EFFECT OF JOB STRESS ON DEMOGRAPHICAL CHARACTERISTIC AMONG THE NURSES OF VILLUPURAM DISTRICT

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Abstract

Job stress is a major problem around the globe, it affecting not just employees' health and well-being, but also productivity of the company. Work stress occurs when a person's ability and willingness to cope with various sorts and combinations of work demands beyond their capacity. Workers job stress is the most popular compensated illness/injury for nurses. Work stress is important factors affecting workforce productivity of medical field. This paper is to examine that the effects of job stress on workforce productivity among nurse in hospital at Villupuram district. Convenient sampling technique is applied to collect the 238 respondents. Samples of 238 respondents are considered for this study. Frequency and chi-square are applied. It is found that above 25001 monthly income respondents are having high level association with Stress when compared the other categories income such as below 15000, and 15001 to 25000.

Keywords: Job stress, Nurses, Demographical Characteristic, Villupuram District

Introduction

Stress can be helpful or harmful to job performance depending upon its level. When stress is absent, it limits job challenges and performance becomes low. As stress increases gradually, job performance also tends to increase, because stress helps a person to gather and use resources to meet job requirements. Workplace stress derives from many sources. It can be a demanding boss, annoying co-workers, rebellious students, angry Nurses, hazardous conditions, long commutes and a never-ending workload. Your work performance is also affected by stressors such as family relationships, finances and a lack of sleep stemming from fears and anxieties about the future. Stress should not be very high or too low. It must be within the range and limits of employee's capacity to tolerate and his performance level. A controlled stress which is within limits is always beneficial and productive than an uncontrolled one. According to Jungwee (2007), there is no single cause of job stress. While stress can be triggered by sudden, unexpected pressures, it is often the result of a combination of stressful factors which accumulate over time. Some people can become so used to the symptoms of excessive stress that it goes unnoticed to their detriment. Most job stress is related to management of work, relationships at work, organizational setup and whether you feel you have power and control in your work. The experience of stress is different for every person (Jungwee, 2007). Some people are affected more than others, so what is stressful for one person may not be stressful for another. It can depend on your personality type and on how you have learned to respond to pressure (Fako, 2010).

Statement of problem

The positive side of stress is that it can jump-start your adrenalin and motivate you to perform your tasks more quickly in response to impending deadlines. An overwhelming workload, lack of peer support and too many demands at once, however, contribute to a sense of frustration and panic that there isn't enough time to complete the work. According to the authors of "Performance Under Pressure: Managing Stress in the Workplace," if these conditions routinely result in overtime or having to take work home, the stress of being unable to manage time efficiently can fuel employees' resentment toward the company as well as negatively influence their commitment and loyalty.

Stress is a major contributor to job burn-out and strained interactions with peers and supervisors, says Bob Losvyk, author of "Get a Grip!: Overcoming Stress and Thriving in the Workplace." The combined feelings of helplessness and hopelessness generate heightened sensitivities to any and all forms of criticism, defensiveness, depression, paranoia about job security, jealousy and resentment toward co-workers who seem to have everything under control, short-fuse tempers, diminished self-esteem and withdrawal.

Stress affects your ability to remember things you already know, to process new information you are learning and to apply both to analytical situations and physical tasks that require concentration. When you are mentally exhausted from all of the worries, anxieties and tension brought on by a stressful environment or lifestyle, you are more easily distracted and prone to make costly, harmful or even fatal mistakes on the job. In addition to headaches, sleep disorders, vision problems, weight loss/gain and blood

pressure, stress affects cardiovascular, gastrointestinal and musculoskeletal systems, says Richard Weinstein, author of "The Stress Effect." If you're not feeling well, you're not going to do your best work. Further, the amount of sick leave taken to rest and recuperate from stress-related illnesses often means that the work only accumulates during your absence and, thus, generates even more stress about how to catch up once you return. Work-related stress usually influences individual and organizational issues including behavioral, mental, as well as physical outcomes, performance, job satisfaction, and organizational commitment.

Objective of the Study

- To analyse the demographical Characteristic of the respondents
- To find out the association between Stress and age
- To test the Association between Stress and marital status
- To examine the Association between Stress and Nature of family
- To analyse the Association between Stress and education
- To find out the Association between Stress and monthly income

Hypothesis of the Study

- There is no association between Stress and age
- Stress does not association with marital status
- There is no association between Stress and Nature of family
- Stress does not association with education
- There is no association between Stress and monthly income

Research Methodology

The study area of this paper is Villupuram district and access to data from Villupuram district respondents those who are working in hospital at Villupuram district. The researcher has been used the descriptive research approach. The intent of this tradition of inquiry is to get a picture of a situation, behaviour or attitudes before planning future research (Kane, *et. al.,* 2001) that can shed light on how the hospital employees view their stress management. Descriptive research, as a methodology, is particularly suited to explore questions regarding the hospital employees. As per the sample size calculation, the required sample size is 220. Considering the 20 percent of non-response rate, 264 sample respondents are approached for this study. Out of 264 respondents, finally 238 respondents are fully completed the questionnaire. Samples of 238 respondents are considered for this study.

Analysis and Interpretation

Table 1 Demographical Characteristic of the respondents

		Frequency	Percent
Age	Below 30	77	32.4
	31-45	115	48.3
	Above 46	46	19.3
Marital status	Married	103	43.3
	Unmarried	135	56.7
Nature of family	Joint	152	63.9
	Nuclear	86	36.1
	B.Sc	53	22.3
	M.Sc	89	37.4
	Diploma	77	32.4
		19	8.0
Monthly income	Below 15,000	83	34.9
	15001-25000	98	41.2
	Above 25001	57	23.9

Table 1 explains the demographical characteristic of the respondents. In case of age of the petitioner, 32.4 percentages of the respondents is below 30, 48.3 percentages of the respondents are 31-45, 19.3 percentages of the respondents are above 46. In addition marital status, 43.3 percentages of the respondents belongs to married and 56.7 percentages of the respondents belongs unmarried. Further, 63.9 percentages of the respondents are having joint family and 36.1 percentages of the respondents are having

Nuclear. In case of the monthly income, 34.9 percentages of the Nurses are earned at below 15000, 41.2 percentages of the Nurses are earned at 15001 to 25000, 23.9 percentages of the Nurses are earned at above 25001. In addition education of the petitioner, 22.3 percentages of the respondents were educated in schooling level, 37.4 percentages of the Nurses were educated in under graduate, 32.4 percentages of the petitioners were educated in post graduate, and 8.0 percentages of the respondents were educated in other qualification.

Table 2 Association between Stress and age

	Stress			Total		Value	P-value
	Low	Medium	High				
Below 30	14	32	31	77			
	18.2%	41.6%	40.3%	100.0%			
31-45	15	50	50	115			
	13.0%	43.5%	43.5%	100.0%		2.466^a	0.651 (NS)
Above 46	5	24	17	46			
	10.9%	52.2%	37.0%	100.0%			
Total	34	106	98	238			
	14.3%	44.5%	41.2%	100.0%			

Source: primary data computed; NS Non Significant

Table 2 shows the association between Stress and age of the respondents. The majority of the Nurses in age of below 30 age groups are having at (41.6%), it is moderate impact on consumer protection. Further, 31-45 age group Nurses having at (43.5%), it same level impact on Stress. Finally, above 46 age group peoples are having at (52.2%) of the impact on consumer protection.

Ho: Stress does not association with age of the respondents.

Chi-square test is applied to examine the stated hypothesis. The calculated chi-square value is found to be 2.466 and the p-value 0.651, which is non-significant. Hence, the stated hypothesis is rejected. It is found that the Stress does not association with age of the respondents. The results indicated that supervision could have an effective role in increasing productivity by Frimpong et al (2011).

Table 3 Association between Stress and marital status

	Stress			Total		Value	P-value
	Low	Medium	High				
Married	17	47	39	103			
	16.5%	45.6%	37.9%	100.0%			
Unmarried	17	59	59	135		1.159^a	0.560 (NS)
	12.6%	43.7%	43.7%	100.0%			
Total	34	106	98	238			
	14.3%	44.5%	41.2%	100.0%			

Source: primary data computed; NS Non Significant

Table 3 identifies the association between Stress and marital status. Majority of the respondents are having moderate opinion towards the consumer protection impact. This survey displays the result of Stress s how to impact the marital status of Nurses in Villupuram district. Here, married and unmarried nurse had been gave the answer toward Stress s; it is medium level impact when compared the low and high.

Ho: There is no association between Stress and marital status.

In order to test the above stated hypothesis, chi-square test is computed. The calculated chi-square value is 1.159 and respectively the p-value 0.560, which is non-significant. Hence, the stated hypothesis is accepted. It is revealed that there is no impact among the marital status categories towards Stress.

Table 4 Association between Stress and Nature of family

| | Stress | | | Total | | |
	Low	Medium	High		Value	P-value
Joint	22	70	60	152		
	14.5%	46.1%	39.5%	100.0%		
Nuclear	12	36	38	86	0.523^a	0.770 (NS)
	14.0%	41.9%	44.2%	100.0%		
Total	34	106	98	238		
	14.3%	44.5%	41.2%	100.0%		

Source: primary data computed; NS Non Significant

Table 4 point out the association between Stress and Nature of family. The nature of the family is classified in to two categories such as joint family and nuclear family. The joint family Nurses, 39.5 percents of the Nurses are stated that high level Stress impact, 46.1 percents of the Nurses are affirmed that medium level Stress impact, and 39.5 percents of the Nurses are acknowledged that low level Stress impact.

Ho: There is no association between Stress and nature of the family.

In order to examine the above stated hypothesis, chi-square test is applied. The calculated chi-square value is found to be 0.523 and the p-value 0.770, which is non-significant. Hence, the stated hypothesis is accepted. Stress is not associated with joint and nuclear family Nurses.

Table 5 Association between Stress and education

| | Stress | | | Total | | |
	Low	Medium	High		Value	P-value
B.Sc	10	24	19	53		
	18.9%	45.3%	35.8%	100.0%		
M.Sc	11	43	35	89		
	12.4%	48.3%	39.3%	100.0%		
Diploma	11	28	38	77	5.520^a	0.479 (NS)
	14.3%	36.4%	49.4%	100.0%		
Others courses	2	11	6	19		
	10.5%	57.9%	31.6%	100.0%		
Total	34	106	98	238		
	14.3%	44.5%	41.2%	100.0%		

Source: primary data computed; NS Non Significant

The association between Stress and education is presented in the table 5. Majority of the educational qualification Nurses are having moderate opinion towards Stress.

Ho: There is no association between Stress and educational qualifications of the Nurses.

Chi-square test is applied to examine the above stated hypothesis. The calculated chi-square value is found to be 5.520 and the p-value 0.579. Hence, the stated hypothesis is accepted based on the p-value. It is shows that there is no association between Stress and educational qualifications of the Nurses.

Table 6 Association between Stress and monthly income

| | Stress | | | Total | | | |
	Low	Medium	High		Value	P-value
Below 15000	14 16.9%	35 42.2%	34 41.0%	83 100.0%	5.709[a]	0.047*
15001 to 25000	8 8.2%	48 49.0%	42 42.9%	98 100.0%		
Above 25001	12 21.1%	23 40.4%	22 38.6%	57 100.0%		
Total	34 14.3%	106 44.5%	98 41.2%	238 100.0%		

*Source: primary data computed; * significant level;*

Table 6 indicates the association among Stress and income of the Nurses. Majority of the respondents are having moderate opinion towards Nurses protection act.

Ho: There is no association between Stress and monthly income.

Chi-square test is computed. The calculated chi-square value is found to be 5.709 and the p-value 0.047, which is significant at five percent level. Hence, the stated hypothesis is rejected. It is found that above 25001 monthly income respondents are having high level association with Stress when compared the other categories income such as below 15000, and 15001 to 25000.

Finding of the Study

- It is revealed that there is no impact among the marital status categories towards Stress
- Stress is not associated with joint and nuclear family Nurses.
- It is shows that there is no association between Stress and educational qualifications of the Nurses
- It is found that above 25001 monthly income respondents are having high level association with Stress when compared the other categories income such as below 15000, and 15001 to 25000

Suggestion of the Study

it was recommended that employer should proactively minimize stress by providing adequate administrative support to employees; Optimize work load, effectively manage customer expectations, minimize relationship and role conflict, deploy adequate reward system and provide adequate training and counseling to employees in order to improve their job performance

Conclusion

Management of every organisation must always consider their employees as assets of their firm and not work slaves. Efforts should be made regularly to monitor and study stress levels in working environment. Necessary adjustments and arrangements should be made to control stress and its causes. Co-operation, Kindness, Respect, Good Manners and Discipline among members of an organisation always create a stress free, healthy, friendly and productive environment in a workplace. Understanding emotional aspect of a human factor also plays a key role in determining the success prospect of an organisation. No matter how intelligent a work force is, it is emotions and not logic that drives them to give their best. Performance becomes zero, no longer feels like working for their employer, absenteeism increases, eventually resulting into quitting of a job or getting fired.

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