

# A STUDY ON JOB STRESS AMONG DOCTORS IN GOVERNMENT HOSPITALS IN SALEM DISTRICT

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## Abstract

Job stress is common among all the healthcare professionals as well as doctors working in the Government sector hospitals. Doctors though highly qualified and expected to manage critical situations are also affected by job stress. Stress experience at workplace can have contrary outcomes for the wellbeing of doctors in hospitals. Job stress in doctors has huge impact on the productivity in Government hospitals. The purpose of this study is to explore the status of job stress among doctors, to analyze the impact on their performance and factors causing job stress in hospitals. A group of 200 doctors was approached for the study. The initial phases of the research involved the simple random method and to extend the further study few set of questionnaires were developed, ANOVA technique is used for data analysis. The research concluded that long working hours, dealing with critically ill patients, inadequate salary, emergency and night calls were the factors causing job stress among doctors. Also, most of the respondents thinks that yoga, regular physical exercise can help in reducing the stress.

**Keywords**— *Job Stress, Government hospitals , inadequate salary, Yoga.*

## INTRODUCTION

Stress might be an inclination of enthusiastic or physical strain. It can arise from any situation or event and can make you feel annoyed, furious, or anxious. Stress is the response of our body and mind to a test or request. Quickly blasts, stress is regularly positive, as once it encourages you maintain a strategic distance from peril or meet a point. Anyway, once stress goes on for an all-encompassing time, it should harm your wellbeing.

Job stress occurs as a result of unsafe physical and as a consequence of the inability to perform to the abilities, assets and falling short of expectations. Employment stress will bring about unforeseen weakness and even injury.

Although Job stress is usually mistaken for challenge, these thoughts do not appear to be identical. Challenge is an essential element for solid and profitable work. The importance of challenge in our work lives is essential and make people feel "a touch of pressure is decent for you".

## **SOURCES OF STRESS IN HEALTHCARE PROFESSIONALS**

- The Job:

Workload, Time pressure, Administrative commitments, Sleep difficulty, No standard dinners, Threat of carelessness.

- The Organization:

Career structure, Career weaknesses, Inadequacy of benefits and staff, Lack of senior assistance, Culture, and air of the affiliation.

- The Doctor Personality:

(for instance Strong and non-intense), High demands on self just as others, dealing with death and the thoughts of failing miserably, Mental and physical stress

- Relationship with others:

Staff difficulty, Professional disconnection, patient expectation and demands, level of help from friends and family.

- Work-life balance:

Stress over edge from work to home and the opposite way around, Lack of movement and other unwinding works out, nonattendance of recreation time, Home solicitations, Disruptions to open action.

## **PRIMARY CAUSES OF JOB STRESS**

In the NIOSH (National Institute of Occupational Health and Safety), stressful job conditions include the structure of assignments, the board styles, relational connections, work jobs, vocation concerns and natural concerns.

**The Design of Tasks.** This alludes to the exercises exhausted performing expressions the obligation. A few undertakings that might be eminently harrowing square measure crucial choices (for example crisis clinical labourers or cops), over the top multifaceted nature and bunches of various decisions (for example nursing and patient consideration)

**The board vogue:** shortage of cooperation in higher subjective procedure by staff, helpless correspondence and helpless family-accommodating strategies will expand work pressure.

**Work Roles:** Conflicting or uncertain occupation desire, having an unnecessary measure of obligation (or insufficient) and having to a few "caps to wear".

**Carrier issues:** a shortage of chance for development or headway will expand work pressure. Changes inside the geological point and employment frailty are profession gives that may expand by and large work pressure.

## NEED FOR THE STUDY

Job stress is an important hazard for many Doctors. There are several causes which leads to job stress like increased workload, downsizing, overtime, work environment etc. Doctors are at increased risk of stress due to factors which influence the working condition of government hospitals. Job stress although when present in a mild form is beneficial to the hospitals to achieve organizational goals. This study is to investigate the factors which causes job stress to the doctors working in government hospitals across the salem region.

Job stress can affect the level of productivity in hospitals. This study looks to investigate the external and internal factors which are causing the job stress among the doctors in government hospitals across the salem region. This study can help them to overcome key hurdles related to job stress and thereby improve the working conditions of the hospitals by providing the proper solutions in hospital wherever feasible.

## LITERATURE REVIEW

The survey of writing gives a premise to future examinations, legitimizes the prerequisite for replication, tosses lightweight on the achievability of the investigation, demonstrates limitations of information combination, and assists with relating discoveries of 1 investigation to an alternate. It additionally helps to determine a comprehensive body of knowledge base during a skilled discipline from that valid pertinent

theories could also be developed. In context of this study, Literature associated with activity stress of doctors are reviewed.

**Khosa and others (2014)** studied the effect of job stress and burn out on employee job execution in rustic essential social insurance offices. The results established that there was a negative connection between job stress and execution, and burnout and execution of attendants in provincial centers. Medical caretakers experienced significant levels of stress and the primary causes were work over-burden and absence of social help, understaffing, job uncertainty, just as managing seriously sick or dying patients.

**Manisha and Sharma (2010)** investigated the effect of hospital working environment factors on work contribution among human services representatives at the paramedical levels in open medical clinics. Results established that cooperation in dynamic, inventive practices, saw hierarchical help and job adequacy were diverse in the instructing and nonteaching medical clinics. They set that innovative practice was a positive indicator of employment association

## OBJECTIVES OF THE STUDY

1. To understand the working condition of Doctors in Government Hospital.
2. To analyze the various factors contributing to the Doctor's Job Stress.
3. To study the possible measures taken to overcome the job stress.
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## LIMITATION

- Due to limited time and issues of the hospitals administration, the samples size had to be restricted.
- The sample size was limited to 200.
- Due to covid-19 outbreak, could not interview the doctors personally.
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## RESEARCH METHODOLOGY

An empirical revision is conducted by both primary and secondary source. The study helps to know the factors responsible for job stress of doctors working in public hospitals. And found the various factors to overcome the job stress in the public hospitals.

As per the methodology 200 sample respondent's data has been collected and performed analysis using the analytical software i.e. SPSS. The secondary data is composed through other journals, articles, case studies, newspapers, and internet sources. Likert scale technique is used in questionnaire and through convenience

sampling with 5-7 scales. The questionnaire measured the factors contributing to job stress and the factors helps to overcome the stress. Data collection was done using Google forms and analysis carried out using SPSS. The Percentage analysis, and ANNOVA test were done to study job stress in Doctors of Government hospitals in Salem. Based on the analysis suggestions and conclusions were provided for future research.

**HYPOTHESIS**

H0= There is no significant difference between job stress of doctors and factors contributing job stress.

H0 – There is no significant difference between job stress of doctors and factors adopted to overcome job stress. Based on the literature review the above hypotheses are framed for the future data analysis.

**DATA ANALYSIS**

**Table 1: Summary of Demographic Variables**

<i>Demographic variables</i>		<i>Percentage</i>
<b>Gender</b>	Male	75.50%
	Female	24.50%
Total		100
<b>Age Group</b>	21-30	19.5%
	31-40	62.5%
	41-50	17%
	51-60	1%
Total		100
<b>Marital Status</b>	Married	71%
	Unmarried	26%
	Divorced	1.5%
	Widow	1.5%
Total		100

**Inferential Statistics: Testing of Hypotheses**

ANOVA ANALYSIS FOR FACTORS CONTRIBUTING JOB STRESS AMONG DOCTORS.

(Age with factors contributing stress)

**Table 2: ANOVA analysis for insignificant values, age with factors contributing stress**

ANOVA						
		<i>Sum of square</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Work overload	Between Groups	8.800	3	2.933	2.659	.049
	Within Groups	216.195	196	1.103		
	Total	224.995	199			
	Between Groups	14.335	3	4.778	4.667	.004
Long Working hours	Within Groups	200.660	196	1.024		
	Total	214.995	199			
Frequent call duties	Between Groups	13.496	3	4.499	3.999	.009
	Within Groups	220.504	196	1.125		
	Total	234.000	199			

**INTERPRETATION**

H<sub>0</sub> – There is no significant difference between job stress of doctors and factors contributing to stress

- From the above table we can conclude that significance values are lesser than 0.05
- Hence, we have not violated the assumption of homogeneity of variance.
- There is significant difference between job stress of doctors and factors contributing to stress. Hence the null hypothesis is rejected

**Table 3: ANOVA analysis for significant values of income of the doctors with factors contributing stress**

ANOVA						
		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Patient expectation	Between Groups	16.498	3	5.499	4.393	.005
	Within Groups	245.377	196	1.252		
	Total	261.875	199			

**INTERPRETATION**

H<sub>0</sub> – There is no significant difference between job stress of doctors and factors contributing to stress

- From the above table we can conclude that significance values are less than 0.05
- Hence, we have not violated the assumption of homogeneity of variance.
- There is significant difference between job stress of doctors and factors contributing to stress.

Hence the null hypothesis is rejected.

**ANOVA ANALYSIS ON FACTORS ADOPTED TO OVERCOME JOB STRESS.**

**Age with factors overcome stress**

**Table 4: ANOVA analysis for insignificant values of age with factors overcome stress**

ANOVA						
		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Prayer	Between Groups	11.073	3	3.691	5.134	.002
	Within Groups	140.907	196	.719		
	Total	151.980	199			
Meditation	Between Groups	12.159	3	4.053	4.435	.005
	Within Groups	179.121	196	.914		
	Total	191.280	199			
Smoking	Between Groups	46.424	3	15.475	7.871	.000
	Within Groups	385.331	196	1.966		
	Total	431.755	199			

**INTERPRETATION**

H0 – There is no significant difference between job stress of doctors and factors adopted to overcome job stress.

- From the above table we can conclude that significance values are lesser than 0.05
- Hence, we have not violated the assumption of homogeneity of variance.
- There is significant difference between job stress of doctors and factors adopted to overcome job stress. Hence the null hypothesis is rejected

**FINDINGS AND CONCLUSION**

- In this study the highest respondent doctors are in age group 31-40. The total number of doctors in the age group 31-40 are 125 out of 200. And most of the doctors are married (71%)

- From the above study we have found that there are several factors responsible for the stress in the doctors especially in the government hospital.
- By performing the analysis, we have found that the respondents of age group 31-40 experiences more stress due to increased workload as a result of lack of specialist in certain department , inability to meet patient expectation due to lack of infrastructure,
- The study also found that doctors in the age group 31-40 also experienced job stress due to frequent call duties as a result of lack of adequate manpower in their departments.
- The analysis also intended to know how to overcome the job stress in the hospital. Most of the doctors in the age group of 31-40 suggest that exercise and medication can reduces stress at the job place.

## SUGGESTION FOR THE HOSPITALS

Following are the recommendation that has to be followed by the hospital management to decrease the job stress among the doctors in government hospital

- The management has to identify the lack of manpower in certain critical departments and address the same so that the available doctors don't experience additional stress.
- The management has to provide a good working environment to the doctors so that they can have a peace of mind to work in the hospitals.
- The management has to provide the adequate infrastructure in the hospital and the technically, the hospital should be upgraded for the effective treatment in the hospital.
- The management has to provide adequate space insight the hospitals for recreational activities, mediations which will help to reduce job stress among doctors.

## CONCLUSION

Doctors in the government hospitals experience high level of stress. The study concluded that work overload due to inadequate specialist in certain departments, long working hours and frequent call duties are important factors which are responsible for the jobstress in the hospitals. Adequate specialist are to be employed in those critical departments which will help to reduce job stress among available doctors.

Proper man management among the available doctors during the working hours can help in reducing level of job stress among doctors. Periodic review of the challenges faced by the doctors can be done through surveys such as employee satisfaction form.

This will help in identifying the factors that cause difficulties among the doctors in discharging their



duties in an efficient manner.

Prompt actions regarding the lacunae identified through the above survey will go a long way in reducing the level of stress among the doctors in the hospitals.

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