Chapter - VII
Theoretical Model for Occupational Stress among Women Nurses
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THEORETICAL MODEL FOR OCCUPATIONAL STRESS
AMONG WOMEN NURSES

7.1 Introduction to research

Stress is the inevitable process in human life. The level and type of stress differ in individuals based on their personal system, psychological set up, individual alignment, working pattern, individual – family-social interaction. It also depends upon every individual’s biological background. But most of the time, the individual stress is expressed in relation to their work and outcome. The behavior of every individual is measured only in his occupational and social life. In this regard, in present day, psycho analytical studies insist in studying and measuring occupational stress of every individual with respect to the work place, working condition, pattern, culture and interaction, since it is strongly believed that occupational stress of every individual consecutively reflect in their personal, family, social and environmental outcomes. It is viewed from different studies that the individual stress is induced by their persona, family, social, psychological and organizational backgrounds. The factors on each attribute differ in dimensions. In this connection, the occupational stress of women nurse is also influenced by personal, family, psychological, social and environmental backgrounds. The process of stress and outcome of women nurses have been explained by the theoretical model as given below. The theoretical model has been derived based on the analytical outcomes of the present study which has been measured through primary data sources in the study.
Figure 7.1 Theoretical Model for Occupational Stress among Women Nurses

- Age
- Marital Status
- Life Style
- Nature of family
- Family Size
- Family Issues and Children Welfare
- Nature of Location
- Nature of Job
- Working Condition
- Work Pressure
- Personal
- Health
  - Temporary Disablement
  - Mild Diseases/Illness
  - Major Hazards
- Physical
  - Lack of Interest in Work
  - Poor Concentration
- Psychological
  - Attitudinal Imbalance
  - Perceptual/Personal Changes
  - Work life Balance and Emotional Equilibrium
- Organisation
  - Designation
  - Responsibility
  - Work Time
  - Work Place Relation Harmony Morale
  - Productivity and Efficiency
7.2 Description

Occupational stress is an indispensable dimension in the service of women nurses which is encountered in different magnitude by them. But basically occupational stress of women nurses is channelized through personal, family and organizational efforts. The other factors like social and environmental do not play insightful role due to the nature of the industry and the type of career of nurses. In the case of personal factor the attributes like age, marital status and life style play important role to induce stress. Based on these aspects and its variation, the level of stress vary among the women nurses at work places. In addition to that, the aspects of family like nature and status of family, number of family members, family composition also influences the occupational stress. In the category of organizational factor, attributes like working condition, nature of job, type of organization, working hours and schedules, work pattern and category of job rotation also influence occupational stress.

In addition to that the attributes in personal, family and organizational category are also interdependent and the resultant outcome influences the level of occupational stress among the women nurses. The level of stress differs in various circumstances according to the status of intervention between the variables in personal, family and organizational dimension. It is observed from the present study that the level of stress encountered by women nurses significantly differ in terms of its influence, process, manifestation and outcome. The outcome of individual stress among the women nurses leads to two important levels namely high and low level of stress. The high and low levels vary in every job status for which the personal and family aspects have become instrumental factors. Whenever they encounter and connect with high level of stress, the outcome has an impact on their health, physical, psychological and organizational elements.

The high level of stress is related to health dimension of major illness, accidents, heart related problems and even for disablements. The same will be mild and nominal whenever they encounter low level of stress. The outcome of high level stress leads to loss of energy, synergy, lack of concentration or concentration
mismatch and losing interest at work places. It happens collectively on their physical backgrounds. They also face psychological changes due to high stress like change in personality dimension, negative perception and attitude and emotional imbalances.

The high level of stress affects individually and also equally in the performance of women nurses in terms of their organizational backgrounds like lack of productivity and interest, low involvement and decrease in loyalty and commitment. Since the stress is unavoidable and needy at work places in order to bring the best out of every individuals, but the level of stress also leads to unanticipated outcomes in negative flow among nurses. Nursing is the kind of career related to human values; the low level of stress will help them to work with commitment and concentration. So the organizations and individuals should try to deploy fine tuned strategies to reduce occupational stress.