An Empirical Investigation of Job Analysis Level of Stress Causes among Employees Working in Selected Private Hospitals in Tamilnadu

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Abstract: Stress is a state of organism connecting specify on physical or mental power. work-related stress refers to a state of affairs where profession linked factors network with component of staff to change i.e. interrupt or expand his / her stirring and or physiological environment such that the human being is forced to glide from normal accomplishment. In this investigate paper the researchers scrutinize the primary factors cause burden to employees nurses in private hospitals. The education is a descriptive one. most important data was mutually by the researcher with the make possible of arranged survey administered to the staff nurses of three most imperative private hospitals in Tiruchirappalli District - Tamilnadu. 173 human possessions from that sanatorium include the sample size. Fifteen questionnaire were distributed for the summit of pre-testing the questionnaire extensive. A whole survey was inhabited based on the enlighten together during the pre-testing period. Type of example method used was simple haphazard sampling. To investigation the reliability of the data collected, the investigator used cronbach’s Alpha test and the value is 0.722 which shows that the data has reasonable reliability and validity. Using Statistical Package for Social Sciences (SPSS) the following tools were administered in this study 1) feature Analysis 2) Multiple Regression and 3) Reliability Test. Some of the conclusion were derived that will be significant to present Indian situation

Keywords: Stress, Hospital, Nurse etc

I. INTRODUCTION

Stress has been amorphous in dissimilar ways greater than the years. initially, it was conceive of as anxiety from the surroundings, then as sprain within the individual. The usually accepted classification today is one of interaction between the condition and the personality. It is the emotional and physical state that consequences when the stuff of the character are not satisfactorily to cope with the anxiety and pressures of the situation. Thus, nervous tension is more likely in some location than others and in some persons than others.

Causes of professional Stress – Stressors

Sources of constant worry may also differ based on one’s position in the organization. Executive stressors may ensue beginning the substance for short-term monetary results or the fear of a hostile take-over exertion. At the administrative level, stressors take account of the pressure designed for excellence and client scrutinize, abundant meeting and accountability for the work of others. employees are more to be expected to understanding the stressors of low status, supply deficiency, and the stipulate for a large volume of error free work. Thus the type of work or occupation also causes stress.

II. ASSESSMENT OF LITERATURE

Arbabisarjou, Azizzolah et.al, (2013) The purpose of this investigate was to study affiliation between Job stress and presentation among the hospitals nurses in year of 2012-2013. The research method in this study is connection descriptive. The participant of this schoolwork were 491 nurse in hospitals which were arbitrarily selected from all nurses and finally, 100 questionnaire were analyzed. The data gathering tools included two questionnaire which were about the Job stress and arrangement, with 39 and six questions accordingly. The results of the study showed there was a negative association between Job stress and presentation.

Dr. Beulah Vijji Christiana, M, and Dr. V.Mahalakshmi, (2013) This schoolwork organize the differences in work-related heaviness pertaining to human resources in the secretarial cadre for the duration of both public and private sector , based on earth-shattering role stressors. attempt are also made to find out whether there exist any remarkable affiliation among role stress and demographic variables like age, didactic condition, marital status, work experience on the stress levels of both public and private sector managers.

P. Vanishree, (2014) This paper scrutinize the bang of work stressors on job anxiety of small and medium-sized enterprises (SMEs).In transportation out the schoolwork, unplanned pattern system was used to
select 200 employees who have work at least 3 years in an SME. related data were collected using planned questionnaire. The relationship investigation was used to test the study proposal. The slaughter showed that work weigh down, work indistinctness and occupation inconsistency brings in family member to job monotonous worry among human being resources resulting in poor contemplation, mental block and poor decision maturity skills.

Research Question
1. To scrutinize the major aspect causing stress to staff nurses in private hospitals

Statement of Hypothesis
There is no essential affiliation between the factor basis stresses to staff nurses in classified hospitals

III. RESEARCH AND METHODOLOGY
The study is a colorful one. Primary data was unperturbed by the canvasser with the help of prohibited opinion poll oversee to the staff nurses of three most important private hospitals in Tiruchirappalli District - Tamilnadu. 175 human resources from those hospitals represent the sample size. Fifteen questionnaires were circulated for the principle of pre-testing the questionnaire's contents. A absolute questionnaire was residential based on the observations collected during the pre-testing period. Type of sample method used was straightforward random sample. Due to various reason the three important hospitals name is not living being disclosed in this study.

Statistical Tools Used
Using arithmetical Package for Social Sciences (SPSS) the succeeding tools were administer in this study 1) Factor Analysis 2) numerous Regression and 3) Reliability Test.

Reliability Statistics

<table>
<thead>
<tr>
<th>Cronbach's Alpha</th>
<th>N of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>723</td>
<td>20</td>
</tr>
</tbody>
</table>

An assessment had been made from the reliability of the data to check whether random error causing inconsistency and in turn lower reliability is at a manageable level or not, by running reliability test. From table 1 it is clear that values of Coefficient alpha (Cronbach’s Alpha) have been obtained, the lowest amount value of Coefficient alpha obtained was 723. This shows data has suitable internal reliability consistency.

KMO and Bartlett's Test
The individual statement on factors cause stress was examine using feature psychotherapy based on 20 individual statement and the consistency of the samples collected was experienced for interior uniformity of the consortium of the items.

<table>
<thead>
<tr>
<th>Kaiser-Meyer-Olkin Measure of Sampling Adequacy</th>
<th>820</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bartlett's Test of Sphericity</td>
<td>2795.966</td>
</tr>
<tr>
<td>df</td>
<td>190</td>
</tr>
<tr>
<td>Sig.</td>
<td>000</td>
</tr>
</tbody>
</table>

KMO determine of example satisfactoriness is an directory to scrutinize the correctness of factor psychotherapy. High values between 0.5 and 1.0 indicate factor examination is fitting. Values below 0.5 imply that factor analysis may not be apposite. From the above table it is seen that Kaiser – Meyer – Olkin determine of sample adequacy index is 0.820 and hence the reason analysis is apposite for the prearranged data set. Bartlett’s Test of Sphericity is used to scrutinize the supposition that the variables are uncorrelated. It is based on chi-Square conversion of the determinant of association matrix. A great value of the test statistic will act of kindness the rejection of the null submission. In spin this would point toward that factor examination is appropriate. Bartlett’s test of Sphericity Chi-square statistics is 2795.966, that shows the 20 statement are correlated and therefore as inferred in KMO, thing analysis is apposite for the given data set.

Extraction Method: Principal Component Analysis
Eigen Value represent the total variance explain by each factor. fraction of the full amount difference skilled to each factor. One of the admired method used in investigative Factor Analysis is Principal Component Analysis, Where the total variance in the data is considered to determine the least amount number of factors that will relation for greatest inconsistency of data.
a. Rotation converged in 9 iterations.

Interpretation of factors is facilitating by identifying the statements that have large loadings in the same factor. The factor can be interpreted in stipulations of the announcement that loads high on it. The factors causing anxiety surrounded by staff nurses in private hospitals comprises of 20 individual statements. Out of 22 variables, 6 personality variables contribute more towards stress.

The variables are:
1. Role Conflict
2. Abusive verbal or in black and white interpretation are used at me
3. No enormous occurrence available external my rest home in connection to my job
4. undecided about what I am made-up to get done in my work
5. Sensation of discrimination

IV. REGRESSION ANALYSIS

Enter system in multiple regression examination used for this study. Stress under an assortment of magnitude were regress with the largely factor causing stress.

Table 4: Model summary

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.768(a)</td>
<td>0.590</td>
<td>0.559</td>
<td>619</td>
</tr>
</tbody>
</table>

Predictors: (Constant),

Inference

The above reproduction summary table shows R-Square for this model is 0.590. This earnings that 59.0 percent of the discrepancy in overall factors causing stress (dependent variable) can be explained from the 10 independent variables. This table also shows the attuned R-square for the representation as .559.
Table 4.1 Anova

<table>
<thead>
<tr>
<th></th>
<th>calculation of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>51.411</td>
<td>7</td>
<td>7.344</td>
<td>19.144</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>35.678</td>
<td>93</td>
<td>384</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>87.089</td>
<td>100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Predictors: (Constant),

The ANOVA table, as display in the elevated than table shows the F ratio for the degeneration reproduction that indicate the statistical of the overall deterioration model. The better the F ratio there will be more variance in the dependent variable that is allied with the self-determining variable. The F ratio = 16.975. The statistical significance is .000- “sig”. There is liaison between self-regulating and reliant variables.

**Coefficients**

<table>
<thead>
<tr>
<th>Model</th>
<th>UnStandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Constant)</td>
<td>-1.811</td>
<td>.623</td>
<td>2.908</td>
</tr>
<tr>
<td></td>
<td>More than one person telling me what to d</td>
<td>.647</td>
<td>.085</td>
<td>540</td>
</tr>
<tr>
<td></td>
<td>Higher authorities do not give due significance to my post and work</td>
<td>.124</td>
<td>.076</td>
<td>.110</td>
</tr>
<tr>
<td></td>
<td>Feeling of inequity</td>
<td>.247</td>
<td>.071</td>
<td>.259</td>
</tr>
<tr>
<td></td>
<td>I Do My Work Under Considerable Tension</td>
<td>.059</td>
<td>.085</td>
<td>.051</td>
</tr>
<tr>
<td></td>
<td>Not having enough staff to adequately provide necessary services</td>
<td>.070</td>
<td>.094</td>
<td>.055</td>
</tr>
<tr>
<td></td>
<td>Abusive verbal or written comments are used at me</td>
<td>.021</td>
<td>.091</td>
<td>.017</td>
</tr>
<tr>
<td></td>
<td>Excessive and inconvenient working hours</td>
<td>.286</td>
<td>.087</td>
<td>.233</td>
</tr>
</tbody>
</table>

Dependent Variable: Stress factors

**Inference**

To resolve if one or more of the self-determining variables are trivial predictors of overall stress score, we examine the in turn provided in the coefficient table. From the above seven sovereign variable only three self-regulating variables are having superior beta assessment and statistically significant.

The homogeneous coefficient beta editorial reveals that More than one person telling me what to do has a beta coefficient .540, which is significant (0.000), Feeling of discrimination has a beta coefficient .259, which is significant (0.000), Excessive and inopportune working hours has a beta coefficient .233, which is momentous (0.000).

**Data collection**

- **Primary data**: Mainly from side to side questionnaire response consisting of categorical approachable questions and few occurrence scales interested questions (often, sometimes and rarely).
- **Secondary data**: Journals, published papers, articles, handbooks were referred to gain further insight pertaining to the topic.
V. DATA ANALYSIS AND INTERPRETATION

Interpretation
87% of the respondents definite that they felt apprehensive with work related issues which clearly segregate the human resources who are anxious due to craft and who feel hassled due to special matters.

Figure 1: Employees who have been stressed

Interpretation
79% manifestly convey that flexi working hours are helpful for majority of the employees in alleviate stress due to work. Occupation from habitat facility is also one of its kind which are in go forward impetus in Indian workplaces, charitable autonomy to its human resources to carry out their employment everyday jobs from the restrictions and reassure of their home. Maintenance all the reimbursement of technology aside, the most successful companies trust their employees- whether they’re across the world or right under the boss’s nose. The reason behind adopting these facilities by a isolation shows the level of accepting for its employees and the necessity of it without troublesome work.

For reference: Godrej’s Flexi work hours allows an worker to apply pressure their work hours if they have oblique in a total of 42 hours in a week. This is not self-assured to just women human resources but to their matching part as well. —Sunshine Wednesdays‖ where the worker can leave what time the sun is still shining and —Be Hot- Be home on timel are the policies incorporated by Godrej.

Figure 2: Flexible working hours or work from home facility relives tension

Interpretation
56% of people survey agreed upon taking unplanned leaves due to stress and making up excuses for the same. This visibly demonstrates the fact that when stress start taking toll on the person, work commitment take a back place, thereby making excuses reasonable an adequate amount of to shift the spotlight from work. Though, no doubt there are people who don’t find it right or with integrity fit to make excuses as 44% of them opted for an answer choice —NO..

Figure 3: unintentional plans due to anxiety giving random excuses
Interpretation
In today’s circumstances, competition is escalating day by day and labour market is in surplus state where stipulate is less than the supply pretense a barrier between manager and member of staff relations with conflicting issues mainly related to salary which in turn makes employees feel underpaid in their organization. More than half i.e. 58% respondents feel underpaid or undervalued in their individual workplaces making it a cause of stress as majority of community either work for funds or gratifying their self esteem.

Figure 5: positive reception (non-monetary) uplift disposition and helps in trimming down stress

Interpretation
These interviewers were also survey for, if they collect any kind of positive reception (non-monetary) for which 74% agreed upon it and 89% (55 out of 62) of them accepted that appreciation does help in uplifting mood and reducing stress.

Recognition and reverence at work is a fundamental human need, which is, in fact a stimulator in itself. admiration can be of numerous type from a trouble-free as word of eulogize, certificate of best performance to gift coupons, option of taking a day off etc. keeping in mind and suiting the individual’s needs. Being appreciated is one of the most important factors that help in escalating motivation and satisfaction as well as health and well being of an individual as on the contrary, rejection of one’s ideas or social insult have greater negative impacts as it is measured to be an —Offence to self which hamper the dignity and self respect of the personage causing stress.

Figure 6: Behaviour or disposition change at job/ home due to work stress.

Interpretation
77% of the persons agreed upon the fact that their behavior does revolutionize due to occupation stress which is one of the most important factors of stress. Change in behaviour/mood includes grumpiness, loss of awareness, infuriation, troubled etc which affects work at job and these equipment being transmissible affect the environment of the workplace as well. This be supposed to be handle perceptively by the superintendent/ administrator either by talking or calling it off for the day if the problem persists. Employees should also be counseled that work stress should not be taken outer surface the work place as it disturbs the accord of home and relations outside the office border line as well.
VI. CONCLUSION

Stress is an all pervade modern observable fact that takes a important toll of human life. unusual situation and circumstances in our personal life and in our job manufacture stress.

A diminutive constant worry all now and then is not impressive to be concerned about. Ongoing, chronic stress, however, can cause or aggravate many severe health problems. In this do research paper factors that causes stress to nurses in private hospitals were identified like inconvenient working hours, lack of role clarity and inequity are some of the major reasons for stress. Hospital administration necessitate to take a quantity of active procedures in sinking the stress of the nurses otherwise it will have an impact in turnover, performance and in the long run it will blemish the taken as a whole carrying out of the institute.

VII. REFERENCES


