

International Multidisciplinary
Research Journal

*Indian Streams
Research Journal*

Executive Editor
Ashok Yakkaldevi

Editor-in-Chief
H.N.Jagtap

Welcome to ISRJ

RNI MAHMUL/2011/38595

ISSN No.2230-7850

Indian Streams Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

International Advisory Board

Flávio de São Pedro Filho
Federal University of Rondonia, Brazil

Kamani Perera
Regional Center For Strategic Studies, Sri Lanka

Janaki Sinnasamy
Librarian, University of Malaya

Romona Mihaila
Spiru Haret University, Romania

Delia Serbescu
Spiru Haret University, Bucharest, Romania

Anurag Misra
DBS College, Kanpur

Titus PopPhD, Partium Christian
University, Oradea, Romania

Mohammad Hailat
Dept. of Mathematical Sciences,
University of South Carolina Aiken

Abdullah Sabbagh
Engineering Studies, Sydney

Ecaterina Patrascu
Spiru Haret University, Bucharest

Loredana Bosca
Spiru Haret University, Romania

Fabricio Moraes de Almeida
Federal University of Rondonia, Brazil

George - Calin SERITAN
Faculty of Philosophy and Socio-Political
Sciences Al. I. Cuza University, Iasi

Hasan Baktrir
English Language and Literature
Department, Kayseri

Ghayoor Abbas Chotana
Dept of Chemistry, Lahore University of
Management Sciences[PK]

Anna Maria Constantinovici
AL. I. Cuza University, Romania

Ilie Pinteau,
Spiru Haret University, Romania

Xiaohua Yang
PhD, USA

.....More

Editorial Board

Pratap Vyamktrao Naikwade
ASP College Devrukh, Ratnagiri, MS India Ex - VC. Solapur University, Solapur

R. R. Patil
Head Geology Department Solapur
University, Solapur

Rama Bhosale
Prin. and Jt. Director Higher Education,
Panvel

Salve R. N.
Department of Sociology, Shivaji
University, Kolhapur

Govind P. Shinde
Bharati Vidyapeeth School of Distance
Education Center, Navi Mumbai

Chakane Sanjay Dnyaneshwar
Arts, Science & Commerce College,
Indapur, Pune

Awadhesh Kumar Shirotriya
Secretary, Play India Play, Meerut (U.P.)

Iresh Swami
Ex - VC. Solapur University, Solapur

N.S. Dhaygude
Ex. Prin. Dayanand College, Solapur

Narendra Kadu
Jt. Director Higher Education, Pune

K. M. Bhandarkar
Praful Patel College of Education, Gondia

Sonal Singh
Vikram University, Ujjain

G. P. Patankar
S. D. M. Degree College, Honavar, Karnataka

Maj. S. Bakhtiar Choudhary
Director, Hyderabad AP India.

S. Parvathi Devi
Ph.D.-University of Allahabad

Sonal Singh,
Vikram University, Ujjain

Rajendra Shendge
Director, B.C.U.D. Solapur University,
Solapur

R. R. Yallickar
Director Management Institute, Solapur

Umesh Rajderkar
Head Humanities & Social Science
YCMOU, Nashik

S. R. Pandya
Head Education Dept. Mumbai University,
Mumbai

Alka Darshan Shrivastava
Shaskiya Snatkottar Mahavidyalaya, Dhar

Rahul Shriram Sudke
Devi Ahilya Vishwavidyalaya, Indore

S.KANNAN
Annamalai University, TN

Satish Kumar Kalhotra
Maulana Azad National Urdu University

RESILIENCE AS A CORRELATE OF JOB ATTITUDE AND PSYCHOLOGICAL WELLBEING OF DOCTORS WORKING IN PRIVATE AND GOVERNMENT HOSPITALS



Jomon Joy

Research Scholar Dept of Psychology, Karnatak University Dharwad.

Short Profile

Jomon Joy is a Research Scholar at Department of Psychology in Karnatak University Dharwad. He has completed B.A., M.Sc., M.Phil., Ph.D.

Co-Author Details :

Shanmukh Vasant Kamble

Associate Professor, Dept of Psychology, Karnatak University Dharwad.



ABSTRACT:

stable, healthy, and resilient physicians are better equipped for the emotionally and physically demanding tasks of providing care, comfort and hope to patients. Notably, doctors who are proactive about their health more regularly discuss health promotion with patients. We posit that good mental

health is necessary for the development and maintenance of those gratifying qualities of medical professionalism. Doctors' well-being, as the precursor to physician well-being, represents a critical aspect of medical training. In health care; there is little empirical evidence about provider evidences on job attitudes and psychological wellbeing. In reviewing the literature, there are not many evidences that connect resilience with psychological wellbeing and job attitudes whereas some researchers have found direct relationships between psychological wellbeing and resilience and resilience and job attitude in other fields. Anyway, the mediating effect of resilience on the relationship between psychological wellbeing and Job attitude has not been examined in previous researches. This study was carried out on 400 doctors (200 doctors from Government hospital and 200 doctors from private hospital) working in different hospitals in Kerala to study the influence of resilience on psychological well being and job attitude of doctors. The result indicates that Resilience is significantly and positively correlated with psychological well-being and job attitude

KEYWORDS

Resilience Job attitude Psychological Wellbeing, Doctors.

BACKGROUND OF THE STUDY

One dimension of inequality between social groups, as defined by socio-economic status, age, gender and increasingly ethnicity, is the experience of ill health and access to health services (Ahmad and Bradby, 2008). A number of stressors are associated with the health and helping professions, including time pressures, workload, having multiple roles, and emotional issues (Lambert et al., 2004; Lim, Hepworth, & Bogossian, 2011). Frequent environmental stress associated with human pain and distress in the workplace can impact on the physical and mental wellbeing of health professionals and result in burnout and, in some cases, traumatic stress-like symptoms (Stamm, 2010). These negative stress outcomes can impact not only on the wellbeing of health professionals, but also on their ability to care effectively for others (Barnett, Baker, Elman, & Schoener, 2007). It is therefore imperative that a preventive approach is adopted. Developing and fostering resilient environments and individuals within the health profession is emerging as a way to reduce negative, and increase positive, outcomes of stress in health professionals.

Health care is a stressful profession and takes its toll at physical, emotional, and mental levels. To effectively care for other people you must take good care of yourself. Medical service involves taking care of other peoples' lives and mistakes or errors could be costly and sometimes irreversible. It is thus expected that the medical doctor and other staffs themselves must be in a perfect state of mind devoid of morbid worries and anxieties. This is however not usually the case because the doctor apart from being affected by the same variables that impose stress on the general population, is also prone to stress because of the peculiarities of his work situation and the expectation of the society at large.

Stable, healthy, and resilient physicians are also better equipped for the emotionally and physically demanding tasks of providing care, comfort and hope to patients. Notably, doctors who are proactive about their health more regularly discuss health promotion with patients. We posit that good mental health is necessary for the development and maintenance of those gratifying qualities of medical professionalism: Doctors' well-being, as the precursor to physician well-being, represents a critical aspect of medical training.

The studies among doctors disclose many facts and work as an alarming system. For example, low level of satisfaction (dissatisfaction) from job may cause high level of stress, which could eventually be detrimental to physical/ mental health and quality of life. Hence, dissatisfaction from job may lead to increase in conflict, absenteeism, low patient care rate and reduction in quality and quantity of work. Physician's job satisfaction is interrelated to patient satisfaction, patient compliance, and continuity of care. Studies also reveal that dissatisfaction induces lower productivity and increased turnover, which eventually raises costs of the medical services. In health care; there is little empirical evidence about provider evidences on job attitudes and psychological wellbeing. In reviewing the literature, there are not many evidences that connect resilience with psychological wellbeing and job attitudes whereas some researchers have found direct relationships between psychological wellbeing and resilience and resilience and job attitude in other fields. Anyway, the mediating effect of resilience on the relationship between psychological wellbeing and Job attitude has not been examined in previous researches. Hence the researcher decided to study the influence of resilience on wellbeing and job attitude of doctors.

METHOD

Survey method is adopted in this study, which is descriptive and associated in nature. This study explored the various dimensions of job satisfaction, psychological wellbeing and resilience of doctors.

The sample of the study consisted of doctors from Kerala. The total sample taken for the study is 400 (200 doctors from Private hospital and 200 doctors from Government hospital)

MEASURES

Job Attitude Scale (JAS), (2004) developed by Jayan, to measure the attitude of the employees towards their job. The scale focuses on three dimensions such as Job Commitment, Job Involvement and Job Satisfaction. The Job Attitude Scale is a self-administered one. The reliability and validity of the test has been evaluated by the method of Cronbach's alpha and the alpha coefficient of each domain varies from .73 to .89 and the test-retest reliability is also found to be significant and varies from .63 to .73 respectively. Criterion validity and predictor validity of each of the domain are established.

Resilience Scale RS-14 (Wagnild & Young, 1993). The RS-14 consists in 14 items scale. The Cronbach alpha of the scale is .93. The RS 14 is strongly concurrent correlated with the RS ($r = .97, p < .001$) and moderately correlated with depressive symptoms ($r = -.41$) and life satisfaction ($r = .37$)

Psychological Well-Being Scale: This scale was developed by Ryff (1995). Original form had 120 questions but further studies were shorter forms of 84, 54 questions, 18 questions that were proposed. 84-item scale was used in this study; 84-item questionnaire included six dimensions namely, autonomy, environmental mastery, personal growth, and positive relationships with others, purpose in life and self-acceptance, and each factor has 14 questions. Cronbach's Alpha for each factor listed above was reported 0.83, 0.86, 0.85, 0.88, 0.88 and 0.91 respectively.

HYPOTHESES OF THE STUDY

- Ha 1: Resilience of doctors working in Government hospitals is significantly related to their Job attitude.
 Ha 2: Resilience of doctors working in Government hospitals is significantly related to their Psychological well being
 Ha 3: Resilience of doctors working in Private hospitals is significantly related to their Job attitude
 Ha 4: Resilience of doctors working in Private hospitals is significantly related to their Psychological well being

RESULT AND DISCUSSION

Hypothesis 1: Resilience of doctors working in Government hospitals is significantly related to their the job attitude

Table 1 Showing the Correlation coefficient of Resilience and Job Attitudes (dimension wise) of Doctors working in Government Hospitals (N= 200)

	Job Involvement	Job Commitment	Job satisfaction	Total Job Attitude
Resilience	0.89**	0.87**	0.89**	0.68**

*Significant at 0.05 level

**Significant at 0.01 level

***Significant at 0.001 level

Table 1 shows that Resilience and Job attitudes are positively and significantly correlated. The correlation between Resilience and Job Attitude is 0.68 which shows positive and significant relationship between these variables. All the dimensions of the Job attitudes are also significantly correlated with Resilience. Job involvement ($r=0.89$), Job Commitment ($r=0.87$) and Job Satisfaction ($r=0.89$). Hence the hypothesis is accepted.

Hypothesis 2: Resilience of doctors working in Government hospitals is significantly related to their Psychological well being.

Table 2 Showing the Correlation coefficient of Resilience and Psychological Well being (dimension wise) of Doctors working in Government Hospitals (N= 200)

	AT	EM	PG	PRO	PL	SA	PWB
Resilience	0.91**	0.89**	0.89**	0.89**	0.89**	0.89**	0.76**

*Significant at 0.05 level

**Significant at 0.01 level

***Significant at 0.001 level

AT- Autonomy, EM-Environmental Mastery, PG-Personal Growth, PRO-Positive Relation with Others, PL- Purpose of Life, SA-Self Acceptance and PWB-Psychological Wellbeing.

Table 2 shows that Resilience and Psychological well-being are positively and significantly correlated. The correlation between Resilience and Psychological well-being is 0.76 which shows positive and significant relationship between these variables. All the dimensions of the psychological wellbeing are also significantly correlated with resilience. Autonomy ($r=0.91$) Environmental Mastery ($r=0.89$) Personal Growth ($r=0.89$) Positive relation with Others ($r=0.89$), Purpose of Life ($r=0.89$) and Self acceptance ($r=0.89$). Hence the hypothesis is accepted.

Hypothesis 3: Resilience of doctors working in Private hospitals is significantly related to their Job attitude

Table 3 Showing the Correlation coefficient of Resilience and Job Attitudes (dimension wise) of Doctors working in Private Hospitals (N= 200)

	Job Involvement	Job Commitment	Job satisfaction	Total Job Attitude
Resilience	0.85**	0.84**	0.87**	0.87**

*Significant at 0.05 level

**Significant at 0.01 level

***Significant at 0.001 level

Table 3 shows that Resilience and Job Attitude are positively and significantly correlated. The correlation between Resilience and Job Attitude is 0.87 which shows positive and significant relationship between these variables. All the dimensions of the Job attitudes are also significantly correlated with

resilience. Job involvement ($r = 0.84$), Job Commitment ($r = 0.84$) and Job Satisfaction ($r = 0.87$). Hence the hypothesis is accepted

Hypothesis 4: Resilience of doctors working in Private hospitals is significantly related to their Psychological well being

Table 4 Showing the Correlation coefficient of Resilience and Psychological Well being (dimension wise) of Doctors working in Government Hospitals (N= 200)

	AT	EM	PG	PRO	PL	SA	PWB
Resilience	0.84 ^{**}	0.83 ^{**}	0.87 ^{**}				

*Significant at 0.05 level

**Significant at 0.01 level

***Significant at 0.001 level

AT- Autonomy, EM-Environmental Mastery, PG-Personal Growth, PRO-Positive Relation with Others, PL- Purpose of Life, SA-Self Acceptance and PWB-Psychological Wellbeing

Table 4 shows that Resilience and Psychological well-being are positively and significantly correlated. The correlation between Resilience and psychological well-being is 0.87 which shows positive and significant relationship between these variables. All the dimensions of the psychological wellbeing are also significantly correlated with resilience. Autonomy ($r = 0.84$) Environmental Mastery ($r = 0.84$) Personal Growth ($r = 0.84$) Positive relation with Others ($r = 0.84$), Purpose of Life ($r = 0.84$) and Self acceptance ($r = 0.83$). Hence the hypothesis is accepted.

DISCUSSION

Resilience is a skill where people use their personal resources to master a problem or an obstacle and resolve a dilemma. Seeking pertinent information, sharing concern and finding consolation, redefining a situation, considering various alternatives and examining the consequences are the skills required for the effective coping. Utilizing a specific skills help an individual to cope more effectively in a stressful situation, this in turn promotes wellbeing. Dealing effectively with the difficulties in job settings certainly promotes resilience and hence, the relationship between resilience and job attitude is logical. It is found that most of the correlation coefficient is significant among doctors from private and government sectors and hence, the hypotheses are accepted. It is concluded that the Job attitude and resilience of staff doctors are significantly related to each other. Job attitude indicates the amount of agreement between ones expectation of the job and the rewards that the job provides. Job Attitude is a kind of motivation which helps an individual to have the feeling that the nature of the job and the job environment is pleasurable, which, in turn, affect ones feeling on the job. Satisfaction arises from complex set of circumstances, in the same way, which the motivation does. Since wellbeing is an integral part of the motivation it is quite natural that it is significantly correlated with resilience.

CONCLUSION

Health care is a stressful profession and takes its toll at physical, emotional, and mental levels. To effectively care for other people you must take good care of yourself. Stable, healthy, and resilient physicians are also better equipped for the emotionally and physically demanding tasks of providing care, comfort and hope to patients. Notably, doctors who are proactive about their health more regularly discuss health promotion with patients. Result of the study indicates that resilience is positively correlated with job attitude and psychological wellbeing.

REFERENCES

1. Ablett, J. R. & Jones, R. S. P. (2007). Resilience and well-being in palliative care staff: A qualitative study of hospice nurses' experience of work. *Psycho-Oncology*, 16, 733-740.
2. Acker, G. M. (2010). How social workers cope with managed care. *Administration in Social Work*, 34(5), 405-422.
3. Barnett, J. E., Baker, E. K., Elman, N. S., & Schoener, G. R. (2007). In pursuit of wellness: The self-care imperative. *Professional Psychology: Research and Practice*, 38(6), 603-612.
4. Barnett, J. E. & Cooper, N. (2009). Creating a culture of self-care. *Clinical Psychology: Science and Practice*, 16(1), 16-20.
5. Beddoe, L., Davys, A., & Adamson, C. (2011). Educating resilient practitioners. *Social Work Education*, 1-18.
6. Ben-Zur, H. & Michael, K. (2007). Burnout, social support, and coping at work among social workers, psychologists, and nurses: The role of challenge/control appraisals. *Social Work in Health Care*, 45(4), 63-82
7. Benler, C. M. (2011). Psychologists' rates of secondary traumatic stress: An examination of the impact of self-care and professional and personal variables. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 71(12-B), 7716.
8. Bergman, B., Ahmad, F., & Stewart, D. (2003). Physician health, stress and gender at a university hospital. *Journal of Psychosomatic Research*, 54(2), 171-178. [http://dx.doi.org/10.1016/S0022-3999\(02\)00484-1](http://dx.doi.org/10.1016/S0022-3999(02)00484-1)
9. Cameron, F. & Brownie, S. (2010). Enhancing resilience in registered aged care nurses. *Australasian Journal on Ageing*, 29(2), 66-71.
10. Carson, E., King, S., & Papatraianou, L. H. (2011). Resilience among social workers: The role of informal learning in the workplace. *Practice: Social Work in Action*, 23(5), 267-278.
11. Chang, E. M., Bidewell, J. W., Huntington, A. D., Daly, J., Johnson, A., Wilson, H., ... Lambert, C. E. (2007). A survey of role stress, coping and health in Australian and New Zealand hospital nurses. *International Journal of Nursing Studies*, 44(8), 1354-1362.
12. Chittenden, E. H. & Ritchie, C. S. (2011). Work-life balancing: Challenges and strategies. *Journal of Palliative Medicine*, 14(7), 870-874.
13. Collins, S. (2007). Social workers, resilience, positive emotions and optimism. *Practice: Social Work in Action*, 19(4), 255-269.
14. Collins, S. (2008). Statutory social workers: Stress, job satisfaction, coping, social support and individual differences. *British Journal of Social Work*, 38(6), 1173-1193.
15. D. S., Agoritsas, T., Perneger, T. V., Schmidt, R. E., & Cullati, S. (2011). Regrets associated with providing healthcare: Qualitative study of experiences of hospital-based physicians and nurses. *PLoS ONE*, 6(8).

16. Cummins, P.N., Massey, L., & Jones, A. (2007). Keeping ourselves well: Strategies for promoting and maintaining counselor wellness. *Journal of Humanistic Counseling, Education and Development*, 46, 35-49.
17. Evans, Y. A. & Payne, M. A. (2008). Support and self-care: Professional reflections of six New Zealand high school Counsellors. *British Journal of Guidance & Counseling*, 36(3), 317-330.
18. Trimble, L., Jackson, K., & Harvey, D. (2000). Client suicidal behaviour: Impact, interventions, and implications for psychologists. *Australian Psychologist*, 35(3), 227-232.
19. Wallace, J. E., & Lemaire, J. (2007). On physician well being--You'll get by with a little help from your friends. *Social Science & Medicine*, 64(12), 2565-2577.
<http://dx.doi.org/10.1016/j.socscimed.2007.03.016>
20. Young, M. E. & Lambie, G. W. (2007). Wellness in school and mental health systems: Organizational influences. *Journal of Humanistic Counseling, Education and Development*, 46, 98-113
21. Zander, M., Hutton, A., & King, L. (2010). Coping and resilience factors in pediatric oncology nurses. *Journal of Pediatric Oncology Nursing*, 27(2), 94-108.

Publish Research Article

International Level Multidisciplinary Research Journal

For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- ★ International Scientific Journal Consortium
- ★ OPEN J-GATE

Associated and Indexed, USA

- Google Scholar
- EBSCO
- DOAJ
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Indian Streams Research Journal
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.isrj.org