

JOB STRESS AMONG HEALTH CARE PROFESSIONALS

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Abstract

Job stress is an increasingly prevalent issue within healthcare systems worldwide. Healthcare professionals, especially doctors, routinely operate in high-pressure environments that demand not only clinical expertise but also emotional resilience and long working hours. These stressors can severely impact their psychological well-being, job performance, and the overall quality of patient care. Study was undertaken to assess the level of job stress among doctors working in multispecialty hospitals in Coimbatore. The data were analyzed using descriptive statistics and ANOVA/t-tests to explore associations between personal variables and job stress levels. Among the demographic factors examined, only educational qualification showed a statistically significant association with job stress ($p = 0.011$).

Keywords: Job Stress, Healthcare Professionals, Doctors, Multispecialty Hospitals, Workload, Stress Management

Introduction

Job stress is a pervasive issue within healthcare settings and significantly impacts both healthcare professionals and the quality of care provided to patients. Healthcare workers—doctors, nurses, technicians, and support staff—regularly face high-pressure environments, demanding workloads, and emotionally charged situations, all of which can lead to considerable levels of stress. The physical, mental, and emotional demands of healthcare work have been linked to burnout, job dissatisfaction, and even negative health outcomes for healthcare workers.

In recent years, there has been an increasing focus on understanding the factors contributing to job stress in healthcare settings and exploring ways to mitigate its harmful effects. Research has consistently shown that stress among healthcare professionals not only leads to diminished mental and physical health but also contributes to high turnover rates, absenteeism, and a decline in the quality of patient care.

This research aims to explore the factors contributing to job stress among the doctors working in the Multi specialty hospitals. By gaining a deeper understanding of job stress in the healthcare sector, this research hopes to provide actionable insights for healthcare leaders and policymakers to foster healthier work environments.

Review of Literature

Kumar and et al (2023), conducted a comparative study to assess the job stress levels among faculty members in medical institutions. Study aimed to assess the stress levels among faculty working in medical institutions and to study the need and techniques of stress management and concluded that excessive workload due to understanding and pre-posterous deadlines contribute majorly to work related stress.

Sreejith and et al (2023) Studied the prevalence of work stress and its psychosomatic symptoms among doctors of Kerala. Descriptive research design was used. Total of 502 samples were Collected from various surgical and non surgical specialists who have one year or more of experience. The study also shows that work satisfaction and work life balance of doctors is below satisfactory

Saradha and Saravanan (2023) studied the job stress among the health care workers during the Emergency period. The study 's primary goal is measure health care workers stress level and evaluate how it relates to their jobs, health, and related variables. Data were collected from 400 respondents. The findings shows that patient care is significantly impacted by stress, exhaustion, burnout, depression and overall psychological discomfort.

Methodology

Objectives

- To study the personal profiles of doctors.
- To assess the level of job stress experienced by doctors.
- To examine the impact of selected personal variables on job stress among doctors.

Research Design

Descriptive research design were adopted by the researcher.

Sampling

The Doctors working in three major Multi specialist hospitals in Coimbatore constitute the universe of the study. Through the use of simple random-lottery method 120 respondents were selected for the study.

Tools of Data Collection

Data were collected using the questionnaire. It consists of personal questions and a scale to measure the level of Job Stress. It was developed by HSCGSSQ (2002) containing 36 items. Higher the scores higher the level of Job stress.

Ethical Considerations

The respondents were informed about the questionnaire; assured that the data of the respondents will be kept confidential. The respondents were aware of publishing the content and were assured that the details like their name the hospital, the association they belong will be kept confidential.

Findings

The analysis of the data shows that 63.3 per cent of the respondents were male and the remaining 36.7 per cent were female. 42,5 per cent of the respondents were in the age group 36-49 years, 32.5 per cent were in the age group less than 36 years. Majority (88.3%) of the respondents are married, only 11.7% are single. A **majority (58.3%)** of the participants hold postgraduate medical degrees—**MBBS, MD (27.5%)** and **MBBS, MS (30.8%)**. This suggests a highly qualified group with specialization beyond the basic medical degree. 39.2% of the respondents were Consultants and Heads of Department (HODs) are the second-largest group (33.3%)., Directors (16.7%), a significant portion, indicating that a notable share of respondents hold top-level administrative or executive positions. It s found that 29.2% of the respondents monthly income is ₹50,000, 27.5%. of the respondents monthly income is ₹60,000 per month and more than half (56.7%) monthly income is ₹50,000 and ₹60,000. Most of the respondents (40%)

have more than 15 years of experience, 34.2% have 5–10 years of experience and 21.7% fall in the 11–15 years range.

Level of Job Stress

The majority of respondents (44.2%) are experiencing high levels of stress. 37.5% experience a low level of stress and the remaining 18.3% report experiencing moderate stress.

Association between Demographic profile and Job Stress

An ANOVA/ t- test was conducted to determine whether various demographic variables significantly influenced the dependent variable. Results revealed that **only Educational Qualification** had a statistically significant impact ($p = 0.011$), suggesting that the level or type of qualification affects the outcome under study. Other variables such as gender, age, designation, department, income, experience, and marital status showed no significant differences ($p > 0.05$).

In order to identify the predictor variable of Job stress, Linear regression was performed. It is found that, among the demographic and professional variables studied, **only gender** was found to have a statistically significant effect on job stress ($p = 0.012$). All other variables, including educational qualification, age, designation, department, income, and experience, did not significantly predict job stress ($p > 0.05$). This suggests that gender-related factors may influence how stress is experienced or reported among healthcare professionals.

Discussion

The above findings shows that over **69.2%** of the individuals have at least one postgraduate qualification (MD/MS), reflecting a strong trend toward continued professional development. Higher educational attainment among healthcare professionals enhances their clinical competencies and leadership abilities. The findings of the Prasetyo and Budiman shows similar findings. The respondents predominantly composed of Consultants and HODs (72.5%), highlighting a blend of clinical expertise and leadership within the institution. Most of the professionals (40%) **have** more than 15 years of experience, indicating a highly seasoned workforce. Majority of participants are married and predominantly from urban areas is consistent with broader trends. Velavan and Marcus studied the family physician graduates in India and reported that 86% lived and worked in urban areas, with a significant portion aged 40 and above. High stress levels are prevalent in the respondents, possibly reflecting demanding roles, particularly in healthcare, where the nature of work can lead to emotional and physical strain. The above coincides with the findings of Yasal, G., & Partlak (2019)

Conclusion

The study reveals that the majority of the doctors surveyed are highly qualified, experienced professionals, with a significant proportion holding leadership roles such as Consultants, Heads of Departments, and Directors. Most respondents are married, reside in urban areas, and possess postgraduate medical qualifications, indicating a well-established and professional cohort.

A key finding is the prevalence of high job stress among the participants, with over 44% reporting high stress levels. Among the demographic factors studied, only educational qualification showed a statistically significant association with job stress, suggesting that the level or type of medical training may influence how stress is perceived or managed. Overall, the study underscores the urgent need for targeted interventions and support mechanisms to address

job stress in the medical profession, particularly among those in senior roles. Enhancing workplace well-being can contribute to improved professional satisfaction, better patient outcomes, and more sustainable healthcare systems.

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