A Descriptive Study to assess the Stress and Job Satisfaction among the Staff Nurses at Civil Hospital Jind (Haryana)

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Abstract: Background and aim: Many studies have been conducted on stress and job satisfaction among nurses regarding job stress and satisfaction. Now a day the high prevalence issues related to mental health etc. workplace stress and job satisfaction. The aim the study assesses the stress and job satisfaction among nurses at civil hospital hisar, Haryana. Materials and Methods: This Study has used Non experimental descriptive design and Quantitative evaluative approach. There are 30 nurses included as a sample for this study from civil hospital of hisar, Haryana. Data are collected by Purposive sampling technique the researcher used Mueller satisfaction scale and Likert scale. The collected data was coded and analyzed by means of descriptive and inferential statistics by using SPSS – 20 versions. Results: Majority of the samples 19 (63.30 %) are sometimes stressful and samples who never stressful was 11 (36.79%) and shows the satisfaction level of samples. Majority of the samples 18 (60.00 %) had moderate level of satisfaction and samples who were very satisfied was 12 (40.00 %). Conclusion: To test the found the association between occupational stress and gender the null hypothesis can be stated as follows.

Key words: Descriptive, Assess, Knowledge, Stress, Nurses.

I. INTRODUCTION

Work stress is one of the most common and costly challenges in the workplace affecting practically everybody.[1] According to Karasek's job demands, control model, occupational stress occurs when psychological demand for work is high and control or decision-making is weak. This issue appears widely in stressful jobs. Nursing is an example of highly stressed jobs. The main reason is high psychological demand and low decision-making power.[2] Lack of facilities in unit, working with the opposite sex,[3] Results of several research indicate that work stress and physical and mental deterioration lead to disruption of health, work-like conflicts, dissatisfaction and work hassle, contention between coworkers and changing service location, decline in the quality of nursing care, and decrease in performing duties among nurses.[4] Stress has been categorized as an antecedent or stimulus, as a consequence or response, and as an interaction. It has been studied from many different frameworks. For example, Selye. [5] Proposed a physiological assessment that supports considering the association between stress and illness. Conversely, Lazarus and Folk man advocated a psychological view in which stress is "a particular relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her wellbeing. "Stress is not inherently deleterious, however. Each individual's cognitive appraisal, their perceptions, and interpretations, gives meaning to events and determines whether events are viewed as threatening or positive [6] who identified four sources of anxiety among nurses: Patient care, decision making, taking responsibility, and change? The nurse's role has long been regarded as stress-filled based on the physical labour, human suffering, work hours, staffing, and interpersonal relationships that are central to the work nurses do. Since the mid-1980s, nurses' work stress has been escalating due to the increasing use of technology, continuing rises in health care costs. [7] The nursing profession follows a holistic approach, taking into account the person in totality in his or her environment. Nurses provide presence, comfort, help and support for people confronted with loneliness, pain, incapacity, disease and even death. The fact that nursing has been extensively and unfailingly recognized worldwide as a stressful job is therefore not surprising. [8] The nurse's role has long been regarded as stress-filled based upon the physical labor, human suffering, work hours, staffing, and interpersonal relationships that are central to the work nurses do. Regardless of whether stress is perceived

positively or negatively, the neuroendocrine response yields physiologic reactions that may ultimately contribute to illness. Since occupational stress is more prominent in this caring profession, it is not surprising that many researchers emphasize the high risk for burnout noted in the nursing population.[9] Job stress among nurses is a global problem and 9.2% to 68% of nurses may be faced with job stress. This disorder among nurses may be associated with several psychological (anxiety, depression, exhaustion and poor concentration), physical (increased heart beat rate and blood pressure, cardiovascular diseases and musculoskeletal pains), or organizational (job absenteeism, lack of job satisfaction and lack of quality in job performance) problems. [10] In addition to job stress, one of the most important organizational issues related to nurses is their level of job satisfaction. [11] In a study conducted on job satisfaction and its association with staff performance among nurses, there was a positive and significant correlation between job satisfaction and staff performance. [12] Considering the significant role and the high proportion of female nurses in health care provision, there is a need for better understanding on the psycho-social issues

related to their level of job stress and job satisfaction. Better understanding on the relationships between job stress and job satisfaction among female nurses may help healthcare

managers, hospital policy makers and nursing instructors in providing appropriate strategies and programs to promote job satisfaction among nurses. Promoting job satisfaction among this population may consequently increase their level of productivity and efficiency, and improve the quality of their performance. [13]

II. OBJECTIVES

- To assess occupational stress and job satisfaction among nurses.
- To find out association between occupational stress and selected demographic variables among nurses.
- To find out association between job satisfaction and selected demographic variables among nurses.

Hypothesis: There will be no significant association between the stress and job satisfaction with associated demographic variables.

Assumptions:

- Nurses may be cooperative and willing to participate in the study.

Delimitations:

- The study is delimited to staff nurses of civil hospital, Jind.
- The study is delimited to single setting of Jind.
- Staff nurses between the age group 25-65 years.

Methodology:

Research approach: Quantitative evaluative approach is used for this study.

Research design: Non experimental descriptive design is used for this study.

Variables:

Independent variable- Stress

Dependent variable- Job satisfaction

Setting: The study is conducted at civil hospital, Jind.

Population: population is all staff nurses.

Sample: Sample for this study is staff nurses in civil hospital, Jind.

Sampling technique: Purposive sampling technique is used for the study.

Sample size: 30 staff nurses were selected.

III.DATA ANALYSIS AND INTERPRETATION

The collected data was coded and analysed by means of descriptive and inferential statistics by using SPSS – 20 versions. The analysed data was interpreted according the objectives of the study

S. No	Demographic Variables	Frequency	Percentage
1.	Gender		
	a. Male	1	3.33
	b. Female	29	96.67
2.	Marital Status		
	a. Married	15	50.00
	b. Un Married	15	50.00
	c. Divorce	0	0.00
3.	Working Unit		
	a. Medical ward	8	26.67
	b. Surgical ward	2	6.67
	c. SNCU	3	10.00
	d. Maternity ward	7	23.33
	e. Gynaecological ward	4	13.33
	f. Emergency Ward	6	20.00
4.	Age		
	a. Less than 24 years	10	33.33
	b. 25 – 29 years	12	40.00
	c. 30 – 35 years	3	10.00
	d. More than 35 years	5	16.67
5.	Work Experience in Nursing	19	63.33
	a. 1 – 3 years	5	16.67
	b. 4 – 6 years	3	10.00
	c. 7 – 9 years	3	10.00
	d. More than 10 years		
6.	Educational Qualification		
	a. B. Sc Nursing	17	56.67
	b. Post Basic Nursing	1	3.33
	c. GNM	11	36.67
	d. Others	1	3.33
7.	Salary		
	a. 10,000 – 20,000	2	6.66
	b. 20,001 – 30,000	6	20.00
	c. 30, 001 – 40.000	14	46.68
	d. Above 40,001	8	36.66

Table – 1: Frequency and Percentage distribution of samples according to their demographic variables: (n = 30)

Table – 1 shows the frequency and percentage distribution of samples according to demographic variables.

An overwhelming majority of the samples 29 (96.67%) were females. Marital status of the samples revealed that equal number of samples was married and unmarried 15 (50.00%). With regard to working unit of the samples majority of them 8 (26.67%) works in medical ward. Next to it more samples 7 (20.00%) works in maternity ward. Samples were higher in age group between 25 – 29 years were 12 (40.00%). Work experience of the samples shows that majority of them have their experience is between 1 – 3 years 19 (63.33%). Educational qualification shows that majority of the samples were having B. Sc (N) 17 (56.67%) The samples salary shows that less than one half of the total samples were getting salary between 30,001 to 40.0000

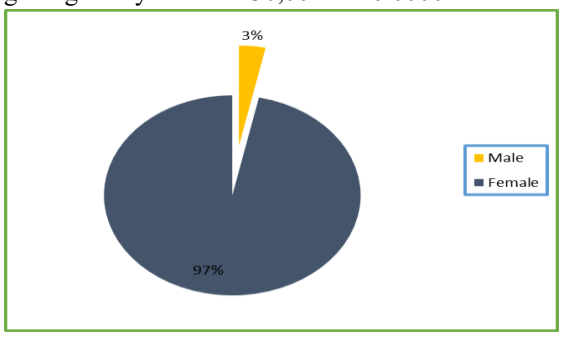

Figure – 1: Percentage distribution of samples according to Gender

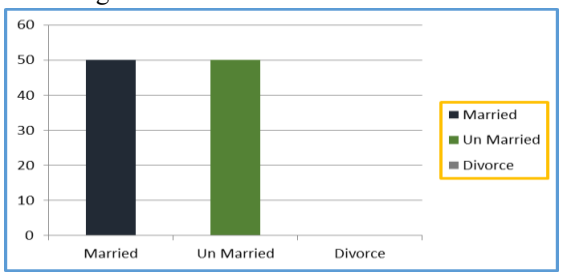

Figure – 2: Percentage distribution of samples according to Marital Status

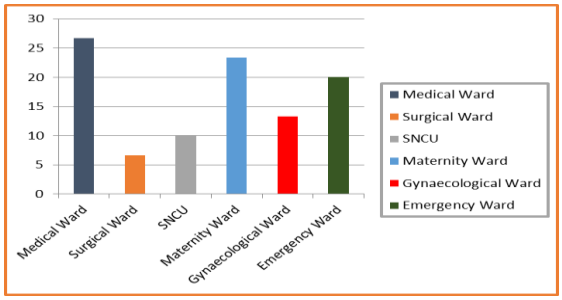

Figure – 3: Percentage distribution of samples according to area of working

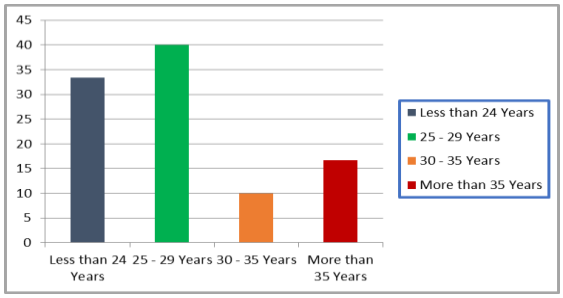

Figure – 4: Percentage distribution of samples according to age (years)

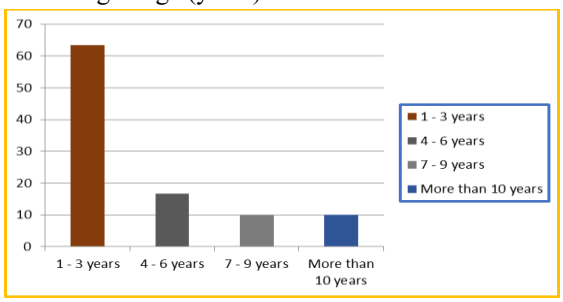

Figure – 5: Percentage distribution of samples according to year of experience

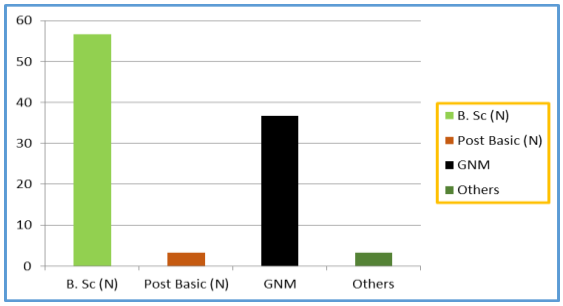

Figure – 6: Percentage distribution of samples according to Education

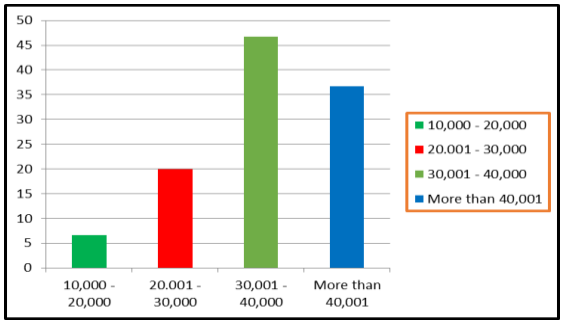

Figure – 7: Percentage distribution of samples according to Salary

Table – II: Frequency and Percentage distribution of samples according to Occupational Stress

(n = 30)

S. No	Level of Occupational Stress	Frequency	Percentage
1.	Never Stressful	11	36.70
2.	Sometimes Stressful	19	63.30
3.	Frequently Stressful1	0	0.00

The above table shows the occupational stress level of samples. Majority of the samples 19 (63.30 %) are sometimes stressful and samples who never stressful was 11 (36.79%).

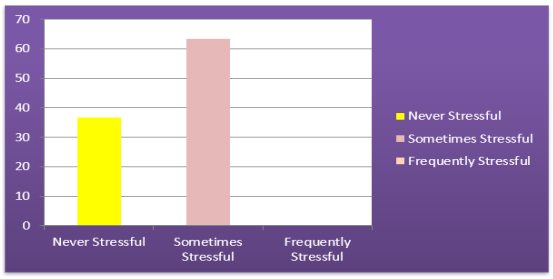

Figure – 8: Percentage distribution of samples according to Occupational Stress

Table – III: Frequency and Percentage distribution of samples according to Job Satisfaction

(n = 30)

S. No	Level of Occupational Stress	Frequency	Percentage
1.	Very Dissatisfied	0	0.00
2.	Moderately Dissatisfied	18	60.00
3.	Very Satisfied	12	40.00

The above table shows the satisfaction level of samples. Majority of the samples 18 (60.00 %) had moderate level of satisfaction and samples who were very satisfied was 12 (40.00 %).

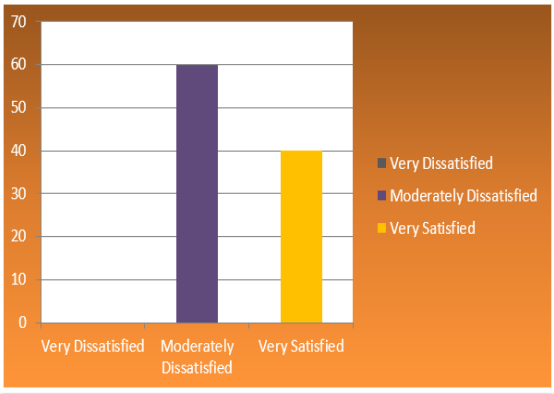

Figure – 9: Percentage distribution of samples according to level of satisfaction

Table – IV: Level of association between Occupational Stress and Selected Demographic Variables

n = 30)

S. No	Demographic Variables	Level of Occupational Stress		Chi -Square	'P' value
		Never	Sometimes		
1.	Gender				
	a. Male	0	1	0.599^{NS}	0.439
	b. Female	11	18		
2.	Marital Status				
	a. Married	4	11	1.292^{NS}	0.256
	b. Un Married	7	8		
3.	Working Unit				
	a. Medical ward	6	2		
	b. Surgical ward	0	2		
	c. SNCU	0	3		
	d. Maternity ward	3	4	10.417^{NS}	0.64
	e. Gynaecological ward	0	4		
	f. Emergency Ward	2	4		
4.	Age				
	a. Less than 24 years	4	6		
	b. 25 – 29 years	6	6	3.876^{NS}	0.275
	c. 30 – 35 years	1	2		
	d. More than 35 years	0	5		
5.	Work Experience in Nursing				
	a. 1 – 3 years	7	12		
	b. 4 – 6 years	3	2	2.924^{NS}	0.404
	c. 7 – 9 years	1	2		
	d. More than 10 years	0	3		
6.	Educational Qualification				
	a. B. Sc Nursing	9	8		
	b. Post Basic Nursing	0	1		
	c. GNM	2	9	4.715^{NS}	0.194
	d. Others	0	1		

7.	Salary a. 10,000 – 20,000 b. 20,001 – 30,000 c. 30, 001 – 40.000 d. Above 40,001	 2 2 5 2	 0 4 9 6	3.958^{NS}	0.266

To test the association between occupational stress and gender the null hypothesis can be stated as follows

H_0 – There will be no significant association between occupation stress and gender.

The chi-square value for the occupational stress and gender was 0.599 and the 'p' value was 0.439 which was higher than the level of significance 0.05. so we accept the null hypothesis.

To test the association between occupational stress and marital status the null hypothesis can be stated as follows:

H_0 – There will be no significant association between occupation stress and marital status.

The chi-square value for the occupational stress and marital status was 1.292 and the 'p' value was 0.256 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between occupational stress and working unit the null hypothesis can be stated as follows:

H_0 – There will be no significant association between occupation stress and working unit.

The chi-square value for the occupational stress and working unit was 10.417 and the 'p' value was 0.64 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between occupational stress and Age the null hypothesis can be stated as follows:

H_0 – There will be no significant association between occupation stress and Age.

The chi-square value for the occupational stress and age was 3.876 and the 'p' value was 0.275 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between occupational stress and working experience the null hypothesis can be stated as follows:

H_0 – There will be no significant association between occupation stress and working experience.

The chi-square value for the occupational stress and working experience was 2.924 and the 'p' value was 0.404 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between occupational stress and educational qualification the null hypothesis can be stated as follows:

H_0 – There will be no significant association between occupation stress and educational qualification.

The chi-square value for the occupational stress and educational qualification was 4.715 and the 'p' value was 0.194 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between occupational stress and salary the null hypothesis can be stated as follows:

H_0 – There will be no significant association between occupation stress and salary.

The chi-square value for the occupational stress and salary was 3.958 and the 'p' value was 0.266 which was higher than the level of significance 0.05. So we accept the null hypothesis.

Table –V: Level of association between Job Satisfaction and Selected Demographic Variables

(n = 30)

S. No	Demographic Variables	Job Satisfaction		Chi -Square	'P' value
		Moderate	Very		
1.	Gender c. Male d. Female	 0 18	 1 11	1.552^{NS}	0.213
2.	Marital Status c. Married d. Un Married	 11 7	 4 8	2.222^{NS}	0.136

3.	Working Unit Medical ward h. Surgical ward i. SNCU j. Maternity ward k. Gynaecological ward l. Emergency Ward	 1 1 3 5 4 4	 7 1 0 2 0 2	12.763^{NS}	0.26
4.	Age e. Less than 24 years f. 25 – 29 years g. 30 – 35 years h. More than 35 years	 6 6 2 4	 4 6 1 1	1.389^{NS}	0.709
5.	Work Experience in Nursing e. 1 – 3 years f. 4 – 6 years g. 7 – 9 years h. More than 10 years	 11 3 2 2	 8 2 1 1	0.146	0.986
6.	Educational Qualification e. B. Sc Nursing f. Post Basic Nursing g. GNM h. Others	 9 1 7 1	 8 0 4 0	1.747^{NS}	0.627
7.	Salary e. 10,000 – 20,000 f. 20,001 – 30,000 g. 30, 001 – 40.000 h. Above 40,001	 1 4 7 6	 1 2 7 2	1.528^{NS}	0.676

To test the association between Job Satisfaction and gender the null hypothesis can be stated as follows:
H_0 – There will be no significant association between Job Satisfaction and gender.
The chi-square value for the Job Satisfaction and gender was 1.552 and the 'p' value was 0.213 which was higher than the level of significance 0.05. so we accept the null hypothesis.

To test the association between Job Satisfaction and marital status the null hypothesis can be stated as follows:
H_0 – There will be no significant association between Job Satisfaction and marital status.
The chi-square value for the Job Satisfaction and marital status was 2.222 and the 'p' value was 0.136 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between Job Satisfaction and working unit the null hypothesis can be stated as follows:
H_0 – There will be no significant association between Job Satisfaction and working unit.
The chi-square value for the Job Satisfaction and working unit was 12.763 and the 'p' value was 0.26 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between Job Satisfaction and Age the null hypothesis can be stated as follows:
H_0 – There will be no significant association between Job Satisfaction and Age.
The chi-square value for the Job Satisfaction and age was 1.389 and the 'p' value was 0.709 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between Job Satisfaction and working experience the null hypothesis can be stated as follows:
H_0 – There will be no significant association between Job Satisfaction and working experience.
The chi-square value for the Job Satisfaction and working experience was 0.146 and the 'p' value was 0.986 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between Job Satisfaction and educational qualification the null hypothesis can be stated as follows:
H_0 – There will be no significant association between Job Satisfaction and educational qualification.
The chi-square value for the Job Satisfaction and educational qualification was 1.747 and the 'p' value was 0.627 which was higher than the level of significance 0.05. So we accept the null hypothesis.

To test the association between Job Satisfaction and salary the null hypothesis can be stated as follows:

H_0 – There will be no significant association between Job Satisfaction and salary.

The chi-square value for the Job Satisfaction and salary was 1.528 and the 'p' value was 0.676 which was higher than the level of significance 0.05. So we accept the null hypothesis.

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