



AN EXPOSURE OF OCCUPATIONAL STRESS AMONG EMPLOYEES WORKING IN SELECTED PRIVATE HOSPITALS (WITH SPECIAL REFERENCE FROM SALEM DISTRICT, TAMILNADU)

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ABSTRACT

Human resource organization is an art of administration people at a work in a Hospital such method that they give their most excellent to their institute. In effortless word HRM refers to the quantitative aspect of employees working in a Hospital. Stress is a part of day-to-day living wage of every personality. We generally consider that the anxiety is caused by the peripheral proceedings and the dynamics of the surroundings in a Hospital. But we need to emphasize the fact that the anxiety is caused by our response to the external environment. The pressure experienced by the personnel in their activity is frequently reflected in conduct and mentalities. The burdens have been perceived as an infection which hauls the fitness of the workforces and lessen their degree of performance execution. To put it plainly, a lot of attractive human resource practices would bring about peaceful work life and high work satisfaction.

KEYWORDS: Human Resource, Hospital, Stress, Attribute and Causes.

1. INTRODUCTION

The Occupational stress is pressure identified with one's activity. It regularly originates from duties and weights that don't line up with an individual's learning, aptitudes, or desires, hindering one's capacity to adapt. It can increment when laborers don't feel bolstered by administrators or associates or feel as though they have little command over work forms. The Stress contrasts from weight however are regularly utilized conversely. It alludes to surmountable requests in the work environment and possibly goes to pressure when the enthusiastic, mental and physical requests of a given circumstance are more prominent than the person's adapting aptitudes. Organizations progressively observe their very own task to carry out in relieving and settling work environment.

2. SOURCES OF OCCUPATIONAL STRESS

Sources of occupational stress come from: -

- A harmful workplace
- Negative outstanding task at hand
- Loneliness & Types of hours worked
- Role strife and job equivocalness
- Lack of independence, vocation development obstructions
- Difficult associations with heads as well as collaborators
- Managerial harassing
- Towing to an inappropriate entryway
- Harassment, and
- Organizational atmosphere.

2.1 Objectives of the Study

The objectives of the study are as follows:

- To measure the perception of employees on occupational stress.



- To know the opinion of the employees on occupational stress.
- To describe the perception of employees towards their job.
- To evaluate the impact of occupational stress.
- To find out the causes of occupational stresses.
- To identify the psychological and physical consequences of occupational stress.
- To recommend better ways and means to reduce stress among the employees in select private hospitals of Salem.
- To state the self-handling the situation of the employees to reduce stress at the workplace.

3. RESEARCH METHODOLOGY

Research methodology is the orderly, hypothetical investigation of the strategies connected to a field of study. It involves the hypothetical investigation of the assortment of techniques and standards related with a branch of learning.

It is a systematic activity to achieve the truth. It includes the identification of study area, the procedure for collecting data, analyzing the data and finding the conclusion or truth based upon the scientific procedure.

It is a logical and systematized application of the fundamentals of science and scientific techniques which provide precise tools, specific procedures and techniques to the general and overall questions of a study, rather than philosophical means for getting and ordering the data prior to their logic and manipulation.

3.1 Research Design

Research design is the theoretical construction within which research should be conducted. A research design specifies the method and procedures for conduct a particular study. The descriptive method is used to initiate results based on the objectives of the study.

Descriptive research design refers to scientific differentiation among various conditions or phenomena for the purpose of accurately classifying these conditions.

It is descriptive because more qualitative variables like reaction, learning, behavior and results are involved in this study. The tool used for collecting primary data is Questionnaire.

3.2 Sampling Technique

There are different types of sample designs based on two factors such as the representation basis and the element selection technique. . Stratified random sample is one in which random selection is done not from the heterogeneous universe as a whole but from different homogeneous parts or 'strata' of a universe. Stratified involves developing strata which are distinctly different from each other but are homogeneous within. There after units are chosen from each stratum randomly.

3.3 Sample Size

Rather than getting data from every single unit of the universe, a little representative part is considered and the conclusions are drawn on that reason for the whole universe or entire populace. Thus, this study utilizes sampling method for gathering information. The sampling units are the employees from the private hospitals at Salem.

A stratified random sampling method was applied for this study. Randomly selected working employees of the following of thirteen (13) private hospitals at Salem are the samples for this study.

There are 1294 Clinical employees and 1643 Non-Clinical employees working in the thirteen (13) private hospitals at Salem. The researcher has used online sample size calculator (Creative Research Systems, website: <https://surveysystem.com/sscalc.htm>) to determine the sample size. The sample size of this study is computed as 340 respondents with the confidence interval of 5% and 95% confidence level.

Therefore, $n = 340$ respondents

Percentage of Sample Size of the respondents $= 340/2937 * 100$
 $= 11.58\%$



Table 1.1: Classification of sample size

Designation Private Hospitals	Clinical		Non-Clinical		Total	
	POPULATION	SAMPLE	POPULATION	SAMPLE	POPULATION	SAMPLE
Surakksha Multi Specialty Hospital	80	9	96	11	176	20
Kurinji Super Specialties Hospital	110	13	151	17	261	30
SPMM Hospital	94	11	158	18	252	29
Pranav Hospital	91	11	115	13	206	24
Sri Gokulam Hospital	120	14	152	18	272	31
Neuro Foundation	94	11	99	11	193	22
Vinayaka Mission Hospital	175	20	180	21	355	41
London Ortho Specialist Hospital	74	9	92	11	166	19
Manipal Hospital	112	13	142	16	254	29
Dharan Hospital	97	11	140	16	237	27
G L Hospitals	53	6	87	10	140	16
Shanmuga Medical Research Foundation Trust	88	10	108	13	196	23
SKS Hospital India Pvt Ltd	106	12	123	14	229	27
Total	1294	150	1643	190	2937	340

4. RESPONDENTS RESULT ANALYSIS

4.1 Gender of the Respondents

The distribution of sample respondents according to the gender of the respondents is shown in the following Table 4.1.

Table 4.1: Gender of the respondents

Gender	No. of Respondents	Percentage
Male	204	60.0
Female	136	40.0
Total	340	100.0

The table 4.1 shown that 60% of the respondents are male, and remaining 40% of the respondents are female. Therefore, it can be concluded that most of the male employees are working in the private hospitals at Salem District.

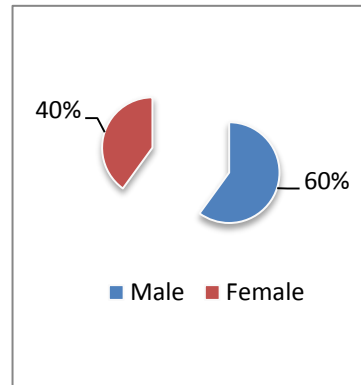


Figure 4.1: Gender of the Respondents

4.2 Age of The Respondents

The distribution of sample respondents according to the age of the respondents are shown in the following Table 4.2.

Table 4.2: Age of the Respondents

Age	No. of Respondents	Percentage
Below 30 Years	50	14.7
30 to 35 Years	93	27.4
36 to 40 Years	66	19.4
41 to 45 Years	74	21.8
Above 45 Years	57	16.8
Total	340	100.0

The table 4.2 indicates that 14.7% of the respondents belong to the age group of below 30 years, 27.4% of the respondents belong to the age group of 30 to 35 years, 19.4% of the respondents belong to the age group of 36 to 40 years, 21.8% of the respondents belong to the age group of 41 to 45 years, and remaining 16.8% of the respondents belong to the age group of above 45 years. Hence, it can be concluded that majority of the private hospital employees' age group is 30 to 35 years.

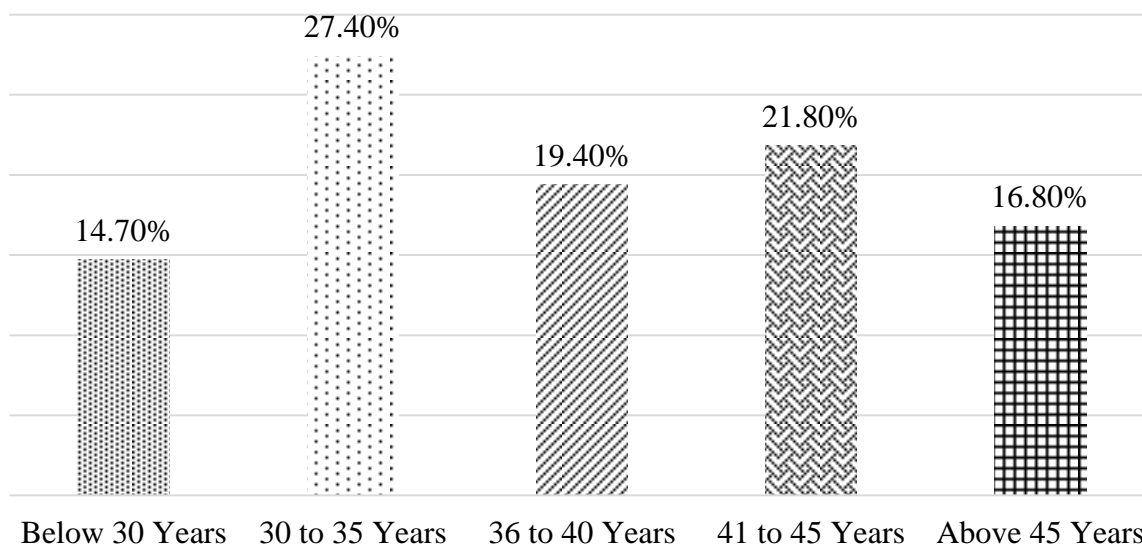


Figure 4.2: Age of the Respondents

4.3 Current Job Level of the Respondents

The distribution of sample respondents according to the current job level of the respondents is shown in the following Table 4.3.

Table 4.3 Current Job Level of the Respondents

Current Job Level	No. of Respondents	Percentage
Clinical	153	45.0
Non-Clinical	187	55.0
Total	340	100.0

The table 4.3 illustrates that 45% of the respondents are working in the clinical level, and remaining 55% of the respondents are working in the non-clinical level in the private hospitals at Salem District. Thus, it can be concluded that almost many number of the non-clinical employees are working in the private hospitals at Salem District.

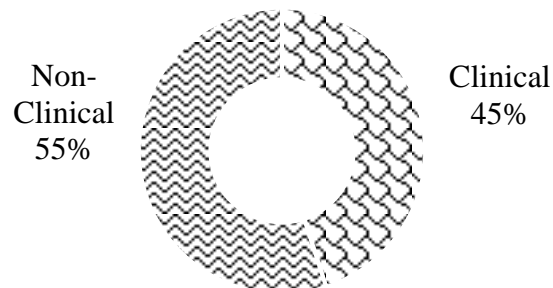


Figure 4.3 Current Job Levels of the Respondents

4.4 Educational Qualification of the Respondents

The distribution of sample respondents according to the educational qualification of the respondents is shown in the following Table.4.4.

Table 4.4: Educational Qualification of the Respondents

Educational Qualification	No. of Respondents	Percentage
Diploma	66	19.4
UG	129	37.9
PG	145	42.6
Total	340	100.0

The table 4.4 reveals that 19.4% of the respondents are diploma holders, 37.9% of the respondents are graduates, and 42.6% of the respondents are post graduates in the private hospitals at Salem District. So, it can be concluded that large number of post graduates are working in the private hospitals at Salem District.

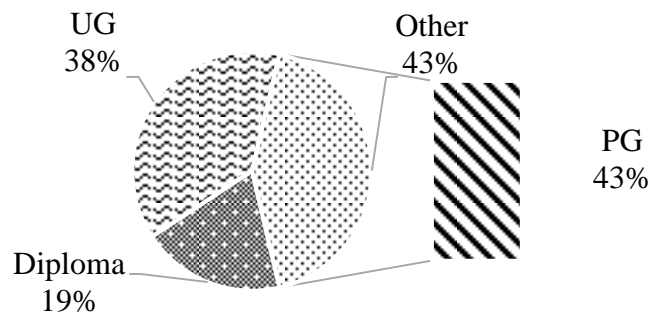


Figure 4.4: Educational Qualification of the Respondents

4.5. Total Years of Experience of the Respondents

The distribution of sample respondents according to the total years of experience of the respondents is shown in the following Table 4.5.

Table 4.5: Total Years of Experience of the Respondents

Total Years of Experience	No. of Respondents	Percentage
Less than 5 years	56	16.5
5 to 10 years	92	27.1
10 to 15 years	67	19.7
15 to 20 years	71	20.9
More than 20 years	54	15.9
Total	340	100.0

The table 4.5 explains that 16.5% of the respondents are working in the private hospitals for less than 5 years, 27.1% of the respondents are working in the private hospitals from 5 to 10 years, 19.7% of the respondents are working in the private hospitals from 10 to 15 years, 20.9% of the respondents are working in the private hospitals from 15 to 20 years, and remaining 15.9% of the respondents are working in the private hospitals for more than 20 years. Henceforth, it can be concluded that most of the private hospital's employees are having 5 to 10 years of work experience at Salem District.

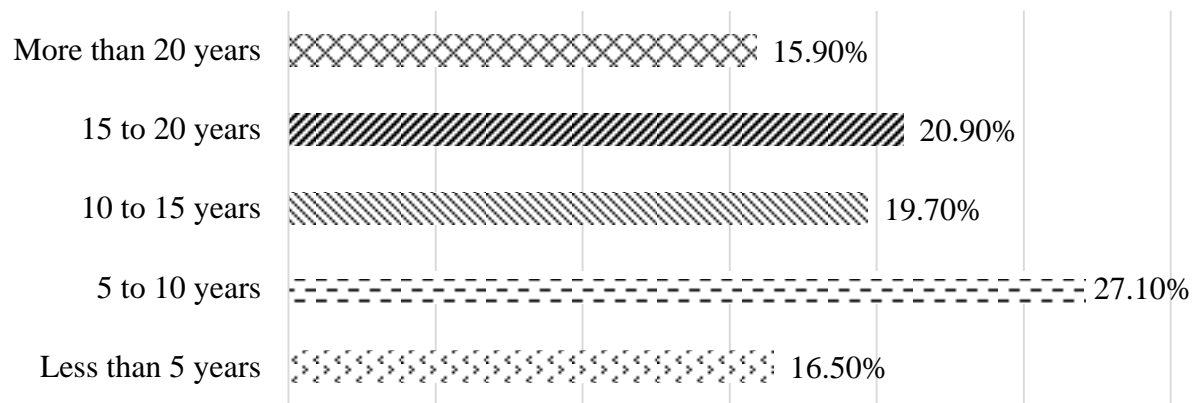


Figure 4.5: Total Years of Experience of the Respondents

4.6. Total Family Monthly Income of the Respondents

The distributions of sample respondents according to the total family monthly income of the respondents are shown in the following Table 4.6.

Table 4.6: Total Family Monthly Income of the Respondents

Total Family Monthly Income	No. of Respondents	Percentage
Below Rs.20,000	66	19.4
Rs.20,000 to Rs.40,000	75	22.1
Rs.40,000 to Rs.60,000	80	23.5
Rs.60,000 to Rs.80,000	74	21.8
Above Rs.80,000	45	13.2
Total	340	100.0

The table 4.6 gives that 19.4% of the respondents' total family monthly income is below Rs.20,000, 22.1% of the respondents' total family monthly income is Rs.20,000 to Rs.40,000, 23.5% of the respondents' total family monthly income is Rs.40,000 to Rs.60,000, 23.5% of the respondents' total family monthly income is Rs.60,000 to Rs.80,000, and remaining 13.2% of the respondents' total family monthly income is above Rs.80,000. Hence it can be concluded that majority of the private hospital employees' total family monthly income is Rs.40,000 to Rs.60,000.

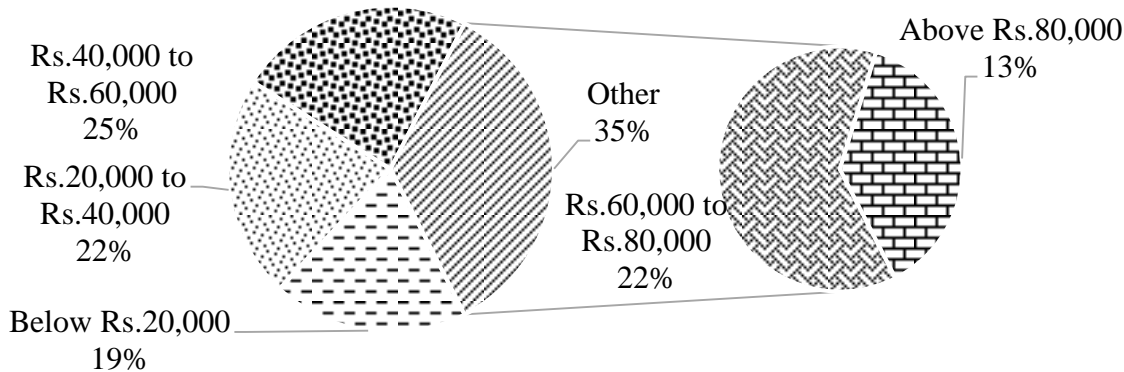


Figure 4.6: Total Family Monthly Income of the Respondents

4.7. Marital Status of the Respondents

The distribution of sample respondents according to the marital status of the respondents is shown in the following Table 4.7.

Table 4.7: Marital Status of the Respondents

Marital Status	No. of Respondents	Percentage
Married	307	90.3
Unmarried	33	9.7
Total	340	100.0

The table 4.7 shown that 90.3% of the respondents' marital status is married, and remaining 9.7% of the respondents' marital status is unmarried. Therefore, it can be concluded that larger number of the married employees are working in the private hospitals at Salem District.

CONCLUSION

The maximum number of the workforces in the health care service sector gets worry because of their working conditions, the management approaches, poor promotional policies, work load and unbalanced pay and partiality. Interpersonal relationship is an imperative human resource development framework which makes a favorable human resource development atmosphere. The blemishes in this relationship lead to worry among the workforces.

Worker's own wellbeing and family conditions are significant elements for the nature of work life and stress. The greatest level of workers horrible showing is because of physiological and mental issues. The organizational atmosphere impacting worry in the health care service sector is overwhelming. It was discovered that the statistic factors like training, age, pay and experience of the personnel in the private hospitals have been making worry among the workers and particularly the experience of personnel drive them to practice pressure the board practices to stay away from pointless hindrances informative exercises.

The top-level administrators are particularly excited in actualizing the stress management activities. The management strategies for stress the executives, performance evaluation and organizational development are helpful for the smooth manner of the organization without stress.

Organization atmosphere impacts stress in the health care service sector. The top-level administrators actualize the stress management strategies in the organization to get the advantages as individual effectiveness, organizational efficiency, profitability and natural change. Keeping up a hopeful hierarchical atmosphere conditions get a synchronous change organizational improvement. In this way, this creative technique brings more weightage to the organizational atmosphere, affecting the workers' stress.

The pressure experienced by the personnel in their activity is frequently reflected in conduct and mentalities. The burdens have been perceived as an infection which hauls the fitness of the workforces and lessen



their degree of performance execution. To put it plainly, a lot of attractive human resource practices would bring about peaceful work life and high work satisfaction.

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