Study Of Some Reviews On Occupational Stress Among Medical Professionals

Dr. Arun Kumar

Assistant Professor

Department of Psychology, L.N.T.College, Muzaffarpur

Abstract: Stress has increasingly emerged as a prevalent issue within healthcare sectors, particularly affecting medical professionals who manage a significant volume of patients with diverse conditions while facing substantial workloads. The demanding nature of their roles often leads to high levels of emotional and physical strain, which can adversely impact their well-being and the quality of care they provide. As healthcare systems continue to evolve and patient populations grow, the pressures on medical professionals are likely to intensify, making it imperative to address the underlying causes of occupational stress. Consequently, the implementation of effective coping strategies is crucial for alleviating stress among these professionals. Coping strategies can range from individual approaches, such as mindfulness and stress management techniques, to organizational interventions that promote a healthier work environment. This article examines the existence of occupational stress among medical professionals, presenting findings along with recommendations for mitigating stress levels. The study highlights several key factors contributing to occupational stress in the healthcare setting. One of the primary sources is excessive workloads, which can lead to burnout and decreased job satisfaction. Medical professionals often find themselves juggling numerous responsibilities, including patient care, administrative tasks, and ongoing education, all of which can create a sense of overwhelm. Additionally, financial pressures, whether from institutional budget constraints or personal financial obligations, can exacerbate stress levels, leading to anxiety and decreased morale.

Keywords : Reviews, Occupational Stress, Medical Professionals, Strategies, Stress Management, Workload.

I. INTRODUCTION :

Occupational stress is a significant concern in various professions, but it is particularly pronounced in the healthcare sector. Healthcare practitioners, including doctors, nurses, therapists, and support staff, often face unique challenges that contribute to high levels of stress. This examination aims to explore the sources, effects, and potential solutions to occupational stress in healthcare practitioners, highlighting the importance of addressing this issue for the well-being of both practitioners and patients.

1. Understanding Occupational Stress : Occupational stress refers to the physical and emotional strain experienced by individuals in their work environment. It can arise from various factors, including workload, work environment, interpersonal relationships, and organizational culture. In healthcare, the stakes are particularly high, as practitioners are responsible for the well-being of their patients while managing their own mental and emotional health.

2. Sources of Occupational Stress in Healthcare : Several factors contribute to occupational stress among healthcare practitioners: -

High Workload and Long Hours : Healthcare professionals often work long shifts, which can lead to physical exhaustion and mental fatigue. The demand for services, especially in emergency and critical care settings, can exacerbate this issue.

Emotional Demands : Healthcare practitioners frequently encounter traumatic situations, including patient suffering, death, and family distress. The emotional toll of these experiences can lead to compassion fatigue and burnout.

Interpersonal Relationships : The dynamics between healthcare team members, as well as interactions with patients and their families, can be sources of stress. Conflicts, lack of support, and poor communication can contribute to a toxic work environment.

Administrative Burdens : Increasing documentation requirements, regulatory compliance, and bureaucratic processes can detract from the time practitioners spend with patients, leading to frustration and stress.

Job Insecurity : Economic pressures and changes in healthcare policies can create uncertainty about job stability, further contributing to stress levels.

3. Effects of Occupational Stress : The impact of occupational stress on healthcare practitioners can be profound: -
Physical Health : Chronic stress can lead to various health issues, including cardiovascular problems, gastrointestinal disorders, and weakened immune function.

Mental Health : High levels of stress are associated with anxiety, depression, and burnout. These mental health issues can impair job performance and lead to increased absenteeism.

Quality of Care : Stressed healthcare practitioners may experience decreased job satisfaction and engagement, which can negatively affect patient care and safety.

Staff Turnover : High levels of occupational stress can lead staff turnover.

II. Reviews:

A literature review facilitates a comprehensive understanding of the research areas that have been explored in the past and highlights potential topics that remain unaddressed. With this perspective, an effort has been made to conduct a concise examination of the prior studies conducted in the domain of stress and the management of occupational stress.

Vivien and Kevin (1999) conducted a study examining the relationship between perceived stress, job satisfaction, and conflict among medical professionals engaged in dual-doctor partnerships. They explored the reciprocal influence of workplace responsibilities and domestic roles. The research involved a survey of 244 doctors, representing both genders, within the National Health Services of Scotland. Findings revealed that male doctors experienced higher levels of stress and lower job satisfaction compared to their female counterparts. Additionally, the study indicated that work-related stress significantly affected home life. Several male doctors identified their professional responsibilities as a primary source of conflict with their partners. Furthermore, the research highlighted that ethical commitments to the medical profession and the demands of work encroaching on family time were major contributors to this conflict, ultimately affecting the well-being of both the doctors and their families.

Mostert et al. (2008) conducted a study to assess the effects of occupational stress among 292 employees using a stratified random sampling method within a higher education institution in the North West Province. The research aimed to explore the connections between occupational stress, health issues, organizational commitment, and organizational outcomes, utilizing the ASSET tool. The findings indicated that the staff experienced an average level of occupational stress. However, significant concerns were identified regarding job control, communication, and workplace relationships, which predominantly affected organizational commitment. Additionally, absenteeism and turnover rates were identified as key predictors or outcomes of occupational stress within the organization.

Dasgupta and Kumar (2009) conducted a study involving 253 physicians at the Indira Gandhi Medical College and Hospital in Shimla to identify the sources of role stress and assess the stress levels experienced by these medical professionals. Their findings revealed that the primary contributors to role stress included: 1) Role overload, 2) Self-role distance, 3) Role isolation, 4) Inter-role distance, 5) Role stagnation, 6) Role expectation conflict, 7) Role

ambiguity, and 8) Role inadequacy. Furthermore, the study indicated that there was no significant difference in stress levels between male and female doctors, with the exception of inter-role distance and role inadequacy. The physicians expressed concerns regarding a lack of internal resources and recommended that improved working conditions could alleviate stress among doctors in Shimla.

Jehangir et al. (2011) conducted a study examining the impact of job stress on job performance and satisfaction among 315 female nursing staff within the public hospitals of the Peshawar health organization. The findings indicated that most respondents identified workload as the primary contributor to job stress, followed by an unhealthy and hazardous working environment, inadequate resources, and a deficiency in professional respect and opportunities for promotion. Additionally, the study revealed a negative correlation between job stress and both performance and satisfaction.

Baba (2012) conducted a study examining workplace stress among 71 doctors in government hospitals in India, utilizing a convenience sampling method. The research focused on factors such as Inter Role Distance, Resource Inadequacy, Role Erosion, Role Overload, and Role Isolation. The findings indicated that the primary source of organizational role stress (ORS) stemmed from the nature of the work, particularly linked to Inter Role Distance. Furthermore, it was observed that male doctors experienced higher levels of stress compared to their female counterparts, with most participants being seasoned professionals, which can be attributed to the responsibilities they bear.

Mohajan (2012) examined occupational stress and its management by analyzing both the positive and negative aspects of stress. The study concluded that stress poses risks in the workplace, prompting many organizations to focus on alleviating stress by understanding the needs and desires of their employees, ultimately facilitating a better work-life balance.

Kesavachandran et al. (2012) conducted an analysis of the working conditions and health status of employees in information technology-enabled services. Their findings revealed that issues such as musculoskeletal disorders, ocular disorders, and psychosocial problems were prevalent among the respondents. The study emphasized the necessity of implementing ergonomic principles, along with training and health education, to address these challenges effectively.

Babatunde (2013) offered a comprehensive overview of the challenges associated with occupational stress, identifying various sources of work-related stress, including job role intricacies, organizational roles, career development, workplace relationships, and the overall organizational climate and structure. The findings suggest the necessity of integrating elements such as job control, work schedules, staffing levels, and the physical work environment with the psychological aspects of employees, including job commitment, psychological support, employee engagement, and other well-being initiatives. Such integration is essential for effectively managing work-life balance, which in turn can enhance employee performance and promote better mental and physical health, ultimately fostering a more positive attitude towards work.

Venkataraman and Ganapathi (2013) conducted a study examining the effects of job stress on job satisfaction among 300 employees in the small-scale industries of Madurai. The findings indicated a significant negative correlation between job satisfaction and both workload and role conflict, while a positive correlation was found with the physical work environment. It is essential for the management of small-scale industries to recognize and address the needs of their employees.

Kumar (2014) conducted a study on occupational stress among 120 working women in the National Capital Region (Delhi) and found significant differences related to the demographic variable of "Age." The findings indicated that older age groups experienced higher levels of stress compared to their younger counterparts. This increased stress was attributed to challenges in balancing work and personal life, stemming from household responsibilities, job demands, insufficient support, inadequate facilities and infrastructure, and excessive responsibilities in both professional and domestic spheres. The author recommended that these women be provided with peer support, a conducive working environment, reduced working hours, appropriate supervision and training, assistance with childcare, and the establishment of zero tolerance policies to mitigate stress.

Mustafa et al. (2015) conducted a study to investigate the causes and prevention of occupational stress among employees. Their findings indicated that physical symptoms such as fatigue, elevated blood pressure, immune suppression, and various chronic illnesses are consequences of occupational stress, which in turn can result in

diminished work performance, increased absenteeism, and reduced productivity. Furthermore, occupational stress adversely affects both the behavior and the psychological state of employees. To mitigate occupational stress, organizations must prioritize rest and thoroughly assess the mental well-being of their employees to foster a more favorable organizational environment.

Bhui et al. (2016) conducted a study to identify the sources of workplace stress among 51 employees across private, public, and non-governmental organizations. The findings indicated that high demands coupled with low control, as well as imbalances in rewards related to working conditions, contributed significantly to employee distress. Notably, inadequate management practices emerged as a primary factor exacerbating stress levels, particularly within private and non-governmental organizations. To address these issues, the authors recommended the implementation of physical activity programs for employees.

Martins et al. (2016) conducted a study examining job satisfaction among 58 doctors and 182 nurses across four key domains: 1) Hospital Management, 2) Hospital Facilities, 3) Health Care Providers, and 4) Pay and Benefits. The findings revealed that 54.2% of participants expressed satisfaction with job security, while 51.7% were content with their allotted working hours. Additionally, 50.0% reported satisfaction with the delegation of tasks by supervisors, whereas only 41.7% felt satisfied with their level of autonomy. Furthermore, 50% of respondents were satisfied with the physical working conditions, with a significant source of dissatisfaction identified as the availability of protective equipment within the hospital. In terms of current salaries, only 29.5% of respondents indicated satisfaction, while the remainder expressed dissatisfaction or neutrality. It is recommended that modern diagnostic equipment be introduced and that proper training programs be implemented to help alleviate stress and enhance overall job satisfaction.

Makumbe (2017) established a framework for examining workplace stress by utilizing the Karasek job control model alongside job-related and work environment factors, ultimately identifying the resulting attitudinal and behavioral outcomes. This paper serves as a guide for managers regarding the key variables that contribute to the development of stress among employees within organizations. A comprehensive understanding of these variables, supported by empirical evidence presented in this review, will enable managers to make informed decisions, thereby decreasing the incidence of stress in the workplace.

Kamimura et al. (2018) conducted a study examining stress, depression, and job satisfaction among physicians in Iraq using an online survey methodology. The research took into account several factors, including working hours, age, daily patient load, self-assessed health, area of practice, job satisfaction, career satisfaction, workplace issues, and safety concerns. The findings indicated that low levels of job satisfaction were attributed to inadequate resources, reduced working hours, and sleep-related issues. A significant number of physicians expressed a desire to practice outside of Iraq, seeking to enhance their overall satisfaction and well-being.

Siyambalapitiya and Sachitra (2019) conducted a study examining the impact of occupational and organizational stress on job satisfaction among banking sector employees in Sri Lanka. The research involved a sample of 200 employees from six different banks. The findings indicated a significant positive correlation between occupational stress and job satisfaction. However, the study also highlighted a gender disparity, revealing that male employees reported higher levels of job satisfaction compared to their female counterparts. Furthermore, the authors emphasized the necessity for employees to recognize the factors contributing to occupational stress, which is a prevalent issue. They also underscored the obligation of banks to identify the sources of stress and implement appropriate preventive strategies.

III. CONCLUSION

Hospitals, as contemporary institutions, must take all necessary measures to eliminate stressors that adversely affect employee productivity and well-being. As time progresses, job complexities increase, and patient expectations reach unprecedented levels, resulting in heightened workloads that impact both personal and professional lives of physicians. To mitigate stress, doctors should adopt several strategies.

a) Reducing stress levels can be achieved through clear delineation of job responsibilities.

b) Physicians should maintain a readiness to serve, as this mindset can alleviate occupational stress.

c) Management must recognize the interplay between the professional and personal lives of doctors to effectively address stress management.

Physicians hold a revered status akin to that of deities, bearing the immense responsibility of preserving patient lives, which contributes to their stress. Therefore, it is imperative to implement measures aimed at lowering occupational stress among doctors. It is advisable to address all sources of occupational stress, particularly heavy workloads, financial pressures, and family issues, through the restructuring of tasks and enhancing job satisfaction among physicians.

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