

The Relationship between Occupational Stress and Job Involvement of Doctors in Sri Lanka

Praveena Thevisuthan

Lecturer, Department of Business and Management Studies

Faculty of Communication and Business Studies

Trincomalee Campus, Eastern University, Sri Lanka

Abstract

The current study aimed to investigate the significant relationship between occupational stresses on job involvement of doctors in Sri Lanka. For this purpose, there were 100 doctors were selected and interview and questionnaire methods were used to collect data. The study adopted univariate and bivariate analysis. As per the data analysis, the current study found that the higher the level of occupational stress, lower the level of job involvement of doctors.

Key words: occupational stress, job involvement, doctors

1. Introduction

Occupational stress is defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the resources, capabilities and needs of the worker (Alves, 2005; Lindholm, 2006).

As per previous findings, it was found that doctors and dentists are to be considered as employees of high stress occupations (Cooper *et al.*, 1989).

Stress is a complex concept which arises from interaction between an individual and the environment in which that individual exists. Thus, significant differences in occupational stress among health care workers may exist due to various work settings and levels of social support (Evans, 2002).

Therefore, the current study attempted to examine the associations between occupational stress and job involvement among doctors in Sri Lanka.

2. Research Methodology

2.1 Conceptual Model and Hypothesis

The main constructs were taken from well-established literature. Thus, it confirms the content validity. Moreover, the current

research confirms its reliability since occupational stress and job involvement of doctors were accounted for 0.79 and 0.83 respectively and these values were above the threshold (Nunnally and Bernstein, 1994).

The conceptual model for the current study is given in the Figure 1 along with its hypothesis.

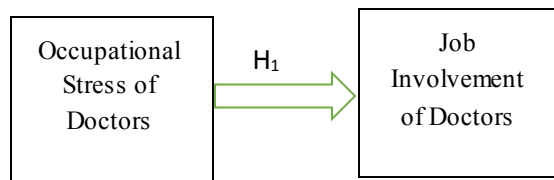


Figure 1: Conceptual Model

Thus, the following hypothesis was developed in order to examine the relationship between the constructs.

H₁: The higher the level of occupational stress, lower the level of job involvement of doctors.

2.2 Sample for the study

For the current study, 100 doctors were selected using convenience sampling method due to the occupation of the selected sample.

2.3 Research Instrument and Data Collection

The researcher adopted standard research instrument for the both instruments. Occupational stress was measured by (Rout *et al.*, 1996) produced 42 items. Each was

scored on a five-point Likert type scale (1 = no stress at all, 5 = sources of extreme stress).

Further, current research adopted instrument of Job Involvement, developed by Kanungo (1982) which consists of 10 items.

Thus, a structured questionnaire was used as a data collection method.

2.4 Method of Data Analysis

A correlational, cross-sectional study design was utilized to investigate the research questions. Further, the researcher used descriptive analysis in order to analyse the two constructs along with their mean and standard deviation. Statistical Package for the Social Science (SPSS, Version 22.0) was used to analyse the data.

3. Results and Discussion

3.1 Descriptive analysis

As per data analyzed in Table 1, the mean values of occupational stress and job involvement of doctors were 3.65 and 3.35 respectively. The doctors were highly perceived occupational stress and they were moderately involved in their jobs.

Table 1: Mean and standard deviation

Constructs	Mean	Standard Deviation
Occupational stress	3.65	0.38
Job involvement	3.35	0.45

The above Table reported that the high stress existed among doctors in Sri Lanka which consistent with previous findings that occupational stress occurs at high levels among health professionals (Cooper *et al*, 1988). Further, the result indicated that doctors worked under pressure and were experiencing occupational stress.

3.2 Correlational analysis

Table 2 shows the Pearson correlation between occupational stress and job involvement among doctors. A significant inverse relationship was found between occupational stress and job involvement ($r = -.132, p = .001$). This indicated that high stress levels resulted in low job involvement.

Constructs		Occupational Stress	Job Involvement
Occupational Stress	Pearson Correlation	1	-.132
	Sig. (2-tailed)		0.001
	N	100	100

Job Involvement	Pearson Correlation	-.132	1
	Sig. (2-tailed)	0.001	
	N	100	100

** Correlation is significant at the 0.01 level (2-tailed).

Thus, the above finding is in agreement with previous findings which similarly reported an inverse relationship between occupational stress and job involvement (Selebi & Minnar, 2007).

4. Conclusion and Recommendations

The current study concluded that there was a negative relationship between occupational stress and job involvement of doctors. Moreover, the doctors perceived the higher level of occupational stress.

Thus, the study may be used to develop stress management model specific to health care sector in Sri Lanka. Management of occupational stress among doctors may result in enhance job involvement of doctors, which will in turn reduce costs for the healthcare organizations as well as individuals.

5. References

- Alves, S. L. (2005). A study of occupational stress, scope of practice,

- and collaboration in nurse anesthetists practicing in anesthesia care team settings. *AANA Journal*, 73(6), 443-452.
- Cooper, C., Rout, U., & Faragher, B. (1989). Mental health, job satisfaction and job stress among general practitioners. *BMJ*, 298, 366-70.
- Evans, L. (2002). An exploration of district nurses' perception of occupational stress. *British Journal of Nursing*, 11(8), 576-585.
- Kanungo, R. N. (1982). Measurement of job and work involvement. *Journal of Applied Psychology*, 67(3), 341-349.
- Lindholm, M. (2006). Working conditions, psychosocial resources and work stress in nurses and physicians in chief managers positions. *Journal of Nursing Management*, 14(4), 300-309.
- Nunnally, J. C., & Bernstein, I. H. (1994). *Psychometric theory* (3rd ed.). New York: McGraw-Hill.
- Rout U., Cooper C.L. & Rout J.K. (1996) Job stress among British general practitioners: predictors of job satisfaction and mental ill health. *Stress Medicine* 12, 155-166.
- Salebi, C., & Minnaar, A. (2007). Job satisfaction among nurses in a public hospital in Gauteng. *Curationis*, 30(3), 53-61.