

Factors Relating to Work-Stress among Female Nurses in Private Hospitals

An Empirical Study in Five Private Hospitals of
Colombo

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Abstract

The objective of this study is to explore the factors responsible for the work stress experienced by the nurses in 5 selected hospitals. Although the main emphasis is on identifying the factors responsible for cause of continued stress, the extent to which each factor affects the work stress was studied. The practices of the employers in reducing nurses' stress were also investigated. Evidence was taken from 100 nurses working in five private hospitals in the district of Colombo. Also, the stress levels were analyzed based on demographic factors, such as age. Research was done by quantitative analysis and a survey using a questionnaire was the main method of obtaining the information. Although there is evidence of the factors that are the causes for work stress in the hospice industry, yet the findings from this research will add to the body of knowledge and identify directions of future research. Also, it will definitely help organizations find the causes of stress and work on reducing the work stress.

The most significant factor for *work-stress* is *doctor-nurse working relationship* with a negative correlation of $r = -33.1\%$. The second most significant factor responsible work stress is *quality of relationship with senior nurses*, with a negative correlation of $r = -27.6\%$. Third most important being *workload*, with a positive correlation of $r = 25.1\%$. Fourth most important being *contact with patients* with a positive correlation of $r = 16.6\%$. And the least important factor in this study being *conditions of work* with a negative correlation of $r = -13.6\%$.

Work-stress varied for different demographic characteristics. Older nurses with more years of experience had less work-stress than their younger, less experienced counterparts. Unmarried nurses were less stress than the married ones. And nurses who were single-parents showed the highest levels of stress. Stress levels among nurses in nursing units such as operating rooms, ICU/ emergency were higher than the stress levels among nurses in more calm units such as wards.