in this study consist of 2 sections

Section I: Baseline Performa

Firstly a structured interview schedule to collect baseline data, which consisted of 10 items such as age, gender, marital status, family type, religion educational qualification, total years of work experience, monthly income, occupation of spouse and type of appointment. The investigator will place a tick mark (✓) or write the response given by the subjects against the column provided.

Section II: Structured interview schedule to assess occupational stress

This tool consisted of 34 items to assess occupational stress of class 4th employees. The items were developed as to cover 4 different areas, namely,

- Work symptoms (16 items)
- Relationship with superior and co-worker (5 items)
- Attitude towards work (6 items)
- Family support system (7 items)

The observation is marked under five headings minor stress, mild stress, moderate stress, severe stress, Extreme stress. Each item had score and it was under the heading 1 'very rare, 2 'rare, 3 'some time, 4 'often, 5 'always. Total score if it is in between 1-34 indicate minor stress, 35-68 indicates mild stress, 69-102 indicates moderate stress, 103 – 136 indicates severe stress, 137-170 indicates extreme stress.

Conclusion

Job stress is related to work. The researcher has chosen the 4th class male and female workers for job stress. Job stress is the environmental, physical and psychological symptoms that occur when worker perceive job stress and job satisfaction were moderate high and moderate respectively also their productivity was assess the moderate.

Acknowledgement

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