

A Comparative Study to Assess Occupational Stress Level among Male and Female Class 4th Employees of Selected Hospital at Jaipur

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How to cite this article: Kumar G. A Comparative Study to Assess Occupational Stress Level among Male and Female Class 4th Employees of Selected Hospital at Jaipur. GFNPSS-IJMR 2023; 4:7: 2339-2344

Submitted: 09-July-2023; **Modification:** 22-July-2023; **Accepted:** 30-July-2023; **Published:** 4-August-2023

Abstract

Introduction: Occupational stress can be defined as the physiological and emotional responses that occur when workers perceive an imbalance between their work demand and their capability and resources to meet these demands. Importantly, stress responses occur when the imbalance is such that the worker perceived they are not coping in situations where it is important to them that they cope.

Materials & Methods: An Exploratory research approach was adopted in the study. The Population consists of all class 4th employees in selected hospital of Jaipur. Quota sampling technique was used to select 80 class 4th employees based on certain predetermined criteria. There were 40 male and 40 female class 4th employees in the study.

Results :Area wise comparison among male and female class 4th employees findings shows that works symptoms related mild stress was more in males (37.5%) than female (22.5%) class 4th employees. Moderate stress related to work symptoms was more in females (72.5%) than males (60%). Severe type of stress related work symptoms was more in females (5%) than the male class 4th employees (2.5%).

Conclusions: There was significant association between occupational stress level and educational status of the class 4th employees. The findings were statistically significant at 0.05 levels. Hence it showed that information booklet was effective.

Keywords: Occupation; stress; perceive; population

Introduction

The word —stress is derived from a Latin word —stringere that means, —to bind tightly and it is the shortened form of distress, which denotes noxious human experiences. Stress is a term that is widely used in everyday life with most people having some appreciation about its

meaning. Commonly it is believed to occur in situation where there is excessive pressure being placed on someone.

Occupational stress can be defined as the physiological and emotional responses that occur when workers perceive an imbalance between their work demand and their capability and resources to meet these demands. Importantly, stress responses occur when the imbalance is such that the worker perceived they are not coping in situations where it is important to them that they cope.

Stress experienced by two individuals in the same situation is different and it can evoke both positive and negative effects on its victims. This is due to the difference in perception of stress. Stress can be originating from home, workplace or the society. Stress and distress appears to be a part and parcel of human experiences and at time almost all of us are subject to intense periods of stress or distress.

Job stress is the harmful emotional and physical reactions resulting from the interaction between the workers and his environment, where the demands of the job exceed the workers capabilities and resources. The consequences life defensive behaviors, lowered self-esteem and organization consequences like lowers job performance, decreased organizational commitment, increased defensive behaviors are significant. Job stress contributes to the organizational problems such as employee's dissatisfaction, lowered productivity and absenteeism.

Work stress is an inevitable result of the job. It is recognized that job related stress among workers often hamper the provision of effective services. It is well known fact that all of us reacts to external change and experience stress in varying degrees all through our life, therefore it is imperative for us to understand that all of us are vulnerable and the only viable option to lead a healthy and productive life is to adopt proactive initiative to achieve life goals. The harmonious way of functioning among the workers develops through continuous effort and the process of open communication develops simultaneously with in the organization. This result is more supportive and cohesive work environment. Working in such an environment result in better satisfaction and higher involvement and participation of the workers. A supportive environment also helps one to overcome many of the personal, family and job related stresses.

Objectives :-

1. To assess occupational stress level among male and female class 4th employees.
2. To find out association between selected demographic variable and occupational stress level.
3. To compare occupational stress level among male and female class 4th employees.
4. To develop a information booklet regarding coping strategies to overcome occupational stress.

Hypothesis :-

- H_1 . There will be statistically significant relationship between selected demographic variables and occupational stress level.
- H_2 - Females will be having statistically more occupational stress than males class 4th employees.

Materials & Methods

Research approach: Research approach used in this study was exploratory research approach. The word implies scrutinizing unknown regions for the purpose of discovery. Indeed exploratory studies serve this purpose and are particularly useful during the early stages of investigating the relationship, between phenomena about which not much is known.

Research design: The research design is the overall plan for obtaining answers to the questions being studied. The design normally specifies the various research approaches adopted and the implementation of controls to enhance the interpretability of the results, (Polit and Hungler, 1999). In this study comparative research design is used.

Research variables: Variable is an attribute of a person or object that varies and takes on different values within the population under study (Polit and Hungler, 1999).

Setting of the study: Setting is the physical location and condition in which data collection takes place in a study (Polit and Hungler, 1999). This study was conducted at selected hospital Jaipur. There are 200 class 4th employees (male and female) who are working in this hospital.

Population: The term population refers to the entire set of individuals or objects having some common characteristics (Polit and Hungler, 1999). In this study population consists of male and female class 4th employees of selected hospital Jaipur.

Sample: A sample is a subset of a population selected to participate in a research study (Polit and Hungler, 1999). In this study, the sample comprised of all male and female class 4th employees working at selected hospital Jaipur. (40 ward boys and 40-ahyah bai).

Sampling technique: The sampling is the process of selecting a portion of the population to represent the entire population (Polit and Hungler, 1999) in this study quota sampling technique was used to select the samples. In this study, the sample comprised of 80 male and female Class 4th employees working at selected hospital, Jaipur. (40 ward boys and 40-ahyah bai).

Results: Comparison of occupational stress level among male and female class 4th employees

This section deals with comparison of occupational stress level among male and female class 4th employees. Table no 1, shows the comparison of occupational stress level among male and female class 4th employees.

Table1**Comparison of occupational stress level among male and female class 4th employees.****N=80(40 +40)**

Employees	MildStress		Moderate Stress		Severe Stress	
	Frequency (n)	Percentage %	Frequency (n)	Percentage %	Frequency (n)	Percentage %
Male	4	(10%)	33	(82.5%)	3	(7.5%)
Female	0	0	38	(95%)	2	(5%)

Data presented in table no 1 shows that mild stress was found in only male class 4th employees that were 10%. Moderate occupational stress was found in both male and female employees but moderate occupational stress was found more common in female compare to male class 4th employees. 82.5% male were having moderate occupational stress while 95% of female were having moderate stress. 7.5% of male employees were having severe occupational stress and 5% female were having severe stress. Severe stress is more common in male and moderate stress is more common in female.

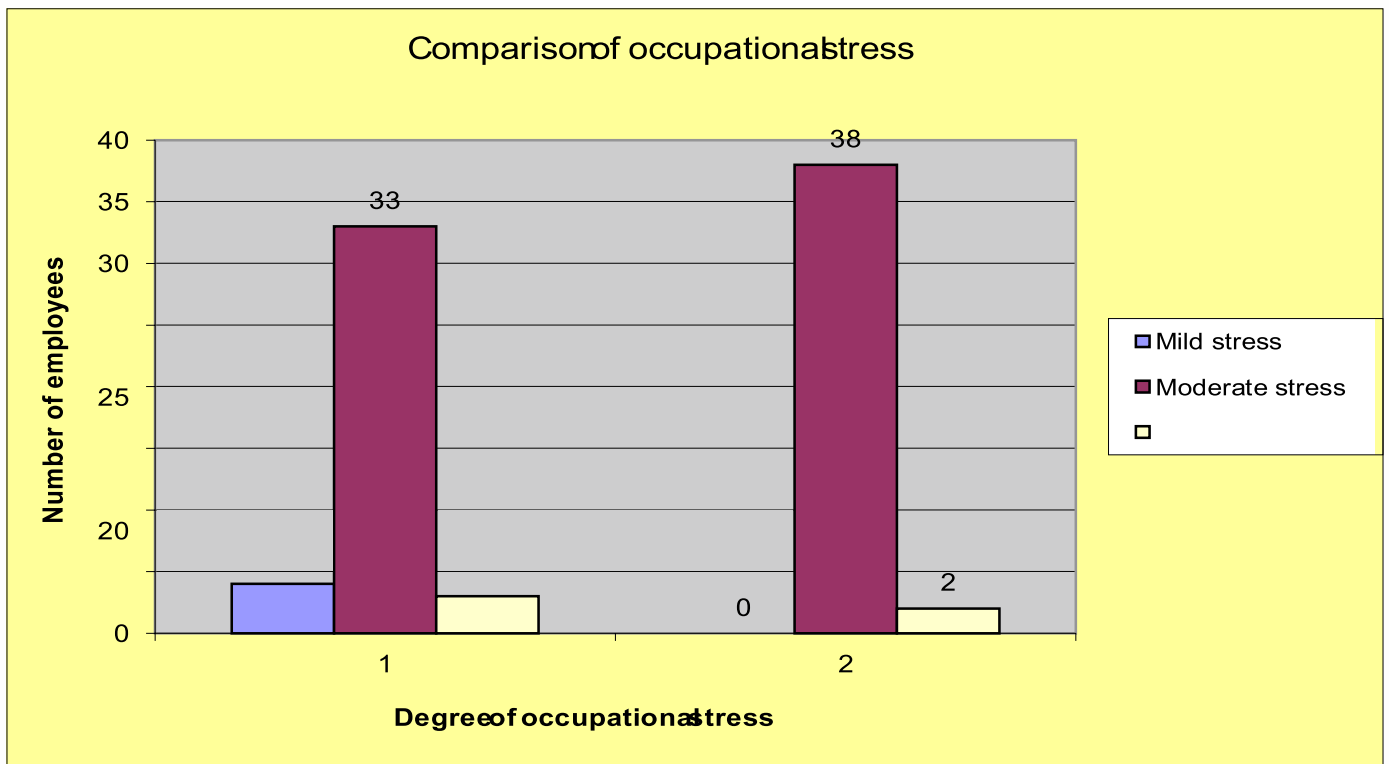


Figure1: Bar diagram showing comparison of occupational stress level among male and female class 4th employees

Validity and Reliability

Furthermore, the reliability of the tool was found out by using Karl Pearson correlation coefficient formula and was found to be $r = 0.92$, which indicated that the tool was reliable.

Results and Discussion

The assessment of occupational stress level found different levels of stress that 5% had mild occupational stress, 88.75% had moderate occupational stress and 6.25% had severe occupational stress.

The findings showed that Mild occupational stress was found in only male class 4th employees. Out of 40 male class 4th employees, 4 (10%) were having Mild occupational stress but female class 4th employees were not having mild type of occupational stress. Out of 40 male class 4th employees, 33 (82.5%) were in category of Moderate occupational stress while out of 40 female class 4th employees, 38 (95%) were having Moderate type of occupational stress. Severe type of stress was more in male compare to female class 4th employees. Out of 40 male class 4th employees, 3 (7.5%) were having Severe type of occupational stress and out of 40 female classes 4th employees, only 2 (5%) were having Severe type of occupational stress.

Conclusions

There was significant association between occupational stress and educational status. Low educational attainment was a significant risk factor for occupational stress. It is concluded that mild stress was found only in male class 4th employees, moderate occupational stress was present in both group but it was more in female class 4th employees.

Recommendations

1. A similar study may be replicated on a large scale.
2. Studies may be conducted to evaluate the effectiveness of the information booklet regarding coping strategies.
3. A similar study may be repeated on a larger sample covering all the hospitals or factory workers in the state.
4. A similar study can be conducted among other hospital or industrial workers.
5. A study may be undertaken on workers of different industries to evaluate the effectiveness of SIM on occupational stress.

Financial support and sponsorship: Nil

Conflict of Interest: *There are no conflicts of interest*

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