A Study on Work-Place Stress among Nursing Professionals in Telangana using Confirmatory Factor Analysis

G.Sujatha

Research Scholar, S.V University, Gajraula (UP), India

Dr.K.Vijaya Nirmala

Associate Professor, Department of Business Management

Abstract:- Purpose/Aim:- The aim of the descriptive research investigation was to study the stress among the working professions in Telangana. Researcher has taken approximately 20 statements and these 20 statements falls under four factors. like: finance, professional, family and personal followed by the major intension to conduct the study was to know the various factors and its impact on Work-Place stress among the nursing professional in the respective region.

Design/Methodology/Approach:- It is a descriptive research design. Used structured research instrument to collect the opinion from various respondents. The researcher has taken 200 sample size. Conducted Normality and crone Bach's alpha reliability test.

Findings: - The outcome of the research has shown they are four factors majorly which impact on Nursing Professionals work related stress they are: Financial Problems, Professional problems, Family Problems, Personal problems and other health related problems which make them to feel more stress in their Nursing Profession.

Research Limitations/Implications:- The outcome of the research cannot be generalized to all parts of the country and even outcome of the nation also. This is restricted to within the country and Telangana followed by the all the working Nursing Professional in Telangana many have this kind of issues.

Practical Implications:- The outcome of the research will help us to know the practical problems of working professionals of nursing women in Telangana. The Identified factors like: Finance, Profession, Family, Personal and Health etc.

Social Implications:- The outcome of the research will be helpful to study the problems of working Nursing women in Telangana.

Originality:- The content of the research has not been copied from any sources. The research it is new in the contemporary world.

Index Terms:- Nursing Women, work-place Nursing, Problems of Nursing women, Nursing Staff, etc.,

INTRODUCTION

The present research was to study the reasons behind feeling stress among the working professionals of nursing women in Telangana. The literature witnessed that the professional stress is more dangerous as compared to other types of stress and especially the stress among the working nursing staff plays a crucial role as they spend more time in hospitals with patients with respect to rendering all sorts of services followed by taking spontaneous decisions while dealing with the patients as the nursing professionals should be in the work place relatively more number of working hours as compared to other professions. Therefore, there is a higher rate of possibility to get tensed, anxiety and other sorts of causes of stress.

REVIEW OF LITERATURE

The nurse's health was impacted a lot due to heavy stress in their profession. It will result seriously while providing services and taking care and delivering service to the patients [1-2].Among all the different types of professions the nursing profession treated as stressful occupation. The stress among the individuals will create many problems like: absenteeism, job-dissatisfaction and the way best taking the care to the patients [3][4].The author Menziers identified four different types of causes of stress among the nurses they are 1.Patient care 2. Decision-Making, 3.Taking Responsibility and 4.change. While undergoing to take care about these varieties of operations that they are falling under stress [5]. In fact, the stress is classified as short-term stress and long term stress. The people can control short-term stress for certain time period. But, the long-term stress can not be possible to maintain [6]. The stress can be seen in all sorts of works. But, the occupational stress can be viewed as much serious as compared to other sorts of stress [7][8][9]. Therefore it is evident that the occupational stress amount the nurses in India play a crucial role. Has been conducted a research to test the relationship between job stress and job satisfaction. There are many factors highlighted to feel stress among the nursing employees they are influence of organizational decision making strategies and staff supporting system and employee unions and other factors are reasons for stress among the nurses [10].Identified reasons for stress among the nursing professionals

like: lack of support, use of escape-avoidance as a coping mechanism and the age factor, conflict with the superiors and lack of emphatic concern are the major reasons for impacting causing more stress among the nursing professions [11].

Objectives of the study:-

1. To study the existing literature related to causes of stress among nursing professionals in Telangana.

2. To study the various factors of stress among working nursing professionals in Telangana.

3. To suggest the best factors of stress among the working professionals in Telangana.

Need & Importance:-

As in the contemporary situation there is a huge need to study the present research, because the working nursing professionals are the backbone for hospital industry who are actively participating in rendering services to the patients in the contemporary times. If they do not overcome the stress among them it is not possible to render better services to the patients. As more number of COVID cases are increasing in the country there is a huge need of services from their end.

Scope of the Study:-

The scope of the research study with respect to location restricted to Telangana followed by the scope with respect to objectives restricted to working nursing professionals in Telangana. Therefore the outcome of the research cannot be generalized to all parts of the country.

Statement of the Problem:-

The Title entitled to "A Study on Work-Place Stress among Nursing Professionals in Telangana using Confirmatory Factor Analysis". The main objective of the researcher to identify various factors of stress causes among working nursing women in Telangana.

Research Methodology:-

It is a descriptive research design followed by inferential statistics. The researcher used all statistics which will fall under descriptive and inferential statistics.

Data sources:-

The researcher used both primary and secondary data sources. The primary data sources from survey methods. From the survey methods the researcher has taken the advantage of Questionnaire to collect the opinion from various respondents.

Sample Size:-

The researcher has taken 200 samples from various respondents of working nursing professionals in Telangana. The researcher tested the data in various dimensions like: Normality and Reliability test.

Sampling Technique:-

The Researcher used confirmatory factor analysis to identify the various factors involved in the research. After applying factor analysis there are various like: financial problems, professional problems, family problems personal and other health problems.

DATA ANALYSIS AND INTERPRETATION

Table1: Descriptive Statistics

	Valid	Missing	Mean	Std. Dev	Min	Max
F3.1	200	0	3.360	1.207	1.000	5.000
F2.1	200	0	3.340	1.196	1.000	5.000
F4.1	200	0	3.310	1.229	1.000	5.000
F1.1	200	0	2.645	1.215	1.000	5.000
F3.2	200	0	2.955	1.217	1.000	5.000
F4.2	200	0	3.455	1.155	1.000	5.000
F4.3	200	0	3.710	1.015	1.000	5.000
F2.2	200	0	3.455	1.219	1.000	5.000
F4.4	200	0	3.600	0.982	1.000	5.000
F1.2	200	0	2.700	1.268	1.000	5.000
F2.3	200	0	3.575	1.154	1.000	5.000
F4.5	200	0	3.430	1.234	1.000	5.000
F2.4	200	0	3.640	1.186	1.000	5.000
F1.3	200	0	2.600	1.203	1.000	5.000
F5.1	200	0	3.560	0.996	1.000	5.000
F3.3	200	0	3.425	1.213	1.000	5.000
F2.5	200	0	3.710	1.141	1.000	5.000
F5.2	200	0	3.300	1.319	1.000	5.000
F1.4	200	0	2.610	1.160	1.000	5.000
F3.4	200	0	3.560	1.137	1.000	5.000
F3.5	200	0	3.555	1.110	1.000	5.000
F3.6	200	0	3.245	1.209	1.000	5.000

From the above table it is evident that all the variables which are considered for analysis have shown all the mean values at "agreed" level. Therefore it is evident the respondents have answered in an similar manner. The Factor1 Mean values are (3.360, 3.340, 3.310

and 2.645) followed by Factor2 (2.955, 3.455, 3.710, 3.455) and Factor3 (3.600, 2.700, 3.575 and 3.430) and Factor4 (2.610, 3.560, 3.555 and 3.245) all the factors are nearer opinion at "agreed" regarding various types of Questions in the analysis.

Table2: Financial Problems-Correlation Analysis

Variable		F1.1	F1.2	F1.3	F1.4
1. F1.1	Pearson's r	—			
	p-value	—			
2. F1.2	Pearson's r	0.847	—		
	p-value	< .001	—		
3. F1.3	Pearson's r	0.961	0.899	—	
	p-value	< .001	< .001	—	
4. F1.4	Pearson's r	0.768	0.727	0.741	—
	p-value	< .001	< .001	< .001	—

It is evident from the analysis that all the variables in the analysis shown the significant relationship with remaining all variables and with the factor correlation. The F1.1 with F1.2 (0.847) followed by F1.3 with F1.1 (0.961) and F1.4 with F1.1 (0.768) and F1.3 with F1.2 (0.899) and F1.4 with F1.3 (03.741) have shown the significant (P<.001) relationship with the remaining all other variables.

Table3: Professional Problems Pearson's Correlations

Variable		F2.1	F2.2	F2.3	F2.4	F2.5
1. F2.1	Pearson's r	—				
	p-value	—				
2. F2.2	Pearson's r	0.555	—			
	p-value	< .001	—			
3. F2.3	Pearson's r	0.411	0.731	—		
	p-value	< .001	< .001	—		
4. F2.4	Pearson's r	0.628	0.663	0.471	—	
	p-value	< .001	< .001	< .001	—	
5. F2.5	Pearson's r	0.463	0.644	0.631	0.479	—
	p-value	< .001	< .001	< .001	< .001	—

It is evident from the analysis that all the variables in the analysis shown the significant relationship with remaining all variables and with the factor correlation. The F2.1 with F2.2 (0.555) followed by F2.1 with F1.1 (0.411) and F2.4 with F2.1 (0.628) and F2.5 with F2.4(0.479) and F1.4 with F1.3 (03.741) have shown the significant (P<.001) relationship with the remaining all other variables.

Table4: Family Factor: Pearson's Correlations

Variable		F3.1	F3.2	F3.3	F3.4	F3.5
1. F3.1	Pearson's r	—				
	p-value	—				
2. F3.2	Pearson's r	0.144	—			
	p-value	0.041	—			
3. F3.3	Pearson's r	0.386	0.187	—		
	p-value	< .001	0.008	—		
4. F3.4	Pearson's r	0.328	0.265	0.588	—	
	p-value	< .001	< .001	< .001	—	
5. F3.5	Pearson's r	0.244	0.141	0.193	0.278	—
	p-value	< .001	0.046	0.006	< .001	—

It is evident from the analysis that all the variables in the analysis shown the significant relationship with remaining all variables and with the factor correlation. The F3.2 with F3.1 (0.144) followed by F3.3 with F3.1 (0.386) and F3.3 with F3.2 (0.187) and F3.4 with F3.3(0.588) and F3.3 with F3.5 (0.193) have shown the significant (P<.001) relationship with the remaining all other variables.

Table5: Personal Factor Pearson's Correlations

Variable		F4.1	F4.2	F4.3	F4.4	F4.5
1. F4.1	Pearson's r	—				
	p-value	—				
2. F4.2	Pearson's r	0.498	—			
	p-value	< .001	—			
3. F4.3	Pearson's r	0.221	0.327	—		

Table5: Personal Factor Pearson's Correlations

Variable		F4.1	F4.2	F4.3	F4.4	F4.5
	p-value	0.002	< .001	—		
4. F4.4	Pearson's r	0.047	0.015	-0.061	—	
	p-value	0.512	0.832	0.387	—	
5. F4.5	Pearson's r	0.382	0.324	0.252	0.019	—
	p-value	< .001	< .001	< .001	0.789	—

It is evident from the analysis that all the variables in the analysis shown the significant relationship with remaining all variables and with the factor correlation. The F4.2 with F4.1 (0.498) followed by F4.3 with F4.1 (0.221) and F4.3 with F4.2 (0.832) and F4.4 with F4.5 (0.789) and F3.3 with F3.5 (0.193) have shown the significant (P<.001) relationship with the remaining all other variables.

Table6: Factor loadings

Factor	Indicator	Symbol	Estimate	Std. Error	z-value	p	95% Confidence Interval Lower	95% Confidence Interval Upper	Std. Est. (all)
Finance	F1.1	$\lambda11$	1.170	0.063	18.619	< .001	1.047	1.293	0.965
	F1.2	$\lambda12$	1.140	0.069	16.484	< .001	1.004	1.275	0.901
	F1.4	$\lambda13$	0.870	0.069	12.527	< .001	0.734	1.006	0.752
	F1.3	$\lambda14$	1.195	0.060	19.760	< .001	1.076	1.313	0.996
Profession	F3.1	$\lambda21$	0.581	0.090	6.471	< .001	0.405	0.757	0.482
	F3.2	$\lambda22$	0.464	0.093	5.018	< .001	0.283	0.646	0.383
	F3.3	$\lambda23$	0.947	0.083	11.390	< .001	0.784	1.110	0.783
	F3.4	$\lambda24$	0.799	0.079	10.066	< .001	0.643	0.954	0.704
	F3.5	$\lambda25$	0.351	0.086	4.105	< .001	0.183	0.519	0.317
Family	F2.1	$\lambda31$	0.779	0.078	9.990	< .001	0.626	0.932	0.653
	F2.2	$\lambda32$	1.102	0.069	16.003	< .001	0.967	1.237	0.906
	F2.3	$\lambda33$	0.876	0.071	12.295	< .001	0.737	1.016	0.762
	F2.4	$\lambda34$	0.865	0.075	11.602	< .001	0.719	1.011	0.731
	F2.5	$\lambda35$	0.826	0.072	11.500	< .001	0.686	0.967	0.726
Personal	F4.1	$\lambda41$	0.660	0.090	7.313	< .001	0.483	0.837	0.538
	F4.2	$\lambda42$	0.700	0.083	8.415	< .001	0.537	0.863	0.607
	F4.3	$\lambda43$	0.449	0.076	5.881	< .001	0.299	0.599	0.443
	F4.4	$\lambda44$	0.085	0.078	1.099	0.272	-0.067	0.237	0.087
	F4.5	$\lambda45$	0.836	0.087	9.585	< .001	0.665	1.007	0.679

From the above table it is evident that all the variables under various factors have shown the significant relationship. The finance factor, Professional factor, Family factor and Personal factor have shown the significant relationship with the factors. Therefore it is evident that all the factors have explained nearly 60% of the variance in the data. Therefore, it is evident that there were four factors were extracted from the data which shows the significant relationship with the data. The scree plot also good measurement for identification of factors in the analysis.

Figure1: Scree plot
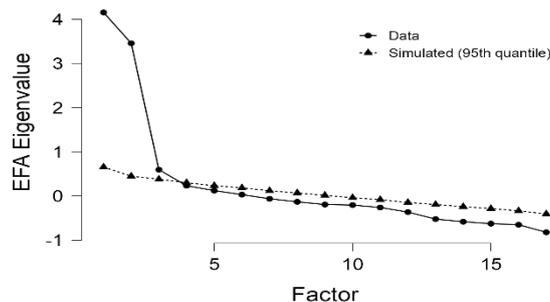
From the above table it is evident regarding extracting various factors from the all variables which are used in the analysis. The scree plot explains about the all the variables divided in to to four factors in the analysis. They are financial problems, professional problems, family problems, personal problems and other sorts of health problems in the analysis. Therefore, it is evident that there are some factors which contribute significant stress among the working nursing professionals.

Figure2: Confirmatory Factor Analysis
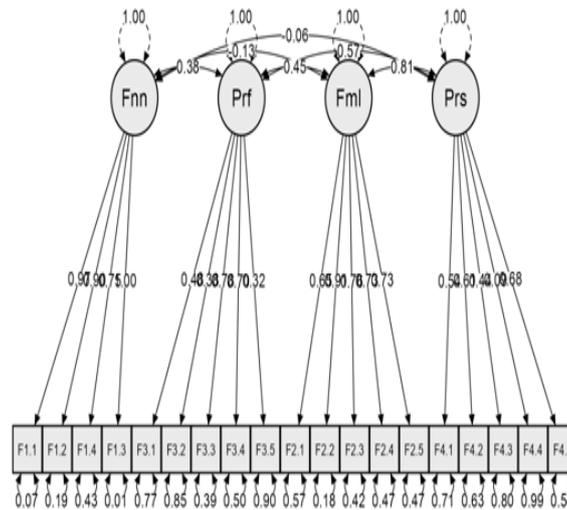
From the above chart explains significant factors extraction form the factor analysis. All the factors in the analysis have loaded properly and therefore there is no negative covariance among the variables in the analysis. The Finance factors (0.90, 0.90, 0.75, 0.50) have shown the significant contribution and correlation with the factor followed by the next factor Professional (0.46, 0.36, 0.76 and 0.32) have shown the significant relationship and correlation with the factor and the next factor Family (0.65, 0.90, 0.76 and 0.73) and Professional Factor (0.56, 0.60, 0.90 and 0.68). Therefore, all the factors have shown the significant positive m relationship with the remaining all factors.

SCOPE FOR FUTURE RESEARCH

There is a higher scope to extend the research in future. By using the demographical variables we can assess the analysis in various dimensions. Further research can be extended in comparative study between the states with respect to stress among the working professions of nurses.

CONCLUSION

Therefore, it can be conclude that, the research has given major contribution with respect to identifying the factors of stress regarding working professions of nurses in Telangana. The four factors like: finance, Profession, family and Personal and other factors also witnessed a lot to feel more stress in their profession.

REFERENCES

[1] Lee JK. Job stress, coping and health perceptions of Hong Kong primary care nurses. *Int J Nurs Pract.* 2003;9:86–91. [PubMed] [Google Scholar]

[2] Farrington A. Stress and nursing. *Br J Nurs.* 1995;4:574–8. [PubMed] [Google Scholar].

[3] Price JL, Mueller CW. *Professional turnover: The case for nurses.* New York: New Medical and Scientific Books; 1981. [Google Scholar]

[4] Cronin-Stubbs D, Brophy EB. Burnout: Can social support save the psychiatric nurses? *J Psychosoc Nurs Mental Health Serv.* 1985; 23:8–13. [PubMed] [Google Scholar.

[5] Menzies IE. Nurses under stress. *Internatl Nurs Rev.* 1960;7:9–16

[6] Chang EC, Tugade MM, Asakawa K. Stress and coping among Asian Americans: Lazarus and Folkman's model and beyond. In: Wong PT, Wong LC, editors. *Handbook of multicultural perspectives on stress and coping.* Dordrecht: Kluwer Academic Publishers; 2006. [Google Scholar].

[7] 12. Caplan RD, Cobb S, French JR, John RP, Harrison RV, Pinneau SR., Jr . *Job demands and worker health: Main effects and occupational differences.* Ann Arbor, MI: Institute for Social Research; 1980. [Google Scholar]

[8] 13. House JS. *Work stress and social support.* Reading, MA: Addison-Wesley; 1981. [Google Scholar]

[9] 14. Pelletier KR. *Healthy people in unhealthy places.* New York: Delacorte Press; 1984. [Google Scholar].

[10] Nancy A Flanagan(2006) "Testing the relationship between job stress and satisfaction in correctional nurses", Nursing Research, ,Vol.55,No.5. p.316-327

[11] Lambert,V., Lambert,C & Ito,M.2004 Cross cultural comparison of workplace stressors, ways of coping and demographic characteristics as predictors of physical and mental health among hospital nurses in Japan, Tailand, South korea and the USA(Hawaii) International journal of nursing studies, 41, 671-684.