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Abstract:-

The present study was undertaken to know the relationship between stress and job satisfaction among Government and Private Hospital nurses. 60 Male and 60 Female nurses were selected from the Government and Private Hospital in Tumkur district (Karnataka) for the assessment of Stress and job satisfaction. The study revealed that there is negative high relationship between stress and job satisfaction among govt. hospital nurses and low relationship between stress and job satisfaction among private hospital nurses.

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RELATIONSHIP IN STRESS AND JOB SATISFACTION OF GOVERNMENT AND PRIVATE HOSPITAL NURSES

Keywords:

Relationship in stress , job satisfaction , Government and Private Hospital nurses.

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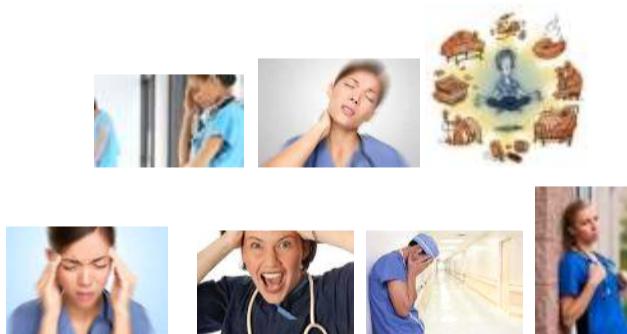


INTRODUCTION:

1. STRESS:



The term “stress”, as it is currently used was coined by Hans Selye in 1936, who defined it as “the non-specific response of the body to any demand for change”. Selye had noted in numerous experiments that laboratory animals subjected to acute but different noxious physical and emotional stimuli (blaring light, deafening noise, extremes of heat or cold, perpetual frustration) all exhibited the same pathologic changes of stomach ulcerations, shrinkage of lymphoid tissue and enlargement of the adrenals. He later demonstrated that persistent stress could cause these animals to develop various diseases similar to those seen in humans, such as heart attacks, stroke, kidney disease and rheumatoid arthritis. At the time, it was believed that most diseases were caused by specific but different pathogens. Tuberculosis was due to the tubercle bacillus, anthrax by the anthrax bacillus, syphilis by a spirochete, etc. What Selye proposed was just the opposite, namely that many different insults could cause the same disease, not only in animals, but in humans as well.



Stress is the emotional and physical response you experience when you perceive an imbalance between demands placed on you and your resources at a time when coping is important. What this means is that you experience stress whenever you are faced with an event or situation that you perceive as challenging to your ability to cope. If you see the event or situation as only mildly challenging, you will probably feel only a little stress; however, if you perceive the situation or event as threatening or overwhelming your coping abilities, you will probably feel a lot of stress. Importantly, your perception of how negative an outcome could be will significantly determine what degree of stress you experience. So, having to wait for a bus when you have all the time in the world triggers only a little stress. Waiting for that same bus when you are running late for an appointment triggers much more stress. The difference between the demands of the situation and your perception of how well you can cope with that situation is what determines how much stress you will feel.

SIGNS AND SYMPTOMS OF STRESS

The signs and symptoms of stress can range from a major physical crisis like a heart attack, to more minor symptoms like tiredness and disrupted sleep patterns. The more serious stress-related problems usually emerge in the context of prolonged periods of exposure to intense stress.

- Tiredness, fatigue, disrupted sleep patterns
- increased pulse rate and blood pressure
- Shallow, rapid respirations
- Muscular tension
- Loss of appetite, overeating, indigestion
- Constipation, diarrhea
- Dry mouth
- Excessive perspiration, clamminess
- Nausea
- Decreased libido
- Nail-biting
- Increased use of alcohol or other drugs
- Irritability and impatience

- Frequent worry and anxiety
- Moodiness, feeling sad or upset
- Loss of sense of humor
- Poor concentration, memory lapses
- Ambivalence
- Feeling overwhelmed by even minor problems

2. Job satisfaction:

Job satisfaction is simply how content an individual is with his or her job. At the more specific levels of conceptualization used by academic researchers and human resources professionals, job satisfaction has varying definitions. Affective job satisfaction is usually defined as one one-dimensional subjective construct representing an overall emotional feeling individuals have about their job as a whole. Hence, affective job satisfaction for individuals reflects the degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is usually defined as being a more objective and logical evaluation of various facets of a job. As such, cognitive job satisfaction can be one-dimensional if it comprises evaluation of just one aspect of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are simultaneously evaluated. Cognitive job satisfaction does not assess the degree of pleasure or happiness that arises from specific job facets, but rather gauges the extent to which those job facets are judged by the job holder to be satisfactory in comparison with objectives they themselves set or with other jobs. While cognitive job satisfaction might help to bring about affective job satisfaction, the two constructs are distinct, not necessarily directly related, and have different antecedents and consequences.

2. Review of Literature

The objective for the literature review was to examine the existing body of knowledge pertaining to stress and job satisfaction experienced by nurses. This literature review provided a greater understanding of the aforementioned concepts and occupation. It has also provided guidance and organization for the ideas and theories relating to stress and job satisfaction.

Job stress can result from series of factors. While job stress exists in all professions, health care professionals appear to be at particular risk because they face demands that those other occupations do not (Quine, 1998). Stress in nursing profession is one of the worldwide ongoing problems. Among all the health care professionals nurses have been found to have especially high level of stress (Bourbonnais, Comeau, Vezina, & Guylaine, 1998; Butterworth, Carson, Jeacock, White & Clements, 1999; Pal & Saksvik, 2008). Work place stress has effects on nurses physical and mental health (Burnardetal., 2000; Hannigan et al., 2000; Lambert et al., 2004a). Greenhaus and Parasuramana (1986) developed a work and non-work interactive model that explained stress as a psychological state in which a person is faced with demands, constrains, or opportunities with important but uncertain outcomes. Historically, a large number of job characteristics have been proposed as stressors (Beher and Newman, 1978).

The model was developed by Karasek (1979) and mentioned that the job demands and job control related to the occupational stress of the employees and then added another job component as work social support in 1980 and finally know as the model of JDSCS model of karasek and Theorell (1990). Some of the issues relevant to the study of social support in the workplace are illustrated by the job demands, control model of stress (karasek & Theorell, 1990). The model predicts that high job strain results from the combination of low social support, high demand, and low control. Several authors have pointed out that the job demand, control and social support (JDSCS) model of Karasek and Theorell (1990) is very suitable to study health care professionals. In addition, it has rarely been attempted to apply the Job demands, control and support model to the work situation of health care workers (de Jonge, Janssen & van Breukelen, 1996).

3. Methodology:

The Theoretical and empirical literature reviewed in the previous chapter underlined the need for assessing the stress and job satisfaction among nurses. The present study is designed as follows.

3.1 Aim: The present study aims at examine the relationship between stress and job satisfaction among nurses.

3.2 Objectives:

The objective of the present study is:
To study the relationship between stress and job satisfaction of hospital nurses.

3.3 VARIABLES:

1. Independent Variable: Stress
2. Dependent Variable: Job satisfaction.

3.4 HYPOTHESIS:

To examine the above objective the following hypothesis are used.

1. There will be a significant relationship in stress and job satisfaction among government hospital nurses.
2. There will be a significant relationship in stress and job satisfaction among private hospital nurses.

3.5 Research Design:

Within Group research designs with purposive sampling is used to examine the relationship between the stress and job satisfaction among nurses.

3.6 Sample: The sample for the study is selected from government hospitals and private hospitals nurses in Tumkur district, Karnataka State.

	Govt.Hospital Nurses	Private Hospital Nurses	Total
Male	30	30	60
Female	30	30	60
Total	60	60	120

3.7 Assessment tools:

The following are the assessment tools used for the present study

Personal data sheet

Stress Level Questionnaire (Dr. Latha sathish 1988)

Job satisfaction scale (Dr. Amar Singh and Dr. T.R. Sharma)

Description of tools:**1. Stress Level Questionnaire:**

The questionnaire developed by Dr. Latha sathish (1988) consists of 52 items arranged from Mild stress (least affecting the everyday affairs), moderate to severe stress.

Reliability and Validity:

The scale was tried out on a sample of 80 subject. The item value was 0.86. A test reliability on a sample of 30 subjects was found to be 0.96. The content validity based on judges rating was 0.86.

2. Job satisfaction scale:

The questionnaire is developed by Dr. Amar Singh and Dr. T.R. Sharma, consists of 30 statements.

Reliability and Validity:

The test-retest reliability works out to be 0.978 with N=52 and a gap of 25 days. The scale compares favorably with Muthayya's job satisfaction scale giving a validity coefficient of 0.743.

3.8 STATISTICAL ANALYSIS

A Spearman's (r) correlation method will be used to examine the relationship between Stress and job satisfaction among hospitals nurses.

4. Results and discussion

The present study was aimed at studying the relationship between stress and job satisfaction of hospitals nurses based on the results of the Stress and job satisfaction Questionnaire. A Spearman's (r) correlation method was done to test the hypothesis.

4.1 Demographic variables:

The following table provides information of the participants with regard to Age and sex.

Table 4.1.1 presents the age range for the female and male sample.

Age Range	Sex	Number
25-50 years	Male	60
25-50 years	Female	60
	Total	120

4.2 Stress level and Job Satisfaction: The relationship in the Stress and job satisfaction among hospital nurses was examined using 'r' value

Table 4.2.1 showing that Co-efficient of correlation for the Govt. hospital nurses on Stress and job satisfaction.

Variable 1	Variable 2	Co-efficient of correlation	Level. Of. Sig
Stress	Job satisfaction	-0.70	Negatively High correlation

INTERPRETATION:

The relationship between the Stress and Job satisfaction among government hospitals nurses was

examined by using 'r' value. The obtained 'r' value is -0.70 is negative highly correlated. The present study showed that there is a negative relationship between the stress and job satisfaction among government hospital nurses. The present study supports the first hypothesis.

Table 4.4.1 showing that Co-efficient of correlation for the private hospital nurses on stress level and job satisfaction.

Variable 1	Variable 2	Co-efficient of correlation	Level of Sig
Stress	Job satisfaction	0.33	Low correlation

Interpretation:

The relationship between the stress and job satisfaction among private hospitals nurses was examined by using 'r' value. The obtained 'r' value is 0.33 shows low correlation. The present study showed that there is no relationship between the stress and job satisfaction among private hospital nurses. The present study not supports the second hypothesis.

5. SUMMARY:

The present study was aimed at studying the relationship between stress and job satisfaction among hospital nurses. The subjects for the study consisted of Govt. and private hospital male and female nurses aged between 25 years to 50 years. 120 Nurses were administered the Stress level questionnaire. From the findings, it can be stated that there is a negatively high relationship between Stress and job satisfaction among Govt. hospital nurses but low relationship between stress and job satisfaction among private hospital nurses.

6. CONCLUSION:

1. Stress and Job satisfaction are negatively correlated among Govt. hospital nurses.
2. Low correlation among stress and job satisfaction among Private hospital nurses.
7. Limitations of the study:

First, a larger sample should have been considered for the study, which would have facilitated a better understanding of the chosen population.

Secondly, the sample was taken from Govt. /Non Govt. Hospital in Tumkur. Hence the results can not be generalized to the larger population.
Finally, follow up studies could not be conducted.

8. Suggestions for further research
 - a. Studies using these variables can also be conducted on different/heterogeneous groups.
 - b. A longitudinal study may be done on the Stress among Nurses.
 - c. A larger sample can be considered for the study.

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