

A Study on Stress among Woman Employees in School of Nursing Science and Research, Sharda University

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ABSTRACT

Job stress can cause harmful physical and emotional responses which can affect the health in an adverse way and it will also result in low work productivity. The World has become a place where stress and depression go hand in hand in the place of work and it has spread in to the generation that even young people are a part of it. In this present study, Cross sectional analytical approach was employed and the sample size was 40 employees and convenience sampling technique was used. Descriptive statistics and Chi square were used to analyze the data. Increasing work pressure, work politics and inequality are some factors that increase stress for women.

Keywords :-Stress, Work place, Women.

Introduction

Occupational stress among working women employees has over the year become a major area of discussion and apprehension. Stress in the work place may lead to the expression of various unpleasant emotions such as tension, aggravation, anxiety, anger and melancholy resulting from negative or positive aspects of their work^{4, 6, 15}. Prolonged occupational stress can precipitate both mental and physical illness. Working women employees want to work hard in order to attain

good result. In the case of institutions, if the work is very hard but if it is a good profession, then during their working hours physical and mental tension are experienced and the individuals under stress have difficulty in succeeding and also being happy^{5,7,11,14}. Stress management should be focused in order to protect people's mental health, physical health, life quality and efficiency in their daily lives. It is very important to recognize the stress which directly affects the health of the employees and indirectly the institutions' success. The causes of stress in the working environment should be identified and information about its symptoms can lead us to manage it by minimizing the negative consequences it can cause⁹. This survey was conducted to determine the stress levels of health care institution teachers, doctors and mentors. Nursing is a profession within the health care sector, focused on the care of individuals, families, and communities so they may attain, maintain, or recover optimal health and have quality of life. Since the new era, nursing education has undergone a process of diversification towards advanced and specialized credentials, and many of the traditional regulations and provider roles are changing. Nurses provide care both interdependently, for example, with physicians, and independently as nursing practitioners and nursing officers. Nurses care for individuals of all ages and cultural backgrounds who are healthy and ill in a holistic manner catering to the individual's physical, emotional, psychological, intellectual, social, and spiritual needs. The profession combines physical science, social science, nursing theory, and technology in caring for those individuals. The School of Nursing Sciences & Research encompasses a full spectrum of undergraduate and graduate programmes that prepare nursing scholars for a career in the healthcare industry. The faculties at SNSR are dedicated, renowned educators and researchers, with a calling to inspire change in health care through innovation and perfection in nursing education, scholarship, practice, and service.

The physical and mental reaction to various situations manifest as stress. This reaction depends on our mental make and the experiences we have already faced and the social / family support system. There are two types of stress - positive and negative stress. Positive or eustress results from our positive view of a situation and it is good for us. Stress cause both physical and psychological change. Increased academic demands, financial constraints, disturbed family relations can all lead to stress and decreased stress management. There is a lack of harmony between the individual and the work environment. Among factors hampering employees' performance, stress is the foremost factor that has negative implications¹³. Stress is noted to

have a negative effect on the psychological, behavioral, and physiological status of the individuals¹⁵. It harms the motivation, morale, and performance of employees in the workplace. Moreover, it has a negative relationship with job satisfaction that interferes with one's energy to work and results in lower performance levels.

SCOPE OF THE STUDY

The purpose of the study is to understand the stress levels in the women employees. Stress will badly affect the women employees both at work place and in personal life. If stress is managed properly, it is beneficial to employees as well as the organization in terms of production, improved relationships both on and off the job. Also it leads to better teamwork and communication.

OBJECTIVES

PRIMARY OBJECTIVES: 1.To study stress level among women employees in a private health care institution.

SECONDARY OBJECTIVES: 1.To analyze the various factors affecting job performance among women employees. 2. To assess the demographic variables.

Methodology

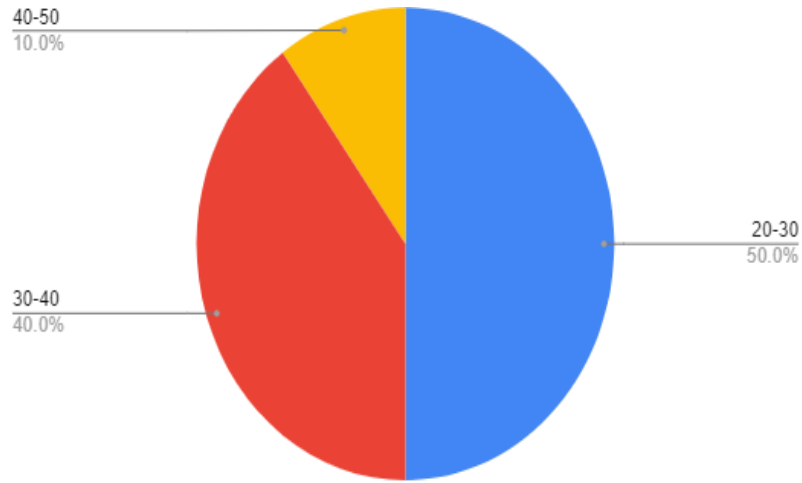
A cross-sectional, analytical study was conducted. Forty faculties who were teaching in the Nursing school were selected through convenient sampling technique. A well-defined, structured questionnaire was distributed to the women employees regarding job stress, work life balance and symptoms of stress.

Data Analysis

Descriptive statistics was used for the demographic and other job related factors of the respondents. A Chi- square test was used to find out the association between the variables.

Demographic variables

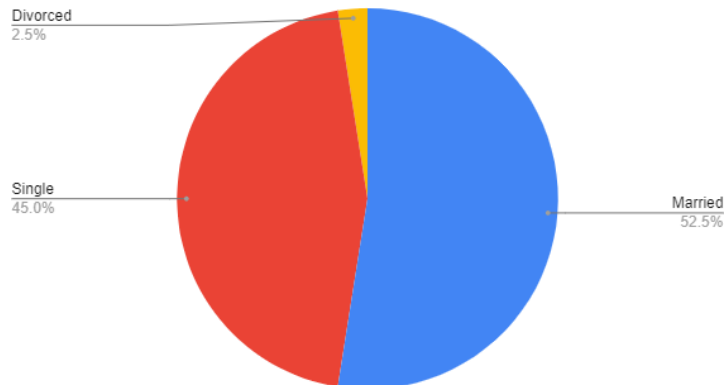
AGE:



Interpretation

The age of 50 % of the employee's falls between 20 to 30 yrs, 40% of them were in between 30 – 40 yrs and 10 % were in between 40 – 50 yrs.

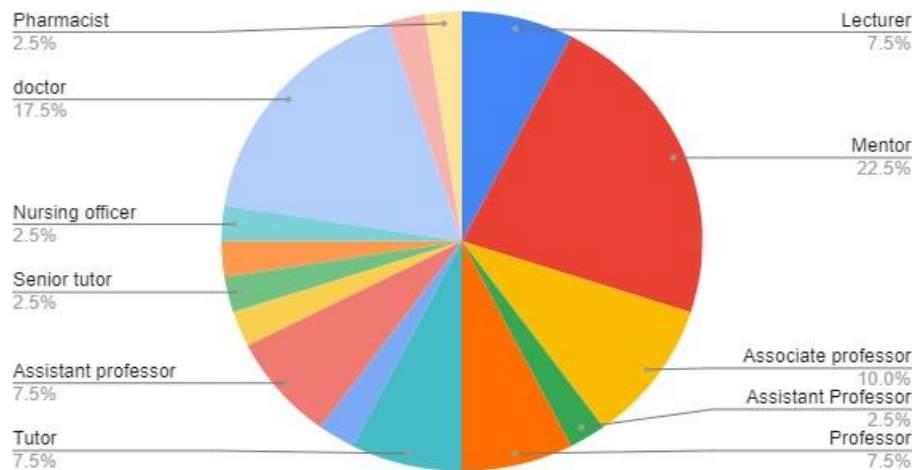
Marital Status



Interpretation

Out of the total respondents surveyed, 45% comprise of unmarried people, 52% comprise of married and 2.5% comprise of divorcees.

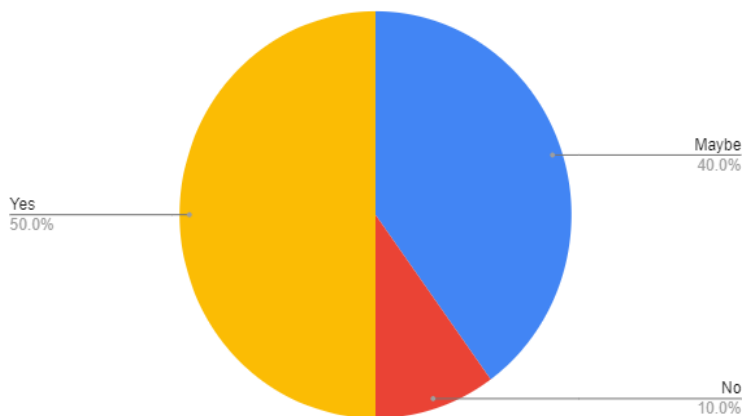
Occupation of the respondents



Interpretation

Out of the total respondents surveyed 17.5% comprise of doctors, 7.5% comprise of professors, 10% comprise of associate professors, 22.5% comprise of mentors, 10.5% comprise of lecturers, 10% comprise of assistant professors, 10.5% comprise of tutors, 5.0% comprise of senior nursing officers, and 5.0% comprise of pharmacist.

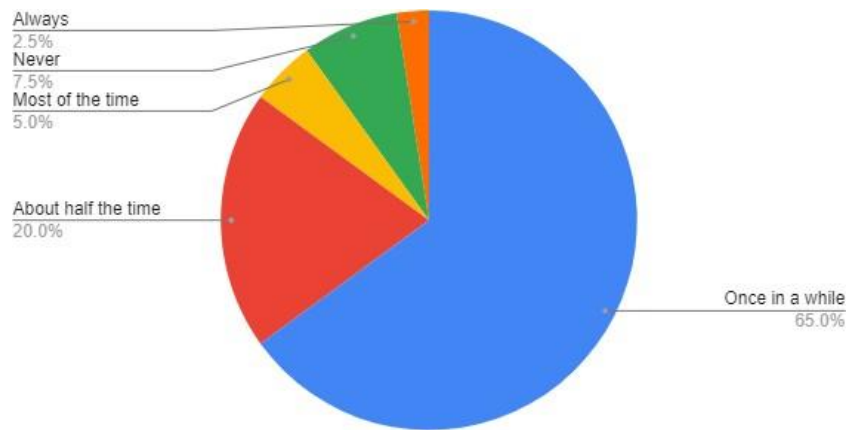
Respondents feeling stressed at work



Interpretation

Out of the total respondents surveyed 50 % felt stressed, 10% did not feel stressed and 40% said maybe.

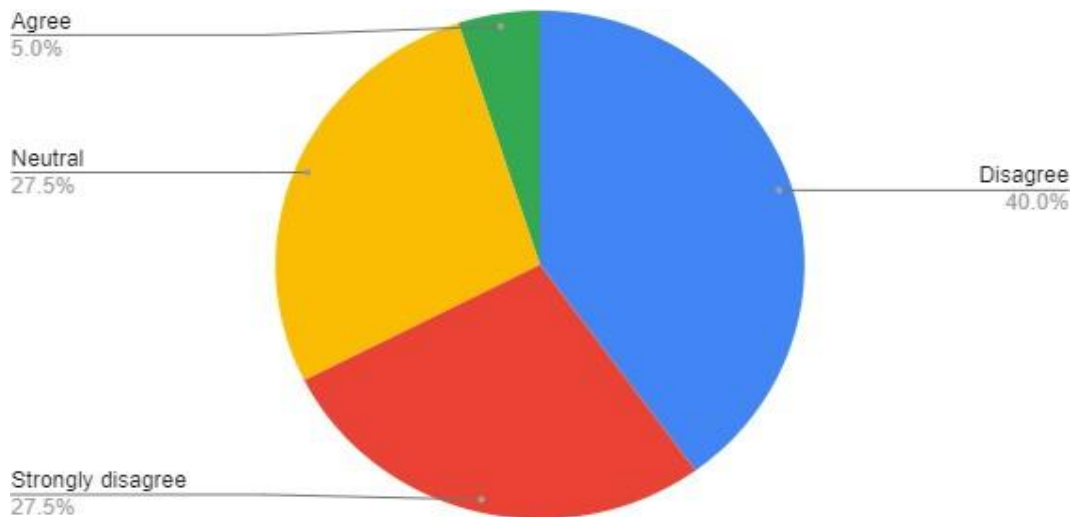
Respondents having hard time feeling relaxed



Interpretation

Out of the respondents surveyed 7.5% had no hard time feeling relaxed, 65% felt it once in a while, 20% felt about half the time, 5% has felt it most of the time and 2.5% felt it always.

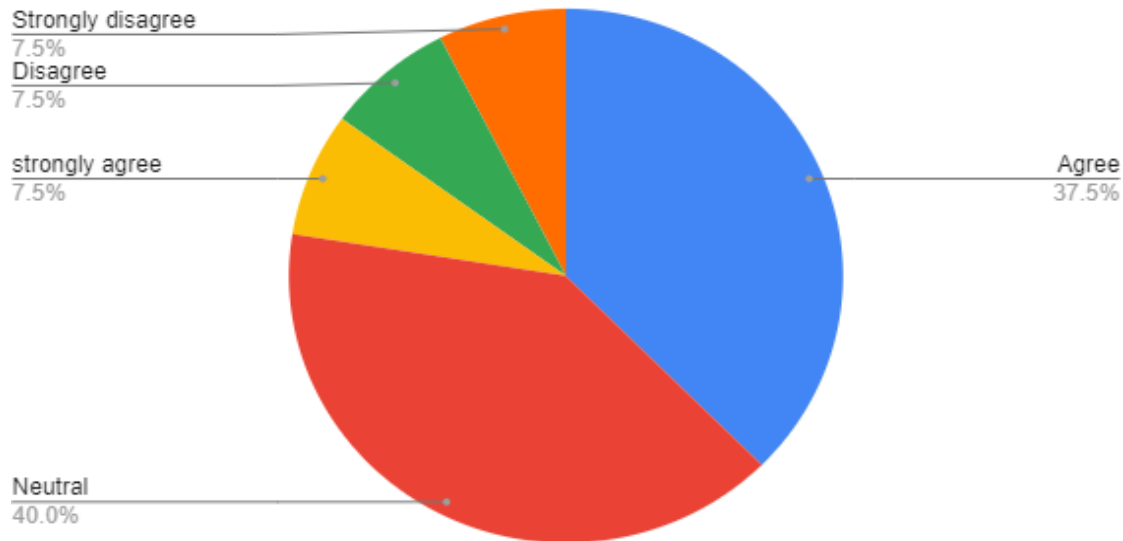
Respondents who feel they have too much work allotted to them



Interpretation

Out of the respondents 2.5% has strongly disagreed, 17.5% has disagreed, 43% has said neutral, 31% has agreed, 7.5% has strongly agreed.

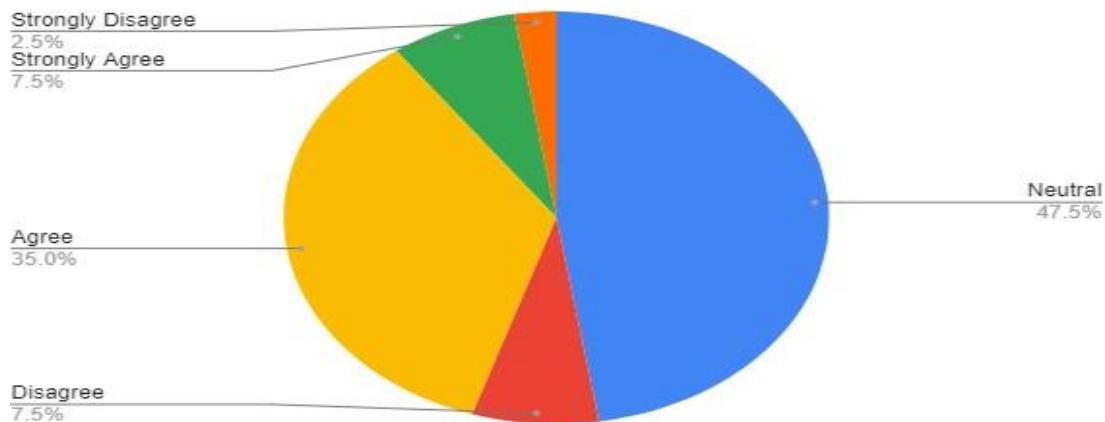
Respondents who feel they don't have enough breaks during work



Interpretation

Out of the respondents has 7.5% strongly disagreed, has 7.5% disagreed, has 40.0% said neutral, 37.5% has agreed, 7.5% has strongly agreed.

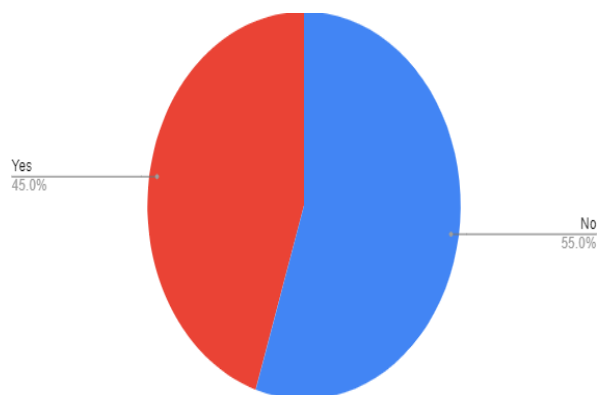
Respondents who feel that they are constantly expected to perform well



Interpretation

Out of the respondents 2.5% has strongly disagreed, 7.5% has disagreed, 47.5% has said neutral, 35.5% has agreed and 7.5% has strongly agreed.

Respondents who feel that they have a healthy work life balance



Interpretation

Out of the respondents 45% has said yes and 55% has said no.

Results

The study was conducted to know about the stress levels of the women employees and it was found that majority of the working employees faced various levels of stress either because of unhealthy working environment or due to imbalance between work life and personal life. The various findings of the study has been listed below.

- 80 % of the respondents feel stressed at work.
- 85% go through symptoms like frequent headaches and irritability.
- 75% feel that they have hard time feeling relaxed.
- 90% feel they have long working hours.
- 75% have felt they don't have enough breaks during their work.
- 85% have felt that they don't have sufficient time to complete their work.
- 55% feel they don't have a healthy work life balance.
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Discussions

The present study was conducted at school of Nursing Science and Research, Sharda University, Delhi, NCR. The aim was to find the stress level and the effects it caused to the working women. This was done using a detailed questionnaire. The study revealed that only a small percentage of

women experienced less stress and the rest of them were experiencing high level of stress. Lot of suggestions were given by the employees to make the working environment more conducive for them to work under minimal stress. This study also has found that the women experienced a lot of health issues both physical and psychological due to work stress and this in turn further reduced the work productivity. So it is important that since we can't completely avoid stress or eliminate it we have to adopt coping mechanisms so that we can work productively without having any adverse effects on our health.

Conclusion

It is very important that we have to learn to manage stress since we can't completely avoid it and in the working place the environment should be positive and conducive without negative stress causing factors. In this study we can clearly see the amount of stress faced by the women employees and the effect it had on their work productivity. So it is important for the management to make the working environment stress free so that the teaching – learning process can happen smoothly and the university in turn would have better outcomes in terms of student admission and also healthy staffs. The employees should also learn to manage stress so that it does not affect the work and their health adversely.

Informed consent: Written informed consent was obtained from all individual participants included in the study.

Funding: This study has not received any external funding.

Conflict of Interest: The author declares that there are no conflicts of interests.

Limitations and Future Studies

The study was limited to only women employees from SNSR, SU. In future studies can be done on other employees from other colleges and other areas also. The sample size was limited to 40 and further studies can be done by increasing the number of samples.

Acknowledgement

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