

## **A Study to Correlate Job Related Stress, Resilience, And Job Satisfaction among Staff Nurses with a view to Develop an Empowerment Programme in a Selected Hospital of Pune City**

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### **Abstract:**

**Introduction:** In the work situation the key role in work is performance and the output, and it comes through the job satisfaction. Job satisfaction depends on less stress, nor will less resilience and all this come when working conditions are improved. Nurses are going through this situation need to teach the coping strategies. **Objectives:** To identify the satisfaction during the work, stress & resilience. **Methods and Materials:** Research approach: Qualitative, research design: nonexperimental design, sample: nursing staff working in a selected hospital of pune city, sample size: 300 staff nurses, Sampling technique: non probability

**Key words:** Job Satisfaction, Burnout, Hospital, Staff Nurses.

**Introduction:** In the work situation the key role in work is performance and the output, and it comes through the job satisfaction. Job satisfaction depends on less stress, nor less resilience and all this will come when working conditions are improved. Nurses are going through this situation need to teach the coping strategies.

**Objectives:** To identify the satisfaction during the work, stress & resilience.

### **Methods and Materials**

**Research Approach:** Qualitative

**Research Design:** nonexperimental design

**Sample:** Nursing staff working in a selected hospital of Pune city

**Sample Size:** 300 staff nurses

**Sampling Technique:** on probability

### **Results:**

**Table1-SocioDemographicVariables**

| Demographicvariables |               | Total staff | Percentages |
|----------------------|---------------|-------------|-------------|
| Age in years         | 25-35years    | 190         | 62          |
|                      | 35-45years    | 77          | 26          |
|                      | 45-55years    | 33          | 10          |
| Gender               | Male          | 24          | 8           |
|                      | Female        | 276         | 92          |
| Qualification        | GNM           | 228         | 7           |
|                      | B.Sc Nursing  | 51          | 17          |
|                      | M.Sc. Nursing | 21          | 7           |

|                |           |     |    |
|----------------|-----------|-----|----|
| Marital status | Married   | 210 | 70 |
|                | Unmarried | 90  | 30 |
|                | Widow     | 0   | 0  |

**Table 2: Level of satisfaction**

| Level    | Jobsatisfaction               |        |
|----------|-------------------------------|--------|
|          | Total number of nursing staff | %      |
| Agree    | 136                           | 45     |
| Disagree | 108                           | 36     |
| Neutral  | 56                            | 18     |
| Total    | 300                           | 100.0% |

**Table 4: satisfaction score**

| Satisfaction | No.ofNurses | %       |
|--------------|-------------|---------|
| Good         | 136         | 45      |
| Moderate     | 56          | 36      |
| Poor         | 108         | 18      |
| Total        | 300         | 100.00% |

**Conclusion:** The study results says that taking adequate rest and sleep also the relaxation technique will improve the job satisfaction and reduce the stress.

**Ethical Considerations:** Ethical approval was obtained from Institutional Ethics Committee.

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**Conflict Of Interest:** Nil

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