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A Study on Stress Management at Bloom Hospital on Nurse Employees

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Abstract: ***Stress is a fact of everyday life. Sometimes it acts as a positive force and sometimes as a negative force. If we experience stress over a prolonged period of time, it could become chronic, till you take some action. About 500 million people worldwide are believed to be suffering from neurotic, stress related and psychological problems. This project focuses on the causes, effects and management of stress in Bloom hospitals. Effective techniques for stress management are varied. They typically include behaviors that improve physical health, such as nutrition and exercise, but may also incorporate strategies that improve cognitive and emotional functioning.***
The stress-reduction approach based on mindfulness practices has recently enjoyed an explosion of interest from a variety of healthcare and epidemiological researchers. The objectives of the study were to find out the nature and causes of job stress, to study the effect of job stress on employees' performance, to know the various programs of stress management offered and to know about the employee perception towards the stress management programs.

I. INTRODUCTION

Stress management can be defined as interventions designed to reduce the impact of stressors in the workplace. These can have an individual focus, aimed at increasing an individual's ability to cope with stressors. The goal of Stress Management is to manage the stress of everyday life among employees. Many different methods may be employed, such as biofeedback, meditation. Stress is something that happens in our daily lives and is usually associated with a particular event such as work, family or other responsibilities. There are many situations that cannot be control, but there are ways to control how we deal with certain situations. Effective stress management is something that our lives can go a little more smoothly. Stress management is as simple as taking a walk. It was been proven that physical activities would improve a person's mental health, help with depression, and relieve the side effects of stress. This makes a person's heart rate increase and will be more likely to be affected by stress. It is vital that stress management techniques are implemented into our daily lives. Coping with stress is an individualized task and one method over another may not be superior. A person that is stressed takes so much away from his or her health and performance levels.

II. OBJECTIVES OF THE STUDY

The main purpose of this study is

A. To understand the factors causing stress among the nurse employees at bloom hospital.
B. To analyze the kind of stress among the nurse employees.
C. To study about the effects of stress on employees performance in Blooms hospital.
D. To identify the techniques to assess stress at bloom hospital.

III. NEED AND IMPORTANCE OF STUDY

Research in the area of stress is important for two reasons. First, stress is an independent variable influencing employee satisfaction and performance. Second, it is incumbent on management to improve quality of life of organizational members. The desire of every employer is optimum productivity.
This can only be achieved when the employees work at their best. But one major factor that has been identified in the literature to affect the performance of employees is job stress. Therefore, the employers cannot ignore the influence of job stress in attaining the organizational set goals. The focus of this study is to understand how work stress affects employees' productivity and also to identify the factors that are responsible for work stress. The present study is an attempt to focus on the stress level and how to reduce that stress from the employees working in the organization.

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IV. SCOPE OF THE STUDY

The study focuses on finding out the factors affecting stress on nurse employees in Blooms hospital. It identifies the extent to which the nurses are able to balance the personal, social and organizational life. The study identifies the various measures that are to be followed by the organization to improve the work life of employees and provide a motivational environment in which employee are highly satisfied.

V. RESEARCH METHODOLOGY

1) *Primary Data:* It is obtained from the direct personal & oral investigation of employees with a sample size of 80.
2) *Secondary Data:* Secondary data is the data that have been already collected by and readily available from other sources like literature reviews, websites, articles, journals, magazines and text books.

VI. REVIEW OF LITERATURE

1) *P.S. Swaminathan, & Raj Kumar S. (2013):* In their books, they described that "Stress levels in Organizations and their Impact on Employees' Behavior". They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self-distance 3) Role stagnation.
2) *Satija S. & Khan W. (2013):* In their thesis, they justified "Emotional Intelligence as Predictor of Occupational Stress among Working Professionals". According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively affect on employee's work attitudes & behaviour. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress. Occupational stress often stems from unexpected responsibilities and pressures that do not align with a person's knowledge, skills, or expectations, inhibiting one's ability to cope.
3) *Khalid A. (2012): In* his thesis, he stated that "Role of Supportive Leadership as a Moderator between Job Stress and Job Performance, have found that, there is a direct relationship between stress and job performance in any organization". To improve the performance of an individual in an organization an employee should receive good support from their leaders. Therefore, a supportive leader can improve the performance of an employee even at unfavorable situations.

VII. DATA ANALYSIS AND INTERPRETATION

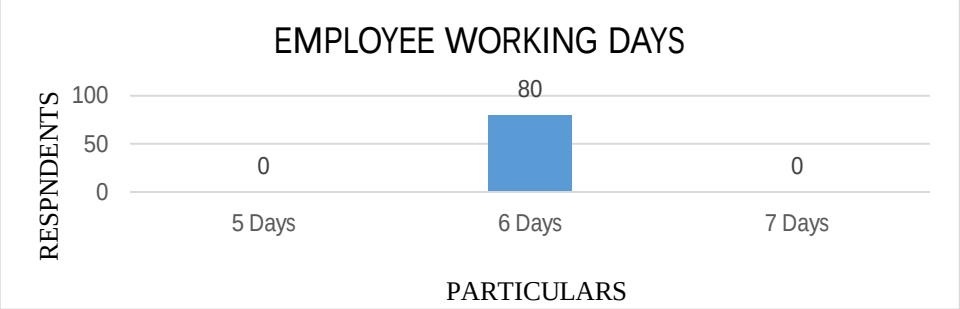
1) How many days in a week do you normally work?

a. 5 days b. 6 days c. 7 days.

Particulars of Employees working Days

Particulars	5 days	6 days	7 days
Respondents	0	80	0
Percentage (%)	0	100%	0

Graphical representation showing the Number of working days of Employees in a week.



Interpretation

a) From the above graph it is clearly seen that employees work 6 days a week. With a rotational week off

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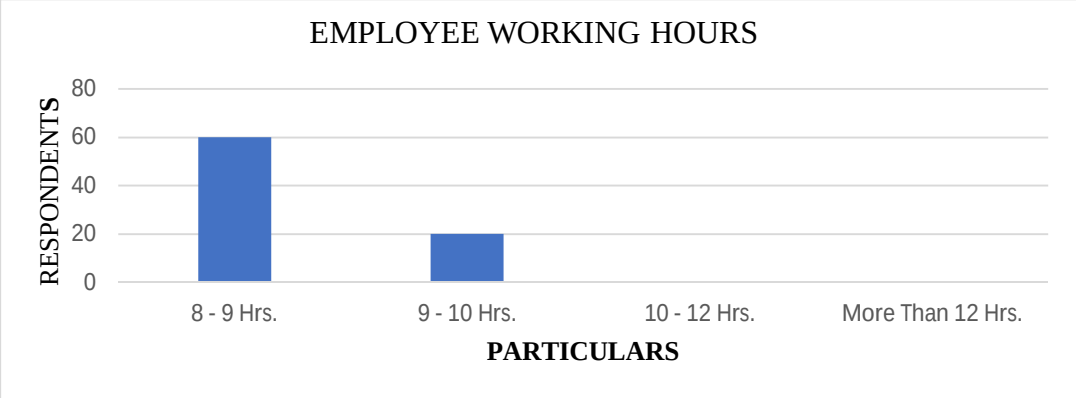
2) How many hours in a day do you work?

a. 8-9 b. 9 -10 c. 10-12 d. More than 12 hours

Particulars of Employee Work hours per day

Particulars	8 - 9 Hrs.	9 - 10 Hrs.	10 - 12 Hrs.	More Than 12 Hrs.
Respondents	60	20	0	0
Percentage (%)	75%	25%	0	0

Graphical representation showing Number of working hours in a day of Employees



Interpretation

a) From the above graph we can observe that 75% of the employees stated that they usually work for 8 – 9 hours per day.

b) 25% of employees stated that they work for 9-10 hours per day

3) How many hours a day do you spend on travelling when you are on duty?

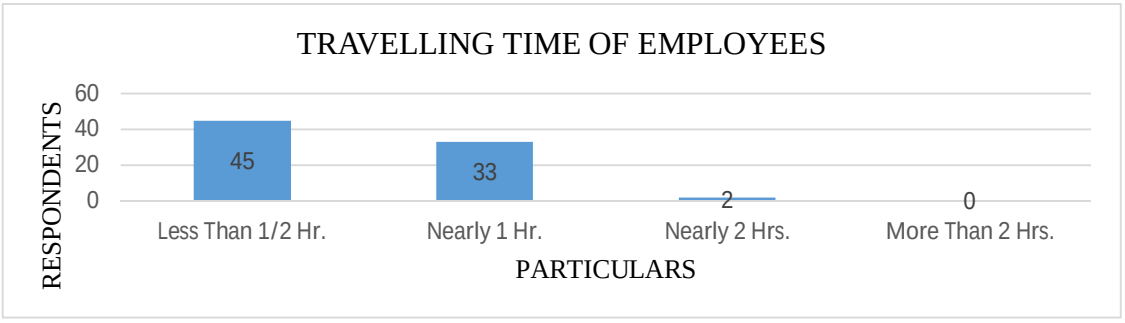
a. Less than half an hour b. nearly one hour

c. nearly two hours d. More than two hours

Particulars of Employee Travelling time to work

Particulars	Less Than 1/2 Hr.	Nearly 1 Hr.	Nearly 2 Hrs.	More Than 2 Hrs.
Respondents	45	33	2	0
Percentage (%)	56.3%	41.3%	2.5%	0

Graphical representation of travelling time of Employees.



Interpretation

a) From the above graph we can observe that 56.3% of the employees travel for less than half hour daily while going to work.

b) 41.3% of the employees travel for nearly one hour.

c) Only 2% of the employees travel for around two hours.

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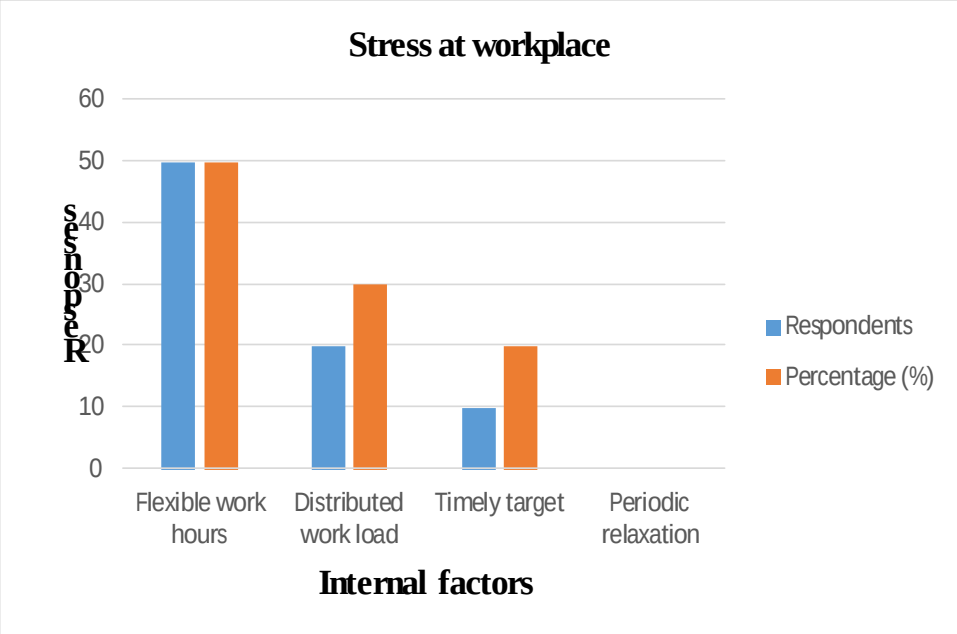
4) Internal factors stops stress in workplace.

Particulars of Employee reducing the stress with the help of internal factors

Particulars	Respondents	Percentage (%)
Flexible work hours	50	50
Distributed work load	20	30
Timely target	10	20
Periodic relaxation	0	0

Graphical representation of Employee reducing the stress with the help of internal factors.



Interpretation

a) It is evident from the chart, majority of the responses (50%) nurse employees reduce their stress with help of flexible working hours.

b) 30% of nurse employee reduce their employees by distributing their workload.

5) Facing of problem due to job that causing stress.

Table No: 12 Particulars of employee facing problem due to job.

Options	Response (%)
Health	34
Psychological	12
Meeting targets	8
Work itself	28

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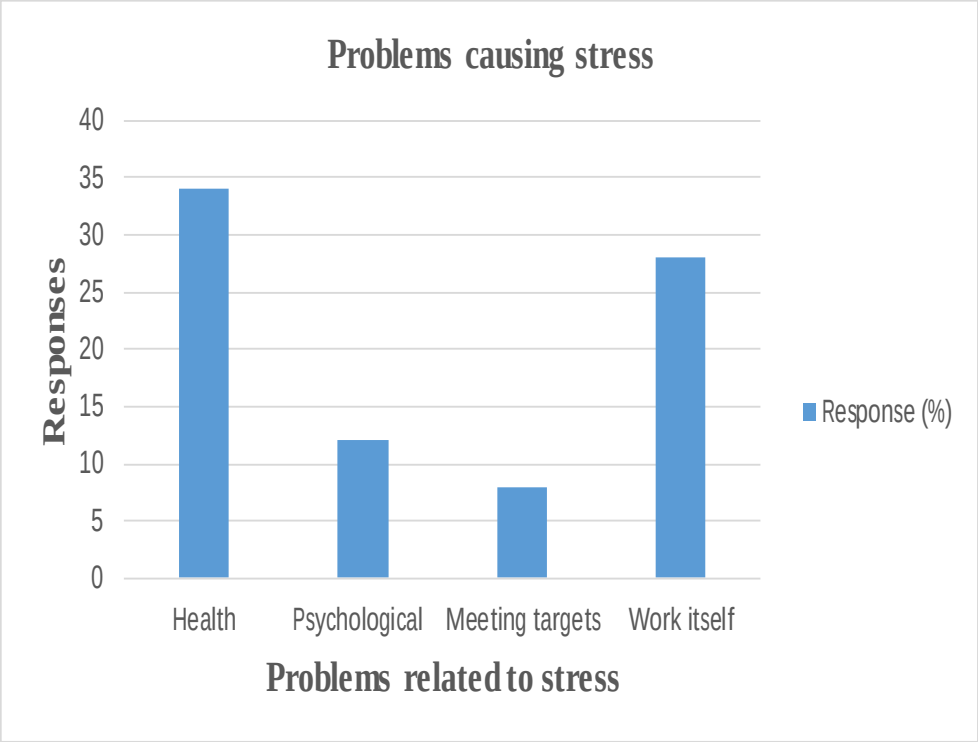
Graphical representation showing Nurse Employee's facing problem due to job.



Interpretation

a) It is evident from the chart, majority of the responses (34%) Nurse employees face stress due to health problems.
b) Some of the nurse employees (12%) face the psychological problem due to stress.
c) Remaining 28% employees face stress due to work environment and 8% employees face stress while meeting their targets.

VIII. FINDINGS AND CONCLUSION

A. *Findings*

1) This is in significance relationship between stress &demography factors i.e. age, experience & designation.
2) The following dimensions of personal policies & practices of the organization have contributed to stress among employees.
3) The employees working in the place gave a positive response in answering the questionnaire.
4) 80% nurse employee find difficult to manage the workload.
5) 75% nurse employee reducing their stress with the help of training and development.
6) 12% face the psychological problem due to stress.
7) It is observed that 40% of the employees agreed strongly saying that improving working conditions in the organization reduces stress and 15% disagreed.
8) It has also been observed that 55% of the employees are allotted with stress relief programs and 45% of the employees are not allotted with any activities.

B. *Conclusion*

The aim was to find the stress levels, personality type of the employees. This was done using a detailed questionnaire. The study revealed that fall under low stress category only a small percentage is highly stressed and needed prevailing in the organization to some extent. At the end of the study, we can conclude that through there are signs of stress among the employees & such stress is affecting their behaviors, it can be controlled & reduced effectively. This can be done by giving counseling & incorporating the suggestions given here in at individual & organization level.

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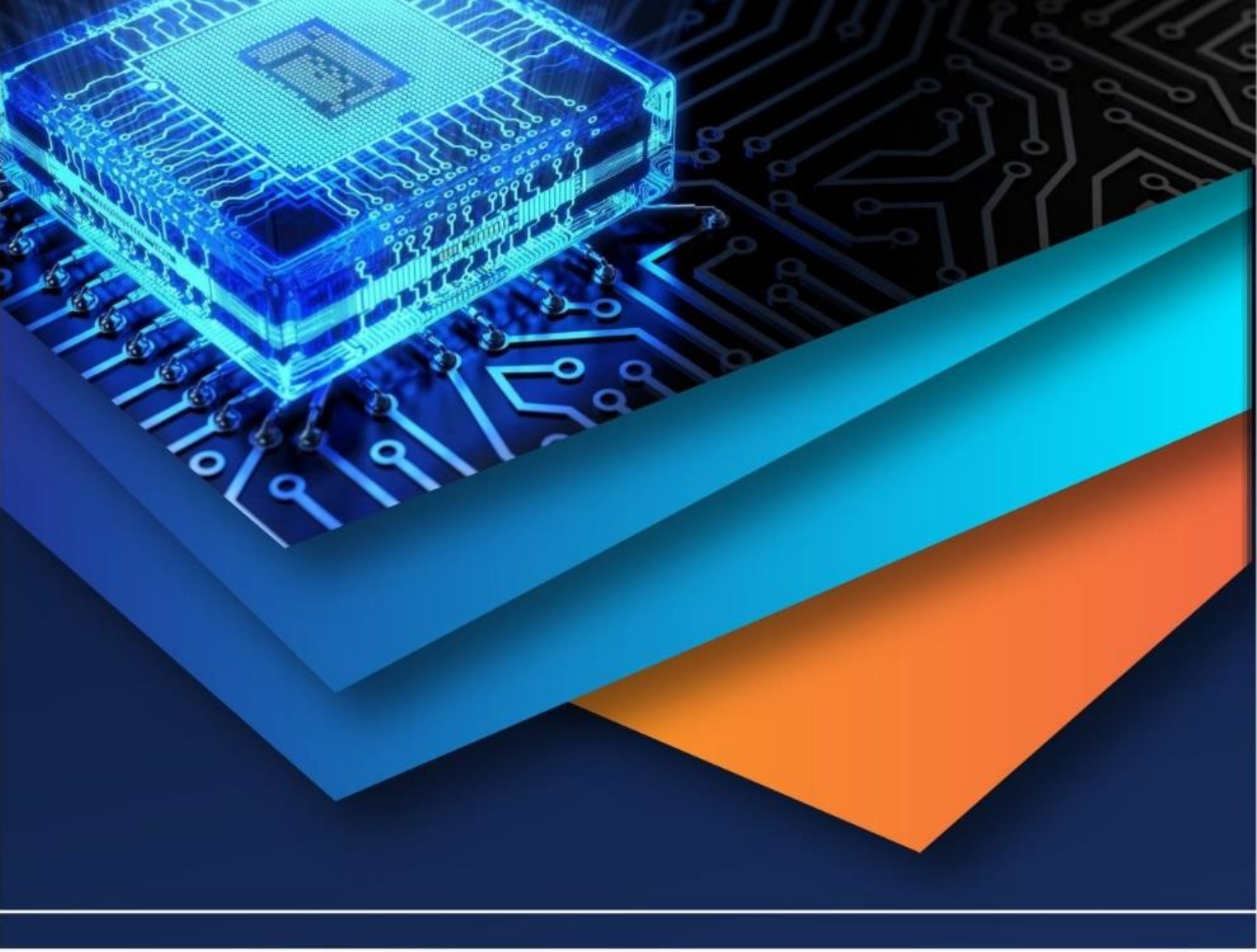

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