A Study On Stress Management Among The Employees During Covid-19 At Sri Kumaran Hospital, Thanjavur.

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Abstract

Study on stress management among the employees during COVID-19 at SRI KUMARAMN HOSPITAL at Thanjavur. The descriptive research design is used in this study. The study was conducted using a questionnaire method with a sample size of 100 employees. COVID-19, a novel corona virus disease, has been deemed a highly contagious infection disease over the world. Pandemic and global public health emergency, according to the World Health Organization. During outbreaks, health-care providers must strike a balance between their core "responsibility to treat" and their simultaneous responsibilities to family and loved ones. In the first month after COVID-19 outbreaks, we investigated disease perceptions, stress levels, emotional distress, and coping methods among medical personnel in a tertiary pulmonology teaching hospital (COVID -19 versus non COVID-19department). Findings are drawn by analyzing the data the responders expect that responsibility would be clearly explained for the achievement of their objective. The responding is satisfied with the job at present but they expect changes. This can increase their satisfaction still more. For the student, it has been concluded that the employees are satisfied with the dimension like task and responsibilities, promotion, relationship with coworker job security. Training and communication pattern existing in the hospital.

1. Introduction

Stress is a typical occurrence in today's world. We can't describe stress in the same way for everyone, but according to the dictionary, stress is "any physical, mental, emotional, or behavioural reaction to any perceived demands or threats." Stress occurs when the strain of a situation exceeds the resources available to deal with it.

We may tie this to the recent pandemic COVID -19 issue; according to the definition, stress occurs when a person lacks the resources to cope with the pressure imposed by a demanding

circumstance; COVID -19 is that pressure that all human beings are experiencing all over the world. COVID - 19 requires few resources in proportion to its severity.

There is no vaccine and no genuine and proven cure accessible anywhere in the world. People who are stressed are prone to a variety of health issues as well as life challenges. While stress cannot be completely eliminated from a person's life, it can be reduced by employing various stress management approaches. Individuals can benefit from this in order to live a happy and healthy life.

That is why it is critical to discuss stress management techniques in order to overcome or reduce the stress level in this pandemic situation. So, if individuals are able to manage their stress, they can indirectly help their country by creating a positive environment. It is well said that if you do not manage stress, that stress will manage you, and if that stress manages your mind and thought, it can cause trouble for you and others by using you in such a way that you will not be able to control your emotion, reaction, and attitude in terms of aggressiveness, spreading nastiness, and so on. This is a battle for everyone to defeat COVID – 19, not only physically but also mentally. Individuals will benefit from these stress management approaches.

2. Anxiety Levels

Eustress: Eustress refers to an individual's optimal degree of stress, which helps him function better. Employees may learn new and better ways to execute their tasks as a result of this. A low degree of stress might help you be more productive in certain industries, such as sales.

Distress: A high degree of stress in an individual has a negative impact on job performance and can lead to a variety of physical, psychological, and behavioural issues.

3. Stress Significance

As previously said, stress is triggered by or in response to external events, and it causes changes in our responses and overall behaviour. The existence of stress can be determined by examining certain symptoms displayed by an individual. There are three types of symptoms for this condition.

Feelings, behaviour, and physiology are the three components. One or more of the following symptoms may appear when a person is under stress.

4. Stress Causes

Life's happy and terrible experiences may both be stressful. Major life changes, on the other hand, are the most common sources of stress for most people.

- It might be stressful for persons who have to travel frequently and shift from place to place.
- Individuals may also be relocating to a new colony or sector, or joining a new organization.

5. Understanding Stress

➢ Three potential sources of stress

➢ Environment factor

➢ Organizational factor

➢ Individual factor

6. Review Of Literature

Yan, H., & Xie, S. (2016) – Work stress define as a series of physiological, psychological & behavioral responses due to the continuing effects of one or more stressors on individuals in an organization.

Charu M. (2013) – He in his study stated that higher stress is directly proportional to quality of work life for organization. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy & stress that directly affect the quality of work life. The main reason of stress amongst the associates of hospital industry is the repid change in technology.

Kavitha (2012) – The article focuses on the organizational role stress for the employees in the organization. It also highlights that women face more stress than men in the organization to be more specific married women faces more stress than the unmarried woman.

Gladies J. J. & Kennedy V. (2011) – The author revealed a significant correlation between organizational Climate & job stress the employees in hospital. According to him, learning how to manage stress is a very crucial issue that should be developed in clinical area so that they can reduce or eliminate the causes of stress & poor working environment.

7. Research Methodology

Research

Research is the method of conducting a systematic and in-depth research of a certain topic, subject, or area of study, which is accompanied by the gathering, presentation, and interpretation of ertinent data information**.**

AIM:

To study about the stress management during COVID- 19 among the employees at **SRI KUMARAN HOSPITAL at THANJAVUR.**

8. Objectives

- ➢ To study the stress level among employees.
- ➢ To study the effect of stress on the health of the employee.
- ➢ To find out the remedial measures to overcome from the stress.
- ➢ To understand the impact of stress on employee performance.
- ➢ To understand the impact of stress on employee performance.
- ➢ To find out the remedial measure to overcomes from the stress

9. Scope Of The Study

To study about the stress management during COVID -19 among the employees at hospital to evaluate the effectiveness of stress prevailing among the employees and about how does stress affects the hospital environments. Then the suggestion are given to the hospital improving are as where changes are required by collecting the opinion of employees the hospital.

10. Research Design

The type of research use in this study is descriptive research. The information was collected thought questionnaires.

10.1. Sampling Design:

A sampling design is a set of instructions for extracting a sample from a population. The approaches or processes used by the study to select items for the sample are referred to as in.

10.2. Sample Size:

Research has decided to collect data from randomly 100 respondents.

10.3. Statistical Tools:

Five point scales is used to measure the opinion of the employees. The data collected is tabulated analysis & interpreted using analysis. Chart & diagram are also used to specify the study.

10.4. Methods Of Data Collections:

While deciding about the methods of data collection to be used the study the research should keep in types of data. 1. Primary data, 2.Secondary data.

Primary Data:

The primary data are those collected a fresh are for the first time. Eg: Questionnaires

Secondary Data:

The secondary data in one which already been collected by a source other than the present Investigator. Eg: Journals, books, magazines, newspapers.

10.5. Limitation Of The Study

➢ The employees were not able to express their opinion freely.

➢ Employee's satisfaction is highly subjective in nature and it is very difficult to measure

➢ Time is the major constraint as the researcher has to complete the research work with in a stipulated time period.

11. Data analysis and interpretation

Table (1) -Age Wise Classification

S. No	Particulars	No. of Respondents	% of Respondents
1.	Below 25 Years	40	40 %
2.	26-35 Years	28	28 %
3.	36-45 Years	20	28 %
4.	Above 46	12	12 %
	Total	**100**	**100 %**

Source of data: Primary Data

Interpretation:

From the above table, it is observed that 40% of the respondents are below 25 years, 28% of the respondents are 26-35 years, 28% of the respondents are 36-45 years, and 8% of the respondents are above 35.
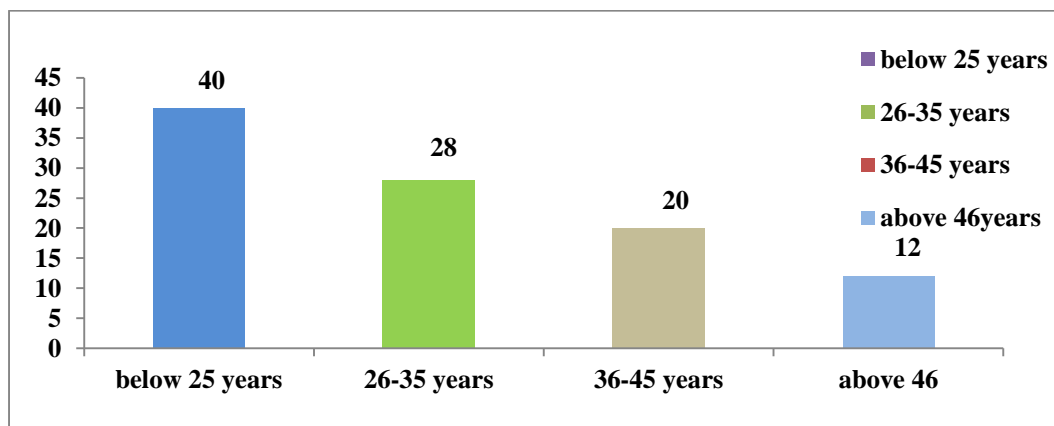
Chart 1: Age Wise Classification

Table (2)- Gender Wise Classification

S. No	Particulars	No. of Respondents	% of Respondents
1.	Male	28	28%
2.	Female	72	72%
	Total	**100**	**100 %**

Source of data: Primary data

Interpretation:

From the above table, it is observed that 28% of the respondents are male, 72% of the respondents are female.
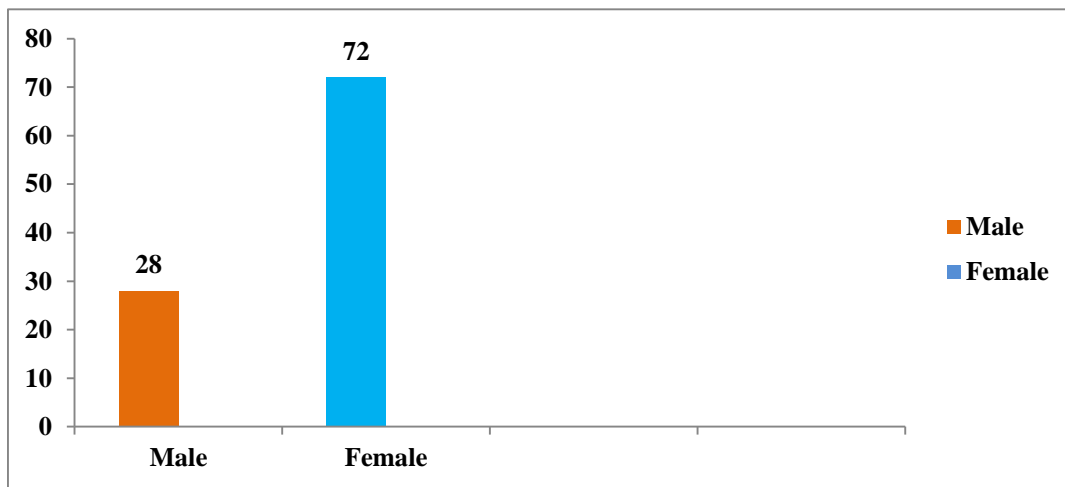

Chart2: Gender Wise Classification

Table(3)-Lot Of Work Load Cause Stress During Covid - 19

S. No	Particulars	No. of Respondents	% of Respondents
1.	Yes	60	60%
2.	No	40	40%
	Total	**100**	**100 %**

Source of data: Primary data

Interpretation:

From the above table, it is observed that 60 % of the respondents says yes that lot of work load causes stress during COVID-19, 40 % of the respondents says no.
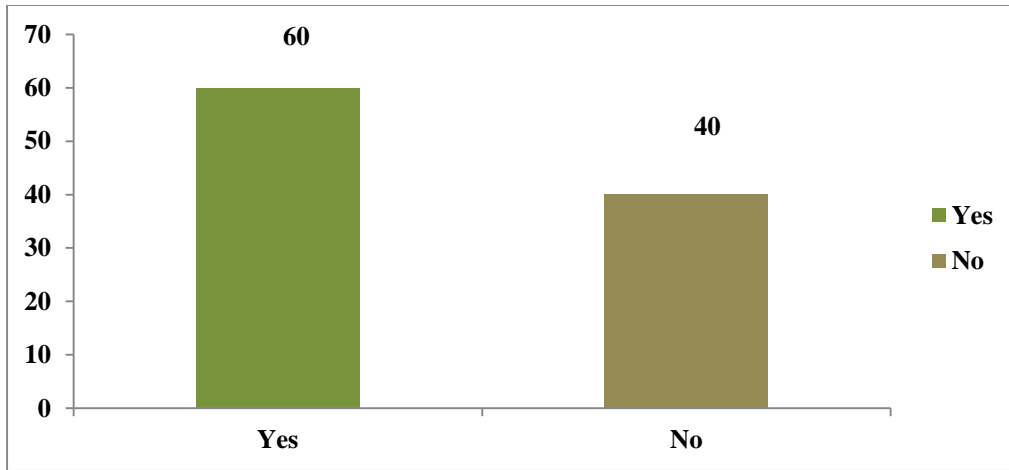
Chart3:Lot Of Work Load Cause Stress During Covid - 19

Table (4)-Stress Management Techniques Improve Confidence of Employees During Covid – 19

S. No	Particulars	No. of Respondents	% of Respondents
1.	Strongly Agree	56	56%
2.	Agree	24	24%
3.	Neutral	16	16%
4.	Strongly Disagree	4	4%
5.	Disagree	_	_
	Total	**100**	**100 %**

Source of data: Primary data

Interpretation:

From the above table, it is observed that 56 % of the respondents says strongly agree that stress management techniques improve confidence of employees during COVID-19, 24 % of the respondents says agree, 16 % of the respondents says neutral, 4 % of the respondents says strongly disagree, 0 % of the respondents says disagree.
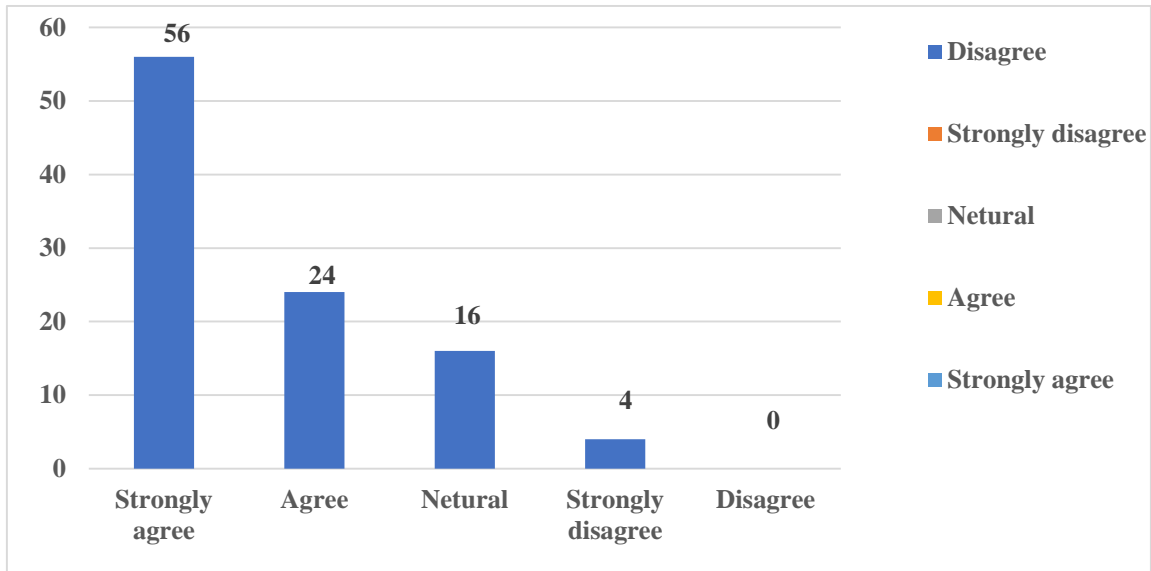
Chart4:Stress Management Techniques Improve Confidence Of Employees During Covid - 19

12. Findings

- It is absorbed 72% of the respondents are female.
- It is absorbed 60% lot of work load cause stress during covid - 19

13. Suggestions

➢ To increases staff facility may reduce the stress in the hospital.

➢ To make better communication will reduce misunderstood with co-workers. This also reduce the stress

➢ To provide adequate break for the employee it will reduce the stress.

➢ Introduce systematic record maintenance in MRD will reduce the work pressure.

14. Conclusion

From the above study is clear that the stress management is low **SRI KUMARAN** gastro private limited hospital, Thanjavur. The employees are satisfied with the dimension like task and responsibilities, superior, promotions relationship with co-worker, job security training existing in the hospital, these are all the parameters which actually involved in the growth of the organization. Hence the researcher concludes that the stress management level of the stress management level of the employees very effective at **SRI KUMARAN GASTRO PRIVATE LIMITED HOSPITAL**