

OCCUPATIONAL STRESS AMONG THE COMMUNITY HEALTH WORKERS OF PRIVATE HOSPITAL IN SIRKALI TOWN

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ABSTRACT

The study finds out the Occupational Stress among the Community Health Workers of Private Hospital in Sirkali Town. The primary data were collected through a carefully structured interview schedule and also using the method of observation. Simple random sampling method was adopted in the present study. Thus a total of 210 community health workers are drawn as sample of the study. Descriptive statistics and One way ANOVA analysis were applied. The findings and observations are the result and outcome of the interpretations made during the study of analysis.

Keywords : Occupational Stress, Job Satisfaction, Job Commitment

INTRODUCTION

The growth and development of employees at higher levels of competency is much expected in organisations. Human resource management approach helps people to develop self-control and responsibility, and also tries to create a climate in which all the employees may contribute to the best of their improved abilities. People acquiring expanded capabilities and opportunities will lead directly to improvements in operating effectiveness. Work satisfaction also will be a direct result, when employees make fuller use of their capabilities. Essentially, the human resources approach means that capable people achieve better results. Working men undergo much stress while they are on the work. Such occupational stress vary from person to person, occupation to occupation and time to time. This occupational stress is defined by Sherman, et.al. as any adjustive demand, which occurs in the workplace by physical, mental or emotional factors that require coping behaviour.

RELATED REVIEW : AN OVERVIEW

Bernadette (2009) studied stress as perceived by professionals. The aim of the study was to find the differences in stress among the subjects based on gender, age and job classifications. The sample consisted of 57 male and 116 female professionals with age ranging from 19 to 63 years. Subjects were administered the Tennessee Stress Scale - L questionnaire. The scale consisted of three sub-scales namely (a) stress producer, (b) coping mechanism and stress symptoms and (c) total scores. The results showed that there was a significant difference in stress levels, coping mechanism, stress symptom on the basis of gender, age and job classification. The results also indicated that younger age groups showed higher stress than the older ones. The staff and middle level managers showed higher stress than executives. The study also found that women reported more stress than men.

Another study made by **Sujata and Mishra (2010)** attempted to compare occupational stress between public and private sector employees. The sample was 240 employees of whom 120 belonged to public sector and the rest 120 were from private sector. Each group of 120 employees included 60 front line and 60 middle line employees. The subjects were administered a job stress questionnaire containing ten factors like Lack of Group Cohesiveness (LGC), Role Conflict (RC), Feeling of Inequity (FI), Role Ambiguity (RA), Role Overload (RO), Job Difficulty (JD), Job Requirement (JR), Inadequacy of Role Authority (IRA), Role Underload (RU), Interpersonal Relationship (IR). The results indicated that employees of private sector showed significantly more job stress than public sector employees on total job stress and each of the ten components of job stress. The authors concluded that front line executives experienced significantly more job stress than the middle line executives on total job stress and each of the ten components. Further, they concluded that public and private sector was found to have differential effects on job experience.

OBJECTIVES OF THE STUDY

- To understand the occupational stress on community health workers in Private Hospital, Sirkali town.

RESEARCH METHOD AND MATERIALS

This study was planned to be conducted among the community health workers of Private Hospital, Sirkali town. In this private hospital there are about 210 community health workers. Hence these community health workers were chosen as target population of the study. The primary data were collected through a carefully structured interview schedule and also using the method of observation. Simple random sampling method was adopted in the present study. Thus a total of 210 community health workers are drawn as sample of the study. Descriptive statistics and One way ANOVA analysis were applied. The community health workers included into the sample were not so free and frank in furnishing their information for fear of the management despite assurance of confidently and academic utility of the data.

DISCUSSION AND RESULTS

Table 1

Showing the F-ratio for occupational stress on the basis of their educational qualification

Educational Qualification	N	Mean	SD	F-value	LS
Below Diploma	17	125.24	5.32	3.29	0.05
UG	62	131.84	6.65		
PG	93	132.86	10.00		
Professional	38	128.89	16.71		
Total	210	131.22	10.67		

The above table shows the Mean, SD and F-value of occupational stress on the basis of their educational qualification. The calculated F-value (3.29) is statistically significant at 0.05 levels and hence the stated hypothesis is accepted. Therefore, result infers that the educational qualification groups influence the occupational stress.

Table 2

Showing the F-ratio for occupational stress on the basis of their number of years of service

Number of years of service	N	Mean	SD	F-value	LS
Below 5 years	57	111.35	10.12	10.61	0.01
5 to 10 years	80	132.20	9.48		
Above 10 years	73	127.08	11.01		
Total	210	131.22	10.67		

The above table shows the Mean, SD and F-value of occupational stress on the basis of their number of years of service. The calculated F-value (10.61) is statistically significant at 0.01 levels and hence the stated hypothesis is accepted. Therefore, result infer that the number of years of service groups influence the occupational stress.

CONCLUSION

Community health workers can manage their stress well by adopting regular practice of spiritual methods such as yoga, meditation etc. Community health workers must invest in their health. Good nutritional habits such as balanced diet and checking of overweight will certainly yield an stress-free life. Community health workers must try to focus on their accomplishment rather than on your short-commings. By discarding the negative beliefs and should have positive thinking. Community health workers can reduce their tension by becoming more organized both at work and family. They shall adopt methods for keeping track of commitments, due dates and events. Community health workers shall have proper planning and effective time management. They may allot some specific time to their family members and household commitment. Community health workers can have involvement & enjoyment in their work. Sense of humour and simple take them ahead in their personal relationship. Community health workers can develop problem soling skills and explore a variety of alternatives. The best way for the employees to reduce their stress is to learn to accept disappointments. Community health workers are needed to be more flexible so that they can reduce there tension to a greater extent. Community health workers can manage their stress by saying 'yes' wholeheartedly by understanding the emergency of the work even when it is overload to them at times.

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