

A Study to Assess the Occupational Stress and Level of Job Satisfaction among the Staff Nurses Working in Selected Hospital in District Mohali, Punjab

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Abstract: Background of the study: Along with the increased demand and progress in the nursing profession. The stress among the nurses has also increased. It is usually observed that nursing profession undergoes tremendous stress. This results in stress which affects patient care, job performance and job satisfaction. Health care sector is one among the growing sector in India and the employees working here are highly stressed. Stress is a major factor in bringing down the satisfaction level of employees. Job satisfaction and work performance of the nurse within hospital is becoming vital concern for the organizational management and thus to achieve goals and objectives. Nurses are usually made responsible for non - nursing activities which cause extra burden of work on them. A non nursing activity then would be an activity that does not require a great deal of judgment or decision making based on nursing knowledge or expertise and does not change based on the individual client or situation. Aim and objectives of the study: 1) To assess the occupational stress and level of job satisfaction among staff nurses working in selected hospital. 2) To find out the association between occupational stress and level of job satisfaction with selected socio demographic variables among the staff nurses working at selected hospital. 3) To find out the correlation between occupational stress and level of job satisfaction among the staff nurses working at selected hospital. Methodology: After approval from the ethical committee, pilot study was conducted on 10% of the total population i. e. 10 samples. Content validity from various experts and reliability of the tools were 0.935 of occupation stress index and 0.978 of job satisfaction scale. The main study was conducted on 100 staff nurses working in selected hospital, District Mohali Punjab. Sample was selected by convenient sampling technique. Level of stress was assessed by using Occupation stress scale index (1984) and level of job satisfaction assessed by using job satisfaction scale (1986). Data was collected by structured interview schedule. The data was analyzed by using descriptive and inferential statistics. Result: In occupational stress, majority of samples 84 (84%) fall in moderate level of stress and 12 (12%) fall in severe level of stress and 4 (4%) samples fall in mild level of stress. In job satisfaction, majority of samples 54 (54%) fall under mild level of satisfaction towards their job, while 35 (35%) of samples falls under moderate level of satisfaction towards their job and remaining 11 (11%) samples are not satisfied regarding their job. There was weak negative correlation between occupational stress and level of job satisfaction. It means that increase occupational stress resulted as decreased level of job satisfaction. Socio demographic variable used for the study were age, gender, religion, type of family, marital status, having children (if yes), dependent number of the family, residence, educational status, occupational status, income, what is your current job title, how long have you work with your present organization, total experience in this job, select the description that comes closest to your present worksheet, how long have you works the shift you indicated above, how many times a week your shift changes, do you work more than 8 hours a day (if yes then how many hours), how many hours per week do you work any other job, travelling distance between your resident to work place, do you smoke and are you alcoholic. In occupational stress significant relationship was found between residence and non - significant relationship was found between the remaining socio demographic variables. In job satisfaction significant relationship found between age of the children's and non - significant relationship was found between the remaining socio demographic variables. Conclusion: It was concluded that there was significant difference between occupational stress and level of job satisfaction. There was weak negative correlation between occupational stress and level of job satisfaction.

Keyword: Occupational stress, job satisfaction, staff nurses and hospital.

1. Introduction

“It’s not the load that breaks you down, It’s the way you carry it”

..... Lou Holtz

Nursing or care for the sick has existed since the beginning of the civilization. But it has not proper recognition till the beginning of the 19th century. It has been emerged as a profession in the late 19th century by and the 20th century it had evolved into a specialty with unique role function.¹

Along with the increased demand and progress in the nursing profession. The stress among the nurses has also increased. It is usually observed that nursing profession undergoes tremendous stress. Thus, is more common in staff

nurses working in specialty, critical care areas, ICU, NICU etc. This results in stress which affects patient care, job performance and job satisfaction. Health care sector is one among the growing sector in India and the employees working here are highly stressed. Stress is a major factor in bringing down the satisfaction level of employees.¹

When the person is subjected to stressor, a characteristics syndrome of physical reactions will occur. The stress concept can also be seen as active in a holistic view of the person. The stress response can be physical, psychological, emotional or spiritual in nature and is usually a combination of these dimensions. Stress, similarly, can arise from one or more dimensions and can be either internal or external.²

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A moderate level of stress or “Eustress” is an important motivating factor and is considered normal and necessary. If stress is intense, continuous, and repeated, it becomes a negative phenomenon or “Distress”, which can lead to physical illness and nursing profession undergoes tremendous stress which affects work performance of nurses and ultimately affects the patient care. Chronic stresses take a toll when there are additional stressors like home stress, conflict at work, inadequate staffing, poor teamwork, inadequate training, and poor supervision. Stress is known to cause emotional exhaustion in nurses and leads to negative feelings toward those in their care.³

Research studies on stress in nursing have identified a variety of stressors. Poor working relationships between nurses and doctors and other health care professionals, demanding communication and relationship with patients and relatives, emergency cases, high workload, understaffing and lack of support or positive feedback from senior nursing staff, role conflict, home-work imbalance. Stress has a cost for individuals in terms of health, wellbeing and job dissatisfaction, as well as for organizations in terms of absenteeism and turnover, which in turn may impact upon the quality of patient care.³

Level of job satisfaction is an extent to which a person likes or dislikes his job. Multiple factors can influence a person's level of job satisfaction, these factors range from the level of pay and benefits, perceived fairness of the promotion system within the organization, the quality of working conditions, leadership and social relationships. Job satisfaction of nurses is a crucial indicator of a good working environment and management of the institution.⁴

Various studies have provided evidence that satisfied workers tend to be more productive, creative, committed and will eventually contribute to higher quality patient care and patient satisfaction, tend to care more about work quality and are more generally productive. However, there are times when nurses find themselves in “Burnout” situations manifested by emotional exhaustion, detachment, and lack of drive and enthusiasm to work and achieve.⁵

Among healthcare professionals, nurses have been found to be most prone to burnout. Moreover, studies have shown that burnout among nurses has a negative effect on the quality of patient care and patient satisfaction. Burnout and low job satisfaction indeed contribute to the nurses' inefficiency and affects their dedication to job quality and care given. There is a negative correlation between occupational stress, organizational commitment and also performance of nurses. Stress is a part of everyday life for healthcare professionals such as nurses, physicians and hospital administrators. There are various factors responsible for stress among nurses working in hospital areas. Workload, decreased job autonomy, inadequate support, less opportunities of learning on the job and inappropriate feedback to be significant predictors of stress among nurses. Nurses with high levels of personal accomplishment perceived significantly lesser degrees of stress. Workload is an important stress factor among them.⁶

Occupational stress affects job satisfaction in many ways such as work load, work environment, co-workers behavior, overtime work, night duties, non-nursing work, nurse-patient ratio in working area, lack of job opportunities, harassment, lack of exposure, increased demand, income, these all factors create much pressure which may lead to disturbed family relations, disturbed personal relations, low quality care, burnout. Job satisfaction is essential for both staff and organization, to achieve the goals and provide quality health care services. If all health care team members cooperate and coordinate with each other and the nurse-patient ratio should be maintained by the organization then work pressure will be slightly reduced and satisfaction related to job slightly increases and institutional/organization also able to achieve their organizational goals.

2. Literature Survey

Andrioti D., Skitsou A., Karlsson E. L., Pandouris C., Krassias A., Charalambous G (2017), conducted a study on job satisfaction of nurses in various clinical practices. A convenient sample technique was used for the study. Sample size was 144 staff nurses working in clinical areas. This study was performed using «The Greek Nurses' Job Satisfaction Scale» questionnaire. Overall, 29 out of 47 general nurses, 33 out of 46 mental health nurses and 39 from a total of 51 nurses who work in drug addiction answered. The response rate was 70.14% with 101 answered questionnaires. In this instrument a score of 58 and above indicates the employees' job satisfaction. They used one-way ANOVA to identify associations between individual characteristics of nurses and job satisfaction. The nursing staff seemed not satisfied with an overall score of 51.88. Self-growth and responsibility was the main reason of satisfaction with a score of little over 16. While the other three dimensions i) interaction and recognition scored 15.02 ii) leadership style and organizational policies scored 13.52 and iii) remuneration and nature of work only scored 7.2 pointing out this dimension as the most important reason for nurses' dissatisfaction.⁷

Dr. Gandhi N., (2017), the study was conducted to find out the relationship between occupational stress and job satisfaction of degree college teachers. A sample of 100 teachers were selected randomly from the degree college of Abohar. The tools used were Occupational Stress Index Scale (OSI) by Srivastava and Singh (1984) and Job Satisfaction Scale by Singh and Sharma (1986). The data was analyzed by Pearson's product moment correlation. Result of the study revealed that there is a significant and negative correlation between occupational stress and job satisfaction.⁸

Saini R., Kaur S., Das K., (2016), conducted a study on stress, stress reaction, job stressors and coping among nurses working in ICU and general ward of a tertiary care hospital. This was a cross-sectional study involving 285 nurses. Convenient sample techniques were used for the study. Finding of the study revealed moderate to high stress levels among general ward and ICU nurses with young female nurses experiencing more stress. ICU nurses experienced stress more in the form of exhaustion (11.9%), irritation

(11.9%) and reduced self - confidence (0.9%) that those working in general ward.⁹

Antonova E., (2016), conducted study on occupational stress, job satisfaction and employee loyalty in hospitality industry in Russia. A quantitative comparative case study method was selected. The study was conducted between the two hotels in Russia. The data was analysed by correlational and descriptive statistics are carried out using SPSS. The finding showed that there is a significant difference in occupational stress and employee loyalty between the two hotels. Independent hotel employees have higher stress levels and lower loyalty.¹⁰

Jain P., Batra A., (2015), conducted study on occupational stress at workplace: study of the corporate sector in India. The emphasis was mainly on the corporate sector of India to assess the degree to which indicators of job stress at workplace (Work timings stretched, Inadequate break times, Repeated heavy workload, Unfair distribution of work, Monotony at work, Deadline Pressures, under utilization of skills and working relationships) influences Indian native's mental and emotional well being. The data was collected by surveying employees of various Corporate through a structured questionnaire. The sample size was 62. Both primary and secondary sources of data were extensively used for analyzing this study. 87% of the respondents felt stressed due to work related issues, 79% felt flexible working hours relieves tension.¹¹

Koros J. E., Momanyi M J., Chakua K. C., (2015), conducted study on impact of occupational stress on job satisfaction among Kenyan primary school teachers. Simple random sampling technique was used. Sample size was 312 primary school teachers. The main data collection instrument was a questionnaire for the teachers. The data collected was analysed through the use of SPSS by regressing and correlating occupational stress and job satisfaction in order to determine the strength of the relationship. The study results indicated that there was a positive relationship between occupational stress and job satisfaction ($\beta = .527$, $p = .000$). The study recommends that it is imperative of government and other stakeholders in education to ensure a high level of career satisfaction for highly qualified and experienced teachers.¹³

3. Methods/ Approach

Research Approach: Quantitative Research Approach was used in this study.

Research Design: Research design selected for the study was Non experimental, Descriptive research design

Research Setting: The study was conducted among staff nurses working in Government (civil) Hospital phase - 6, Mohali, Punjab. Many staff nurses working in the civil

hospital in different shift. There are several departments in the hospital and staff assigns in different wards/ units. Data was collected in two shifts i. e. morning and evening in different wards/ unit expected emergency, operation theatre, Intensive Care Unit, cardiac Care Unit.

Target Population: Staff nurses working in the Government (civil) Hospital phase - 6, Mohali, Punjab.

Sample Size: Sample size were 100 staff nurses working in Government (civil) hospital 6 - phase, Mohali, Punjab.

Sample Technique: Samples were selected by using convenient sampling technique.

Confidentiality of the data collection.

Routine work of hospital was not being interrupted during the study.

Validity of Tool:

- Structured questionnaire was validated by various concerned experts from the field of psychiatric nursing. Based on their suggestions, modification and restructuring of the socio - demographic tools was done.
- Rating scale was standardized and permission was granted from the sources before its application.

Reliability of Tool:

To assess the reliability of Occupational Stress Index (OST) split half method was applied to establish the reliability of the scales which was found to be 0.935 and the test retest method was applied to establish the reliability of Job Satisfaction Scale (JSS) was found to be 0.978 by the author.

Pilot Study:

The pilot study was conducted on 10 staff of government hospital 6 - phase, Mohali, in the month of May. Formal permission was obtained from the concerned authorities. The purpose of the study was explained to the study participants. All the tools were explained well by the researcher and students were instructed to clarify any doubts or difficulty they face in understanding the tool items. Average time taken by each respondent for filling the tool was 20 - 30 minutes. Descriptive statistics were used for data analysis. The study methodology was found to be feasible and no significant changes were made in the methodology for the main study. Further findings were used to determine the sample size for the main study.

4. Result

The analysis of the data is organized and presented in the following section:

Section A - Demographic data.

Section B - Rating scale to assess occupation stress.

Section C - Rating scale to assess job satisfaction.

Section A:

Frequency and Percentage Distribution of Socio - Demographic Variables, N=100

S. No	Socio – Demographic Variable	Frequency	Percentage
1.	AGE		
	16 - 26 Years	21	21%
	27 - 37 years	79	79%
	38 - 48 years	0	0%
	49 - 59 years	0	0%
2.	Gender		
	Male	11	11%
	Female	89	89%
	Other	0	0%
3.	Religion		
	Sikh	80	80%
	Hindu	16	16%
	Muslim	0	0%
	Christen	4	4%
	Others	0	0%
4.	Types of family		
	Nuclear family	44	44%
	Joint family	56	56%
	Single parent family	0	0%
	Extended family	0	0%
5.	Marital status		
	Unmarried	30	30%
	Married	65	65%
	Divorced/separated	2	2%
	Widow/widower	3	3%
6.	Having children's if yes		
	No children	37	37%
	<4 years	48	48%
	4.1 - 8 years old	15	15%
	8.1 - 12 years old	0	0%
	>12 years	0	0%
7.	Dependent members in the family		
	0 - 1	85	85%
	2-4	15	15%
	5-7	0	0%
	Above 7	0	0%
8.	Residence		
	Rural	27	27%
	Semi - urban	68	68%
	Urban	5	5%
9.	Educational status		
	Diploma	29	29%
	Graduation	57	57%
	Post graduation	14	14%
	M. Phil/ Ph. D	0	0%
10.	Occupational status		
	Government	100	100%
	Semi govt	0	0%
	Private	0	0%
11.	Income (in rupees per month)		
	<15, 000	0	0%
	15, 001 - 30, 000	28	28%
	30, 001 - 45, 000	30	30%
	Above 45, 000	42	42%
12.	Current job title		
	Female/ Male health worker	0	0%
	Staff nurse	100	100%
	Nursing superintendent	0	0%
	Deputy Nursing Superintendent	0	0%
13.	Duration of job with present org.		
	0 - 1year	25	25%
	2 - 5 years	61	61%
	5 - 10 years	14	14%
	Above 10 years	0	0%
14.	Total experience		

	0 - 1years	25	25%
	2 - 5 years	33	33%
	5 - 10 years	42	42%
	Above 10 years	0	0%
15.	Job description		
	Full time permanent employee	62	62%
	Full time temporary employee	38	38%
	Part time employee	0	0%
	Others	0	0%
16.	Present working hours		
	Rotating 6 - 8 hours shift	100	100%
	Rotating 12 hours shift	0	0%
	Permanent day shift	0	0%
	Permanent evening shift	0	0%
	Permanent night shift	0	0%
17.	Duration of work shift indicated above		
	0 - 1year		
	2 - 5years	64	64%
	5 - 10 years	28	28%
	Above 10	8	8%
18.	How many times a week shift Change?		
	0time	0	0%
	2 times	0	0%
	more than 2 times	0	0%
	on call	100	100%
	19.	Do you work more than 8 hours a day, if yes then how many hours?	
10 hours		0	0%
12 - 15 hours		100	100%
16 - 20hours		0	0%
Above 20 hours		0	0%
20.	How many hours per week do you work at any other job?		
	No other job	100	100%
	2 - 4 hours	0	0%
	5 - 8 hours	0	0%
	Above 8 hours	0	0%
21.	Travelling distance between your residence to work place		
	0 - 5 km	5	5%
	6 - 10 km	55	55%
	11 - 15 km	40	40%
	More than 15 km	0	0%
22.	Do you smoke?		
	Yes	4	4%
	No	96	96%
23.	Are you alcoholic?		
	Yes	9	9%
	No	91	91%

Section - B: - Occupational Stress

Frequency and Percentage Distribution of Occupational Stress

S. No.	Stress Scoring	Frequency	% Age	Level of Stress
1	< 115	4	4%	Mild stress
2	116 - 161	84	84%	Moderate stress
3	>161	12	12%	Sever stress

Section C: Job Satisfaction

Frequency and Percentage Distribution of Job Satisfaction

S. No.	Satisfaction Scoring	Frequency	% Age	Level of Job Satisfaction
1	>60	0	0%	Highly satisfied
2	45 - 59	35	35%	Moderate satisfied
3	30 - 44	54	54%	Mild satisfied
4	< 30	11	11%	Not satisfied

Association between Socio Demographic Data and Occupational Stress

Table 4: Showing association of occupational stress with selected socio demographic variable, N=100

Socio - demographic data		Stress Levels			Association with overall factors			Inference
Variables		Mild	Moderate	Sever	Chi test	df	P value	
Age	16 - 26 Years	0	19	2	1.96	2	.374	NS
	27 - 37 years	6	63	10				
	38 - 48 years	0	0	0				
	49 - 59 years	0	0	0				
Gender	Male	0	8	3	3.24	2	.194	NS
	Female	6	74	9				
	Other	0	0	0				
Religion	Sikh	4	65	11	2.74	4	.59	NS
	Hindu	2	13	1				
	Muslim	0	0	0				
	Christen	0	4	0				
	Others	0	0	0				
Type of family	Nuclear family	3	36	6	.22	2	.89	NS
	Joint family	3	46	6				
	Single parent family	0	0	0				
	Extended family	0	0	0				
Marital status	Unmarried	1	27	2	5.02	6	.54	NS
	Married	5	52	9				
	Divorced/ separated	0	2	0				
	Widow/ widower	0	1	1				
Age of children	No children's	2	32	3	.93	4	.9	NS
	<4 years	3	38	7				
	4.1 - 8 years old	1	12	2				
	8.1 - 12 years old	0	0	0				
	>12 years	0	0	0				
Dependent member of family	0 - 1	5	76	4	52	6	0	NS
	2 - 4	1	6	8				
	5 - 7	0	0	0				
	Above 7	0	0	0				
Area of residence	Rural	2	23	2	12.7	4	.0125*	Significant
	Semi - urban	2	57	9				
	Urban	2	2	1				
Educational status	Diploma	2	24	3	4.08	4	.39	NS
	Graduation	2	49	6				
	Post graduation	2	9	3				
	M. Phil/ Ph. D	0	0	0				
Occupational Status	Government	6	82	12	454.6	8	0	NS
	Semi govt	0	0	0				
	Private	0	0	0				
Income (in rupees per month)	<15, 000	0	0	0	9.01	4	.06	NS
	15, 001 - 30, 000	0	23	4				
	30, 001 - 45, 000	0	27	4				
	Above 45, 000	6	32	4				
Current Job title	Female/ Male health worker	0	0	0	653.4	11	0	NS
	Staff nurse	6	82	12				
	Nursing superintendent	0	0	0				
	Deputy Nursing Superintendent	0	0	0				
Job duration of present organization	0 - 1year	0	21	3	37.2	4	1.6	NS
	2 - 5 years	0	52	9				
	5 - 10 years	6	9	0				
	Above 10 years	0	0	0				
Total experience	0 - 1years	0	21	3	9.01	4	.06	NS
	2 - 5 years	0	29	5				
	5 - 10 years	6	32	4				
	Above 10 years	0	0	0				
Job Description	Full time permanent employee	5	48	8	1.6	2	.44	NS
	Full time temporary employee	1	34	4				
	Part time employee	0	0	0				
	Others	0	0	0				
Present working hour	Rotating 6 - 8 hours shift	6	82	12	855	14	0	NS
	Rotating 12 hours shift	0	0	0				
	Permanent day shift	0	0	0				

	Permanent evening shift	0	0	0				
Duration of work shift	0 - 1 year	2	54	8	4.86	4	.30	NS
	2 - 5 years	4	21	3				
	5 - 10 years	0	7	1				
	Above 10	0	0	0				
Weekly shift change	0 time	0	0	0	653.3	11	0	NS
	2 times	0	0	0				
	More than 2 times	0	0	0				
	On call	6	82	12				
Daily working hour More than 8 hours	10 hours	0	0	0	653.3	11	0	NS
	12 - 15 hours	6	82	12				
	16 - 20 hours	0	0	0				
	Above 20 hours	0	0	12				
Hours per week work at any other job	No other job	6	82	12	653.3	11	0	NS
	2 - 4 hours	0	0	0				
	5 - 8 hours	0	0	0				
	Above 8 hours	0	0	0				
Distance between residence to work place	0 - 5 km	1	3	1	3.83	4	.425	NS
	6 - 10 km	2	48	5				
	11 - 15 km	3	31	6				
	More than 15 km	0	0	0				
Smoking	Yes	0	3	1	2.6	2	.27	NS
	No	6	79	5				
Alcoholic	Yes	0	8	1	.98	2	.61	NS
	No	6	74	5				

NS= Non significant at P level >0.05 level of significance.

Association between Socio Demographic Data and Level of Job Satisfaction

Table 5: Showing the association of level of job satisfaction with selected socio demographic variables, N=100

Socio demographic variable		Not satisfied	Mild satisfied	Moderate satisfied	Highly satisfied	Chi test	df.	"P" value	Inference
Age	16 - 26 yrs	2	14	5	0	1.79	2	0.407	NS
	27 - 37 yrs	9	40	30	0				
	38 - 48 yrs	0	0	0	0				
	49 - 59 yrs	0	0	0	0				
Gender	Male	2	6	3	0	0.881	2	0.641	NS
	Female	9	48	32	0				
	Other	0	0	0	0				
Religion	Sikh	10	42	28	0	1.45	4	0.83	NS
	Hindu	1	9	6	0				
	Muslim	0	0	0	0				
	Christen	0	3	1	0				
	Others	0	0	0	0				
Types of family	Nuclear family	6	23	16	0	0.53	2	0.76	NS
	Joint family	5	31	19	0				
	Single parent family	0	0	0	0				
	Extended family	0	0	0	0				
Marital status	Unmarried	2	21	7	0	10.11	6	0.118	NS
	Married	8	31	27	0				
	Divorced/ separated	0	2	0	0				
	Widow/widower	1	0	1	0				
Age of children	No children	8	12	17	0	16.458	4	.005*	Significant
	<4 years	2	35	11	0				
	4.1 - 8 years old	1	7	7	0				
	8.1 - 12 years old	0	0	0	0				
	>12 years	0	1	0	0				
No. of dependent	0 - 1	8	47	30	0	1.47	2	0.479	NS
	2-4	3	7	5	0				
	5-7	0	0	0	0				
	Above 7	0	0	2	0				
Residence	Rural	3	16	8	0	2.7	4	0.63	NS
	Semi - urban	7	37	24	0				
	Urban	1	1	3	0				
Educational status	Diploma	4	17	8	0	2.8	4	0.58	NS
	Graduation	5	32	20	0				

	Post graduation	2	5	7	0				
	M. Phil/ Ph. D	0	0	0	0				
Occupational status	Government	11	54	35	0	344	11	0	NS
	Semi govt	0	0	0	0				
	Private	0	0	0	0				
Income	<15000	0	0	0	0	2.01	4	0.73	NS
	15000 - 30000	5	14	9	0				
	30, 001 - 45, 000	2	17	11	0				
	Above 45000	4	23	15	0				
Job title	Female/ Male health worker	0	0	0	0	506	15	0	NS
	Staff nurse	11	54	35	0				
	Nursing superintendent	0	0	0	0				
	Deputy Nursing Superintendent	0	0	0	0				
Job duration in present org.	0 - 1 year	2	16	6	0	5.6	4	0.22	NS
	2 - 5 years	9	31	21	0				
	5 - 10 years	0	7	8	0				
	Above 10 years	0	0	0	0				
Total experience	0 - 1years	2	17	6	0	3.92	4	0.41	NS
	2 - 5 years	5	14	14	0				
	5 - 10 years	4	23	15	0				
	Above 10 years	0	0	0	0				
Job description	Full time permanent employee	7	33	22	0	0.042	2	0.97	NS
	Full time temporary employee	4	21	13	0				
	Part time employee	0	0	0	0				
	Others	0	0	0	0				
Present working hour	Rotating 6 - 8 hours shift	11	54	35	0	0.042	2	97	NS
	Rotating 12 hours shift	0	0	0	0				
	Permanent day shift	0	0	0	0				
	Permanent evening shift	0	0	0	0				
	Permanent night shift	0	0	0	0				
Duration of work shift	0 - 1year	7	37	20	0	1.27	4	0.86	NS
	2 - 5years	3	13	12	0				
	5 - 10 years	1	4	3	0				
	Above 10	0	0	0	0				
	0 time	0	0	0	0				
Week shift Change	2 times	0	0	0	0	459	14	0	NS
	More than 2 times	0	0	0	0				
	On call	11	54	35	0				
	10 hours	0	0	0	0				
Week shift Change	12 - 15 hours	11	54	35	0	459	14	0	NS
	16 - 20hours	0	0	0	0				
	Above 20 hours	0	0	0	0				
	No other job	11	54	35	0				
Hours per week at any other job	2 - 4 hours	0	0	0	0	459	14	0	NS
	5 - 8 hours	0	0	0	0				
	>8 hrs	0	0	0	0				
	0 - 5 km	1	1	3	0				
Distance between residence to work place	6 - 10 km	6	29	20	0	2.9		0.5	NS
	11 - 15 km	7	36	24	0				
	>15 km	0	0	0	0				
	Yes	1	1	2	0				
Smoking	No	10	53	33	0	1.6	2	0.43	NS
	Yes	2	5	2	0				
Alcoholism	Yes	2	5	2	0	1.5	2	0.44	NS
	No	9	48	33	0				

NS= Non- significant at P level >0.05 level of significance.

*= Significance

5. Discussion

The findings of the study have been discussed based on the objective and with the findings of the other supportive studies.

Objective 1: To assess the occupational stress and level of job satisfaction among the staff nurses.

The present study shows the level of occupational stress and level of job satisfaction of staff nurses working in hospital. In occupational stress out of total, majority 84% of study subject had moderate level of stress, 12% had sever level of stress and 4% had mild level of stress. In job satisfaction out of total, majority 54% of study subject had mild level of satisfaction towards their job, 35% had moderate level of

satisfaction towards their job and remaining 11% are not satisfied with their job.

These findings are supported by the study conducted by Nabirye C. R. (2010), occupational stress and job satisfaction among staff nurses. Aim of the study was to assess the level of occupational stress and level of job satisfaction. More than half of the nurses (54%) reported moderate to extreme stress on the job while almost half (45%) reported high stress and remaining 1% reported mild level of stress. Nurses in the public hospital reported higher levels of occupational stress and lower levels of job satisfaction and performance. There were significant negative relationships between occupational stress and job performance and between occupational stress and job satisfaction.¹⁴

Objective 2: To find out the association between occupational stress and level of job satisfaction with selected socio demographic variables.

The present study shows that the association between occupational stress and level of job satisfaction with socio demographic variable. Socio demographic variable used for the study were age, gender, religion, type of family, marital status, having children (if yes), dependent number of the family, residence, educational status, occupational status, income, what is your current job title, how long have you work with your present organization, total experience in this job, select the description that comes closest to your present worksheet, how long have you works the shift you indicated above, how many times a week your shift changes, do you work more than 8 hours a day (if yes then how many hours), how many hours per week do you work any other job, travelling distance between your resident to work place, do you smoke and are you alcoholic. Based on the 2nd objective chi square test used to associate the occupational stress and job satisfaction with socio demographic variables. In occupational stress significant relationship was found between residence and non significant relationship was found between the remaining socio demographic variables. In job satisfaction significant relationship found between age of the children's and non significant relationship was found between the remaining socio demographic variables.

The findings are supported by a study conducted by Okeke C. I. O., Adu E. O., Drake and Duku N. S. (2014), correlating demographic variable with occupational stress and coping strategies. Aim of the study to investigate relation between demographic variable and occupation stress with coping strategies. The initial finding suggested that no study was found to have jointly taken - up the relationship between the demographic variables and work - related stressor. Finding also suggested that no attention is being given to the events of stress.¹⁵

The findings are supported by a study conducted by Aydin. T. O. (2018), impact of demographic variable on job stress. Aim of the study to examine the job stress factors and to examine the difference between demographic variables and job stress factors. The findings of the study shows that 33 items falling under six job stress factors, the difference between the demographic variables and job stress factors were presented.¹⁶

Objective 3: To find out the correlation between occupational stress and level of job satisfaction.

The present study shows that correlation between occupational stress and level of job satisfaction. The calculated r - score is - 0.2472 and p - value is 0.016. It shows a significant association between level of occupational stress and level of job satisfaction. It also shows that both have a weak negative correlation between occupational stress and job satisfaction level. It means increasing occupational stress resulted as decreased job satisfaction

The findings are supported by a study conducted by Dr. Gandhi N. (2017), the relationship between occupational stress and job satisfaction. The tools used were Occupational Stress Index Scale (OSI) by Srivastava and Singh (1984) and Job Satisfaction Scale by Singh and Sharma (1986). The data was analyzed by Pearson's product Moment correlation. Result of the study revealed that there is significant and negative correlation between occupation stress and job satisfaction.⁸

6. Conclusion

It was concluded that, in occupational stress, majority of samples 84 (84%) fall in moderate level of stress and 12 (12%) fall in severe level of stress and 4 (4%) samples fall in mild level of stress. In job satisfaction, majority of samples 54 (54%) fall under mild level of satisfaction towards their job, while 35 (35%) of samples falls under moderate level of satisfaction towards their job and remaining 11 (11%) samples are not satisfied regarding their job. There was weak negative correlation between occupational stress and level of job satisfaction. It means that increase occupational stress resulted as decreased level of job satisfaction

7. Future Scope

The findings of the study have several implications in different areas as Nursing education, Nursing practice, Nursing administration and Nursing research

Nursing Education

- The nurse's educator should improve the knowledge of nursing students regarding stress causing factors in working environment.
- Nursing educator can create awareness regarding adaptation, counselling, effective coping methods.

Nursing Practice

- The study helps to obtain necessary information about the occupational stress and job satisfaction among staff nurses.
- Nurses should contact further research on the same topic to explore about more benefits of the study which the present researcher could not identify because of limitation.
- Nursing personnel should utilize the findings to patients.

Nursing Administration

- Nurse administrator should organize in - service program on occupational stress and job satisfaction.

- Nurse administration can organize seminar on coping strategies to reduce stress.
- Nursing administration can make arrangement for counselling session for staff nurses undergoing stress.

Nursing Research

- Research should be directed towards describing the occupational stress and job satisfaction among staff nurses.
- Nursing research should be conducted to assess the level of occupational stress and level of job satisfaction among staff nurses.
- As nursing profession becomes more grounded in research, the study will be a valuable reference material for future research. It can help them in conducting research will large sample size in any other different culture and ethnic groups.

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