PREFACE

Stress is a feature of society as a whole, and the ability of doctors to deal with their own stress generally influences their ability to help others to do the same. Stress is an ambiguous word that is used on different occasions to denote positive or negative outcomes, in a physical or emotional context, characterized by high levels of arousal and distress. Stress is most likely to occur in situations where: demands are high; the amount of control an individual has is low; and, there is limited support or help available for the individual. A rapidly changing work situation can also be a major cause of occupational stress.

Role Stress in doctors is a dynamic process that changes in quantity and quality in response to internal and external factors. It has been suggested that the nature of the medical doctors profession leads to stress due to the culture of personal responsibility rather than delegation, and also, the need to provide best care for each patient rather than making trade-offs in a resource constrained environment.

The First Chapter offers an overview of the concept of stress, organizational role stress, and the independent variables chosen for this study.

The Second Chapter presents a literature overview of organizational role stress in relation to doctors in the medical profession, as well as the statement of the problem and the rationale for the present research. In this chapter we derive our hypothesis for the study.

The Third Chapter deals with the research methodology adopted in this study, including the level of significance and validity of various tools used.
Chapter Four presents the analysis and discussion of Personal and Demographic factors in the study, such as Age, Gender, Marital Status and Dual-Doctor marriages.

Chapter Five presents the analysis of the new variables studied namely Organizational Citizenship, Social Responsibility, Job Engagement as well as Length of Service and Work Climate, and their influence on role stress in doctors.

Chapters Six offers the detailed conclusion to the above study including limitations and directions for future research.

Chapter Seven is the complete summary of the thesis.