

Impact of Work Experience on level of stress among the nurses: A comparative study

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Abstract

Background & objectives- Nursing profession is very stressful profession by its demands and nature of work. The main objective of this study is to compare the stress levels among nurses depending on their years of experience. **Method-** A non probability convenience sampling technique was adopted to select 300 registered nurses from different working area of Krishna Hospital & Medical Research Centre, Karad. Modified expanded nursing stress scale (MENSS) was used to collect data. **Result-** 64.3% (193) nurses were having 1 to 5 years work experience and 23.7% (71) had 6 to 10 years where as very few 2.7% (8), 3.7% (11) and 5.7% (17) nurse are from respectively 11 to 15, 16 to 20 and more than 20 years of experience. Nurses with more than 5 years of experience. Nurses with lower experience having higher moderate stress where as higher experience having higher severe stress. There was statistically significant association between the levels of stress with Years of experience having a computed chi-square (χ^2) value 19.830 with p value 0.011 were associated with the levels of stress. **Conclusion -** Though there has been adequate clinical skills training in the nursing curriculum, little attention is paid to make the working environment less stressful and more conducive to healthy interactions. Emotional preparation of nurses in dealing with patients is required. Need to use Stress reduction activities and measures to handle stressful situation and interpersonal stress.

Keywords: Nurses, stress level, impact, years of experience.

INTRODUCTION

Stress affecting nurses across the globe has been convincingly documented in the literature for more than 40 years¹. Stress is not always harmful, but it depends on the thinking, perception and interpretation of those stimuli which signify the experience and concludes whether actions are to be out looked as frightening or positive. Everyone is different, with unique perceptions of, and reactions to events. Same event may be overburden to one person but may be exciting to another. Stress is a routine part of life for health professionals². In India, one study identified 87.6% of the nurses to be experiencing stress, in which 2.1% had severe stress.³ Another study found 92% of nurses with stress, of which 52% had severe stress.⁴ These findings indicate a high prevalence of work-related stress among nurses in India and demand a need for further exploration of job stress and related factors.

Levels of work stress experienced by staff in similar work environments may vary from one person to another. Similarly Demographic factors may play a vital role in the level of work stress felt by staff.⁵ Gender, age, position and experience in the job have been suggested that may have significant interactions with work stress. Some studies have found that teachers with low levels of experience reported greater stress than their more experienced colleagues. While others found that experience has no relationship with occupational stress⁶.

Therefore researcher decided to compare the level of stress among nurses working in tertiary care hospital with their years of

experience.

OBJECTIVE

1. To assess the impact of work experience on level of stress among the nurses working in tertiary care hospital.
2. To find an association between the levels of stress with work experience among nurses working in tertiary care hospital.

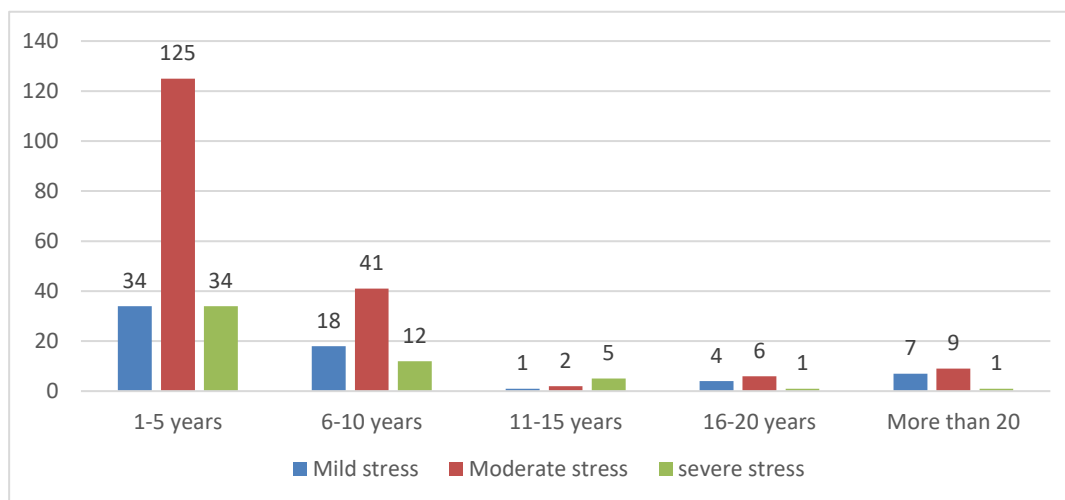
METHODS AND MATERIAL

A descriptive study was conducted at the Krishna Hospital & Medical Research Centre, Karad, a multi-specialty tertiary care hospital begins with 200 beds and over the span of last 3 and a half decades the hospital has grown up to 1125 beds facilities with 32 wards, 8 different ICUs, operation theaters, has added a number or various capabilities over the years, more than 500 nursing staff working in the hospital. Hospital situated in one of the remotest areas in southern Maharashtra which is accredited by ISO 9001: 2015, NABH 2016 and re-accredited in the year 2019. A total 300 Nurses working in different area was selected by using non probability convenience sampling technique. Four point Likert modified expanded nurses stress scale with 63 items and 10 sub scales was used for data collection. The researcher obtained permission from ethical committee & concern authority. The investigator given self introduction and explained the purpose of the study and taken informed written consent. Data were collected, tabulated and analyzed in terms of objective of the study by using descriptive and inferential statistics.

RESULTS

Majority of nurses 71% (213) participated in the study were from 20-29 years age group, (83.7%) of the nurses were female and 61.3% (184) were married. In regard, to education level nurses with a diploma in nursing 67.3% (202). With reference to year of experience, majority 64.3% (193) of the nurses were having 1 to 5 years of work experience, followed by 23.7% (71) having 6-10 years, 5.7% (17) above 20 years, 3.7% (11) having 16-20 years and very few 2.7% (8) nurses having 11-15 years of experience.

Graph no.1 shows levels of stress according to years of experience.



Nurses with lower experience having higher moderate stress where as higher experience having higher severe stress.

ASSOCIATION BETWEEN THE LEVELS OF STRESS AMONG NURSES WITH YEARS OF EXPERIENCE.

There was no statistically significant association between the levels of stress with selected socio-demographic variables except Years of experience having a computed chi- square (χ^2) value 19.830 with p value 0.011 were associated with the levels of stress .

Table no.1 – Association between the levels of stress among nurses with Years of experience according to Uncertainty of concerning treatment

N- 300

Sr . N o.	Years experience of	No stres s	Mild stres s	Moderate stress	Sever e stress	Chi square test	P value
1.	Less than 5 years	3	30	119	41	34.050	* <0.0001
2.	More than 5 years	23	28	61	15		

Table no.1 – Table no.1 revealed that there was statistically significant association between the levels of stress among nurses with years of experience according to Uncertainty of concerning treatment

Table no.2– Association between the levels of stress among nurses with Years of experience according to Conflict with physician

N- 300

Sr . N o.	Years experience of	No stres s	Mild stres s	Moderate stress	Sever e stress	Chi square test	P value
1.	Less than 5 years	01	34	114	44	4.821	0.1854
2.	More than 5 years	02	28	53	24		

Table no.2 – Table no. 2 revealed that there was no statistically significant association between the levels of stress among nurses with years of experience according to Conflict with physician.

Table no.3– Association between the levels of stress among nurses with Years of experience according to Workload

N- 300

Sr . N o.	Years experience of	No stres s	Mild stres s	Moderate stress	Sever e stress	Chi square test	P value
1.	Less than 5 years	01	43	113	36	4.780	0.1886
2.	More than 5 years	02	34	54	17		

Table no.3 – Table no.3 depicts that there was no statistically significant association between the levels of stress among nurses with years of experience according to Workload.

Table no.4– Association between the levels of stress among nurses with Years of experience according to Death and dying

N- 300

S r. N o .	Years of experience	No stresses	Mild stresses	Moderate stress	Severe stress	Chi square test	P value
1.	Less than 5 years	09	85	82	17	2.876	0.4111
2.	More than 5 years	06	57	36	08		

Table no.4 – Table no.4 revealed that there was no statistically significant association between the levels of stress among nurses with years of experience according to Death and dying.

Table no.5– Association between the levels of stress among nurses with Years of experience according to Conflict with Supervisors

N- 300

S r. N o .	Years of experience	No stresses	Mild stresses	Moderate stress	Severe stress	Chi square test	P value
1.	Less than 5 years	04	44	112	33	3.736	0.2914
2.	More than 5 years	03	34	51	20		

Table no.5 – Table no. 5 shows that there was no statistically significant association between the levels of stress among nurses with years of experience according to Conflict with Supervisors

Table no.6– Association between the levels of stress among nurses with Years of experience according to inadequate emotional preparation

N- 300

S r. N o .	Years of experience	No stresses	Mild stresses	Moderate stress	Severe stress	Chi square test	P value
1.	Less than 5 years	07	35	105	46	0.3798	0.9444
2.	More than 5 years	04	22	58	23		

Table no. 6 – Table no.6 revealed that there was no statistically significant association between the levels of stress among nurses with years of experience according to inadequate emotional preparation.

Table no.7– Association between the levels of stress among nurses with Years of experience according to Lack of social support

N- 300

S r. N o .	Years of experience	No stresses	Mild stresses	Moderate stress	Severe stress	Chi square test	P value
1.	Less than 5 years	0	41	113	39	10.931	*0.0121
2.	More than 5 years	02	36	46	23		

Table no.7 – Table no.7 shows that there was statistically significant association between the levels of stress among nurses with years of experience according to Lack of social support.

Table no.8– Association between the levels of stress among nurses with Years of experience according to Discrimination

N- 300

S r. N o .	Years of experience	No stresses	Mild stresses	Moderate stress	Severe stress	Chi square test	P value
1.	Less than 5 years	06	76	95	16	2.932	0.4023
2.	More than 5 years	05	50	42	10		

Table no.8 – Table no.8 revealed that there was no statistically significant association between the levels of stress among nurses with years of experience according to discrimination.

Table no.9– Association between the levels of stress among nurses with Years of experience according to Conflict with peers

N- 300

S r. N o .	Years of experience	No stresses	Mild stresses	Moderate stress	Severe stress	Chi square test	P value
1.	less than 5 years	02	63	89	39	6.532	0.0884
2.	more than 5 years	06	37	48	16		

Table no.9 – Table no.9 depicts that there was no statistically significant association between the levels of stress among nurses with years of experience according to Conflict with peers.

Table no.10– Association between the levels of stress among nurses with Years of experience according to Dealing with patients and families

N- 300

S r. N o .	Years of experience	No stresses	Mild stresses	Moderate stress	Severe stress	Chi square test	P value
1.	less than 5 years	18	45	72	58	0.5434	0.9093
2.	more than 5 years	10	25	35	35		

Table no.10 – Table no.10 revealed that there was no statistically significant association between the levels of stress among nurses with years of experience according to Dealing with patients and families.

DISCUSSION

With reference to year of experience highest workforce having 1 to 5 years of work experience. Nurses with lower experience having higher moderate stress where as higher experience having higher severe stress. In nursing profession senior nurses having more responsibilities than juniors.

With the experience and development skill stress level is decreasing. This fact was statistically supported, the stress level and years of experience having a computed chi- square (χ^2) value 19.830 with p value 0.011 were associated with the levels of stress also associated with sub scales Uncertainty of concerning treatment and lack of support. Findings supported by Manisha Pawar⁷ found Chi square value = 20.887 and P-value = 0.002 statistically significant where as contrast findings reported by Nina & Ana⁸, revealed that older people perceive significantly higher levels of stress and Pratibha Kane⁹ in her study most of the nurse having more than 10 years of experience but the fact was statistically not supported.

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CONFLICTS OF INTEREST

None

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