

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

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Abstract

Introduction : The word "stress" comes from the Latin "stringers," which means "to bind tight," and it's closely linked to feeling distressed or overwhelmed. Stress happens when there's an imbalance between what's expected of us and our ability to handle it. It affects both our bodies and minds and can vary depending on how we see things.

Methodology : Research approach used in this study was exploratory research approach. In this study comparative research design is used. In this study quota sampling technique was used to select the samples. In this study, sample comprised of 80 male and female Class 4th employees working at Govt. Hospital, Alwar. (40 ward boys and 40-Ayah Bai). This study was conducted at Govt. Hospital, Alwar. In this study population consist of male and female class 4th employees of Govt. Hospital, Alwar. (All ward boys and Ayah Bai). In this study, the sample comprised of all male and female class 4th employees working at Govt. Hospital, Alwar.

Results : most of the class 4th employees experienced moderate levels of job-related stress, with 88.75% falling into this category. A small percentage, 6.25%, had severe stress, while 5% had mild stress. Out of the 80 class 4th employees examined, 71 had moderate stress, 4 had mild stress, and 5 had severe stress.

Conclusions : There was significant association between occupational stress and educational status. Low educational attainment was a significant risk factor for occupational stress.

Keywords : Comparative; Occupational; Stress

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Introduction

Stress isn't always bad-it can sometimes push us to do better. But too much stress, whether from work, home, or society, can be harmful. It's caused by things like wanting more money, competing with others, or feeling too proud. Stress causes tension, which isn't good for our health.

Learning to control our thoughts is important for handling stress well.

At work, stress comes when the demands of the job are too much for us to handle. This can lead to feeling upset or even physical reactions. It can make us act defensively, feel less confident, and do worse at our jobs. This worries both

public and private health experts because it can make us sick and less productive.

While a little stress can sometimes be motivating, too much of it makes it hard to do well in our personal and professional lives. It's crucial to look at and deal with stress at work because stressed-out employees can't do their jobs as effectively. Stress at work is normal, but taking steps to handle it can help us reach our goals in life. Creating a friendly workplace where people can talk openly helps them feel happier, more involved, and better able to handle stress.

Occupational stress happens when workers feel overwhelmed by their job demands and don't feel like they can handle them. This often comes from things like bad management or problems with supervisors. It's a big deal in many industries, with conferences and talks happening about how to make workplaces better. Factors like how engaged employees are, how satisfied they are with their jobs, good management, and support for new ideas all play a role in how stressed people feel. Losing a job is a common cause of stress nowadays. Stress affects people no matter their gender, job, or where they live, which is why there are programs to help manage it.

In 2009, Evans looked at how gender roles, work, and stress at home affect mental health and how often people get sick in different jobs. The study found connections between how stressful a job is, how much support people get, and how anxious they feel. It showed that different parts of our lives-like our home life, work, and how we see ourselves-affect how stressed we feel, and having support makes it easier to deal with stress.

Even though there's been a lot of research on stress in jobs like nursing and medicine, there hasn't been much on the stress faced by "class 4th" workers in hospitals. These workers are important to the medical team, but no one has really looked at how stressed they get. This study wants to change that by looking at how stressed these workers feel when they're working in hospitals.

Objectives of the Study :

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

Hypothesis

- **H₁** - There will be statistically significant relationship between selected demographic variables and occupational stress level.
- **H₂** - Females will be having statistically more occupational stress than males class 4th employees.

Methodology

Approach : Research approach used in this study was exploratory research approach.

Design : In this study comparative research design is used.

Setting of the Study : This study was conducted at Govt. Hospital, Alwar.

Population : In this study population consist of male and female class 4th employees of Govt. Hospital, Alwar. (All ward boys and Ayah Bai).

Sample : In this study, the sample comprised of all male and female class 4th employees working at Govt. Hospital, Alwar.

Sampling Technique : 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 Govt. Hospital, Alwar. (40 ward boys and 40-Ayah Bai)

Development and description of the tool

Section I : Baseline Performa : Firstly, a structured interview schedule to collect baseline data, which consisted of 10 items such as age, gender, marital status, family type, religion educational qualification, total years of work experience, monthly income, occupation of spouse and type of appointment. The investigator will place a tick mark (") or write the response given by the subjects against the column provided.

Section II : Structured interview schedule to assess occupational stress : This tool consisted of 34 items to assess occupational stress of class 4th employees. The items were developed as to cover 4 different areas, namely, Work symptoms (16 items), Relationship with superior and co-worker (5 items), Attitude towards work (6 items), Family support system (7 items)

Score system

Minor stress	1-34	Mild stress	35-68
Moderate stress	69-102	Severe stress	103-136
Extreme stress	137-170		

Results

Data Analysis and Interpretation

Sample characteristics of socio-demographic variables

Table 1 : (a) Frequency and percentage distribution of samples according to demographic variables

(N = 80)

VARIABLE	MALE (n = 40)		FEMALE (n = 40)		TOTAL (N = 80)	
	Frequency (n)	Percentage (%)	Frequency (n)	Percentage (%)	Frequency (n)	Percentage (%)
Age in years						
• 20 - 29	18	20%	4	10%	12	15%
• 30 - 39	10	25%	9	22.5%	19	23.75%
• 40 - 49	16	40%	15	37.5%	31	38.75%
• 50 - 60	6	15%	12	30%	18	22.5%
Gender						
• Male	40	50%	0	0	40	50%
• Female	0	0	40	50%	40	50%
Marital status						
• Married	36	90%	40	100%	76	95%
• Unmarried	4	10%	0	0	4	5%
• Divorce	0	0	0	0	0	0
• Widow	0	0	0	0	0	0
Type of family						
• Nuclear	31	77.5%	27	67.5%	58	72.5%
• Joint	9	22.5%	13	32.5%	22	27.5%
Religion						
• Hindu	40	50%	40	50%	80	100%
• Muslim	0	0	0	0	0	0
• Christian	0	0	0	0	0	0
• Others	0	0	0	0	0	0

Table 1 : (b) Frequency and percentage distribution of demographic variables (N = 80)

VARIABLE	MALE (n = 40)		FEMALE (n = 40)		TOTAL (N = 80)	
	Frequency (n)	Percentage (%)	Frequency (n)	Percentage (%)	Frequency (n)	Percentage (%)
Educational status						
• Illiterate	2	5%	9	22.5%	11	13.75%
• Primary	11	27.5%	22	55%	33	41.25%
• Secondary	22	55%	8	20%	30	37.5%
• Above secondary	5	12.5%	1	2.5%	6	7.5%
Work experience						
• < 5 years		7.5%			8	
• 6 - 10 years		15%			8	
• 11 - 15 years		12.5%			10	
• > 15 years		65%			54	
Income per Month of employee						
• <4000 Rs		30%			21	
• 4001 - 8000 Rs		30%			27	
• 8001 - 10000 Rs		30%			26	
• > 10000 Rs		10%			6	
Spouse job						
• Unemployed		50%			35	
• Self employed		15%			22	
• Private		25%			19	
• Semi -Govt.		0			0	
• Government		0			0	
• Not applicable		10%			4	
Type of appointment						
• Permanent		67.5%			56	
• Temporary		32.5%			24	

Table 2 : Assessment of occupational stress level among male and female class 4th employees.

(N = 80)

Occupational Stress Assessment	Minor Stress	Mild Stress	Moderate Stress	Severe Stress	Extreme Stress
Frequency	0	4	71	5	0
Percentage	0%	5%	88.75%	6.25%	0%

Association between occupational stress level and demographic variable.**Table 3 : Comparison of occupational stress level among male and female class 4th employees.****N= 80 (40 + 40)**

Employees	Mild Stress		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%)

Table 4 : Mean score of stress level, mean difference, S.D. and 't' value of male and female class 4th employees.**(N = 80)**

Group	Mean score of Stress level	Mean difference	S. D.	't' value
Male class 4th employees	81.62	1.68	10.65	3.16**
Female class 4th employees	83.3			S

P< 0.05*

P<0.01**

P< 0.001***

S - Significant

Table 5 : Area wise assessment of occupational stress level in male class 4th employees**(N = 40)**

Areas of stress	Mild Stress	Moderate Stress	Severe Stress	Total
• Work symptoms	15 (37.5%)	24 (60%)	1 (2.5%)	40 (100%)
• Relationship with superior and co worker	8 (20%)	28 (70%)	4 (10%)	40 (100%)
• Attitude towards work	8 (20%)	31 (77.5%)	1 (2.5%)	40 (100%)
• Support system	0	29 (72.5%)	11 (27.5%)	40 (100%)

Table 6: Area wise assessment of occupational stress level in female class 4th employees**(N=40)**

Areas of stress	Mild Stress	Moderate Stress	Severe Stress	Total
• Work symptoms	9 (22.5%)	29 (72.5%)	2 (5%)	40 (100%)
• Relationship with superior and co worker	14 (35%)	25 (62.5%)	1 (2.5%)	40 (100%)
• Attitude towards work	5 (12.5%)	31 (77.5%)	4 (10%)	40 (100%)
• Support system	0	31 (77.5%)	9 (22.5%)	40 (100%)

Discussions

Assessment of occupational stress level among male and female class 4th employees

The study's results showed that most of the class 4th employees experienced moderate levels of job-related stress, with 88.75% falling into this category. A small percentage, 6.25%, had severe stress, while 5% had mild stress. Out of the 80 class 4th employees examined, 71 had moderate stress, 4 had mild stress, and 5 had severe stress.

This suggests that moderate occupational stress is more prevalent than mild or severe stress among these employees. Comparison of occupational stress level among male and female class 4th employees

This study shows 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. Percentage of moderate occupational

stress was found more in female compare to male class 4th employees. 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. Male class 4th employees, 3 (7.5%) were having severe type of occupational stress and out of 40 female class 4th employees only 2

Conclusions

Data presented in table no 4 shows that mild stress was found in only male class 4th employees (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.

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.
6. A similar study may be undertaken on workers of different industries to assess the knowledge on occupational stress and coping strategies.

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