



AN OCCUPATIONAL STRESS OF THE NURSES ON PRIVATE HOSPITAL

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ABSTRACT - Stress is a general term applied to various psychologic (mental) and physiologic (bodily) pressures experienced or felt by people throughout their lives. Stress as a state of mental and bodily resulting from the disparity between situational demand and the individual's ability and motivation to meet those need. It is not only for employee and also for employer, it is frequent for both of you .The aim of the study relatively is to briefly explain about Stress and the factors which may influence the behaviour better of the human resources.

INTRODUCTION:

Stress is a worldwide element and persons from nearly every day of life have to face stress. It's for unenthusiastic impact of the both of you for organizational and employee. It was conceived of as pressure from the environment then as strain within the person. It is the psychological and physical state that results when the resources of the individual are not adequate to cope with the demands and pressure of the situation. The stress level to different from one person. Actually the stress may be in the areas of feelings(anxiety, unhappiness, irritability, fatigue) behaviour ,being reserved, violent, tearful, unenthusiastic),thinking (difficulties of concentration and problem solving) or physical symptoms (tremor, vomiting, headaches).stress is the way human beings react both physically and mentally to changes, events and situations in their lives. In order to minimize stress, delegate some work, split burden with generation, leave and time off work with family and love once ,as well as reducing work overtime ranked highest as strategic for stress management.

It is the main impact of reduce the individual performance in our job. If you view a situation negatively, you will likely feel distressed. It is the more familiar form of stress. The other form, eustress, results from a "positive" view of an event or situation, which is way it is also called "good stress".

The aim of this study is to explore issues on specific occupational stressors related to job performance, the role of healthcare in stress management and the effects of job resources on job demands, and also to create awareness for health care professional on how to manage stress. -Prakash B. Kunderagi, Dr.A.M.K.Adakol

Causes of Stress

Stress is created by the demands and pressures we feel. Their effects can be physical, mental and emotional. Although we may try to compartmentalize our lives, we are whole beings. What happens at work, may affect what happens at home—or vice versa. Stressors aren't entirely universal. What upsets one person, another is able to take in stride. So, it's important to understand which things are creating our individual stress. Once we've identified our personal stress triggers, we can begin to take a to deal with them.

- ❖ Lack of social supports: When individuals believe that they have the friendship and support of others at work, their ability to cope with the effects of stress increases.

Figure.1

Causes of Stress

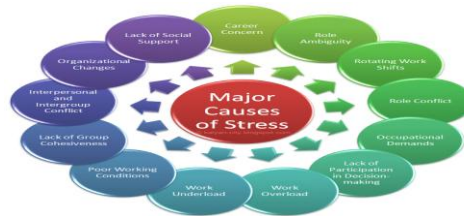


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Career Concern: if an employee feels that he is very much at the rear in the corporate steps, then many experience stress. If he seems that there are no opportunity for self –growth and unfulfilled our career expectation.

Role Ambiguity: It occurs when the person doesn't know what he is supposed to do, on the job. It creates confusion in the mind of the worker and result in stress.

Rotation Work Shift: stress may occur in those individuals who work on different work shifts. Employee is may be expected to work on day shift for some days and then on the night shift. That may create problems in adjusting to the shift timings, and it can affect not only personal life but also family life of the employee.

Role Conflict: it takes place when people have different expectation from the person performing the particular role. it can also occur if the job is not exportation of behavior that is against the person's moral values.

Occupational Demand: jobs that involve risk and danger are more stressful. Research findings indicate, job that cause stress needs constant monitoring of equipment and devices, unpleasant physical conditions, making decisions.

Lack of participation in decision making: Many experience employees feel that management should consult them on matters affecting their jobs. In reality, the supervisors hardly ask the concerned employees before taking a decision.

Work Overload: Excessive workload leads to stress as it puts a person under tremendous pressure. Different forms: Qualitative work load and Quantitative work load.

Work Under load: In this, case, too little work is expected on the part on the employee.

Poor working conditions: Employees may be subject to poor working conditions. it would include bad lighting and ventilation ,unhygienic sanitation facilities excessive noise and dust presence of toxic gasses and fumes, insufficient salty measures.

Lack of group cohesiveness: Every group is characterized by its cohesiveness, although they differ widely in its degree. Individuals experience stress when there is no unity among work group members. There are mistrust ,envy, frequent quarrel, etc., in groups and this lead to stress to employees.

Interpersonal and intergroup conflict: These conflicts take place due to differences in perceptions, attitudes, values, and beliefs between two or more individual and groups.

Organizational changes: When changes occur, people have to adapt to those changes and this may cause stress. E.g adapt to new technology.

What kind of situations can cause stress?



➤ **Personal issues**

Disease or injury, Gravidness, Sorrow, Permanent health problems, arranging a complicated event, like a family holiday

➤ **Friends and family**

Success married or civil partnered, Going through a break-up or getting divorced
Difficult relationships with parents, relatives, friends or children, being a carer for a friend or relative who needs lots of support

➤ **Employment and study**

Dropping your job, longstanding unemployment, Fearful, Exams and deadlines, hard issues at work, opening a new job

➤ **Housing**

Poor housing conditions, Moving house, Problems with neighbours

➤ **Money**

Worries around money or benefits, Deficiency, Debt.

Common signs of stress

In what way you feel: Irritable, aggressive, impatient or Wound up ,over-burdened, Anxious, nervous or afraid, Like your thoughts are racing and you can't switch off, Neglected or lonely, Depressed, Uninterested in life, Like you've lost your sense of humour, A sense of dread, Worried about your health, Unable to enjoy yourself.

In what way you act: Outcome it hard to make decisions, escaping situations that are troubling you, breaking at people, sharp your nails, Pool at your skin, Powerless to concentrate, Consumption too much or too little, Burning or drinking alcohol more than usual, Restive, like you can't sit still feeling tearful or crying.

In what way you might be physically affected: Shallow breathing or hyperventilating, You might have a panic attack blurred eyesight or sore eyes, Problems getting to sleep, staying asleep or having ,nightmares, Tired all the time, Grinding your teeth or clenching your jaw, Headaches, High blood pressure, Indigestion or heartburn, Constipation or diarrhoea, Feeling sick, fainting.

Effects of Stress: Feeling stressed can have a multiplying effect. For example, losing patience with friends or family members, when what's really stressing us is something at work. When we live with stress over time it can begin to feel normal. We may raise our tolerance, but eventually it will take its toll. If you recognize any of the following bodily or mental symptoms of stress, try to identify their cause.

Tight Muscles: usually in the neck, shoulders, or jaw; or other anxious habits.

Headache: stomach upset.

Somber Mood:serious, difficulty smiling, laughing or lightening up.

Tiredness:lack of energy or enthusiasm.

Sleep:trouble sleeping, or difficultly going back to sleep.

Temperament:short-tempered,easily angered, anti-social behaviour.

Emotional:unsuitable outbursts.

Anxiety: extreme, unable to move on.

Appetite: some research indicates hunger increases in response to short term stress and decreases in response to stress over a extended period.

Skin conditions: chronic circumstances like eczema and alopecia are exacerbated by stress.

Excess: increased use of caffeine, alcohol, tobacco, pain relievers or other drugs. Long term stress will finally affect attitude, attendance and attrition at work.

Manage the stress: The body's usual response to stressors is the "fight or flight response." Breathing and heart rate increases. Pupils dilate. The body preps itself for physical action. We're flawlessly evolved for threats of physical danger. Not ideal for the stressors of the digital age. Instead, we need ways to offset the body's natural response; to relax tense muscles, frayed nerves and self-justifying postures.



Talking treatments: Talking with a trained professional can help you learn to deal with stress and become more aware of your own thoughts and feelings. Common types of talking treatments which can help with stress are:

- Cognitive behavioural therapy (CBT), which helps you understand your thought patterns, recognise your trigger points and identify positive actions you can take.
- Mindfulness based stress reduction (MBSR), which combines mindfulness, meditation and yoga with a particular focus on reducing stress. The Be Mindful website provides more guidance on mindfulness, including how to find a mindfulness-based stress reduction (MBSR) course.

Medication: Feelings of stress are a reaction to things happening in your life, not a mental health problem, so there's no specific medication for stress. However, there are various medications available which can help to reduce or manage some of the signs of stress. Before you are prescribed any medication, your doctor should explain to you what the medication is for, and discuss any possible side effects and alternative treatment options.

Eco treatment: Eco therapy is a way of improving your wellbeing and self-esteem by spending time in nature. This can include physical exercise in greens spaces or taking part in a gardening or conservation project.

Balancing and other therapies: You may find certain alternative therapies help you manage feelings of stress. These might include acupuncture, aromatherapy, massage or Traditional Chinese Medicine.

Melody In: The right music, or recordings of the natural world like ocean waves or rainfall, can have a powerful renewing effect. Today, access to music has never been easier, or more personal. Use it to reenergize or ease tensions, clearing your mind to think more clearly and calmly.

Luxury Up: Tension often shows up in tight muscles in the neck, shoulders, arms and hands. You may not even notice the subtle increase over time. Try gradually clenching the muscles in one area for 30 seconds, then release. Use the sensation to help you relax even further with the goal to release all the tension in that area.

Take a Deep Breath: Conscious relaxation usually begins with breathing. When we're stressed our breaths become shallow. Even a couple of deep breaths can help us relax. If there's time to go a bit deeper, sit in a chair with good support for your back and arms. Sit comfortably with your feet flat on the floor, the chair supporting you. Take slow, deep breaths as you focus on feeling the weight of different parts of your body being supported. Start with your feet and slowly work your way up to the top of your head.

Internal Physically: Yoga and meditation have shown great benefit to reduce stress, calm anxiety and enable a more positive, creative frame of mind. Hatha yoga is a recommended style for beginners. It will help you tone your muscles, learn to control your breathing and quiet your mind.

Grasp Out: When feelings of separation contribute to your distress, tap your social networks. Contact with friends and family provides considerable support to help you cope and decompress. They can also help you enlarge your network, if you feel your social circle is too small or warning.

Stop to Revive: At work, it may be difficult to find a place where you can relax for a few minutes without feeling self-conscious or as if you can be interrupted at any moment. In nice weather, a nearby park may work. If nothing else comes to mind, consider a short escape to the parking lot, to sit in your car. Push the seat back, close your eyes and focus your mind on relaxing for a few calming minutes. If you work from home, you might even consider a power nap after lunch.

Sleep Restfully: When the day is done, try consciously relaxing your body before falling asleep. Emphasise your mind on breathing and relaxation to give physically a calm, soothing start on getting a restful night's sleep.

Tap Each Sense: Aromatherapy is the use of fragrance to affect disposition or behaviour. Use of essential oils is not without controversy. Check with a licensed medical provider for advice. Scents of lavender, chamomile and sandalwood are often said to have a calming effect.

Pursue the Help You Need: If you find yourself unable to relax or de-stress, it may be time to seek further help. Consider setting up an interview with a therapist, who specializes in stress relief, to help you develop coping strategies that will work for you.



REVIEW OF LITERATURE:

.SiyingWu,WeiZhu,ZhimingWang,MianzhenWang,YajiaLan(2007) Burnout is described as feelings of emotional exhaustion, depersonalization and reduced personal accomplishment. Nurses are considered to be particularly susceptible to this. Measuring burnout among nurses is important because their well-being has implications for stability in the healthcare workforce and for the quality of care provided.

Andrew McVicar BSc PhD,2003 Stress perception is highly subjective, and so the complexity of nursing practice may result in variation between nurses in their identification of sources of stress, especially when the workplace and roles of nurses are changing, as is currently occurring in the United Kingdom health service

Clegg rgn ,bsc (hons), 2001 The management and reduction of occupational stress are recognized as key factors in promoting employee well-being. Nursing is one of the many disciplines contributing to a huge body of research into the causes and effect of the ill-defined phenomenon of occupational stress.

Paul A. Landsbergis, 1988, Models of occupational stress have often failed to make explicit the variable of control over the environment, as well as the role of job socialization in shaping personality characteristics and coping behaviours.

Conclusion:

The study used a literature review to examine the management of work related stress, therefore, the result were made in terms of the information from the literature review and supporting evidence. To above the technique to use in our personal life and also organizational environment to reduce the stress and also improve the performance of the employee. This association remained significant after controlling for age, sex, education, marital status, children, hours worked per week and shift worked. Other job characteristics (job insecurity, physical exertion, social support, hazard exposure) were also associated with strain and burnout.

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