

Assessment and Comparative Study of Job Stress in Jam Hospital jobs, Tehran City

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Abstract

Background: The need to pay attention to occupational stress and its consequences are among the most important issues in organizational behavior studies. Medical centers are one of the most important providers of services. Many emergency situations arise that a prompt decision must be taken and implemented promptly and accurately. Such conditions and the like in the medical staff often exacerbate the excitement of the professionals in these professions.

Objective: The aim of this study was to investigate occupational stress and compare it with the therapeutic and non-therapeutic staff of Jam Hospital.

Method: The research subjects were all therapeutic and non-therapeutic staff. The therapists were assessed using the ENSS questionnaire and non-therapeutic staff using the Osipow questionnaire. The validity of the measurement tool in this study is due to the standardization of the used questionnaires. Their validity is confirmed naturally. During the research, Sharifian et al, the content validity of this questionnaire was highly desirable. To test the reliability and internal consistency of the questionnaire, the questionnaire has been used for the krona bah alpha. In the case of ENSS questionnaire, the results showed that the revised nurses 'scale (0.96) was more than the main scale (0.86). In the Osipow questionnaire, its reliability was calculated on a satisfactory level by the method of re-examination and its kronovs' alpha coefficient is equal to with (0.86) was calculated and reported. The Kolmogorov-Smirnov test was used to check the normality of the data. Data analysis was done analytically and descriptively. T-test was used to test the hypotheses and SPSS software was used.

Results: According to the answers provided by the questionnaire, the average job stress in non-medical staff is 165.6 and in the health care staff is 119.14. The most important factor is the stress of the staff at the labor office.

Conclusion: At the time of workload, performing multiple tasks in less time and increasing job responsibilities are the most important factors in job stress in employee's staff.

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Word related pressure is mental pressure identified with one's activity. Word related pressure regularly originates from pressures that don't line up with an individual's information, abilities, or desires. Occupation stress can increment when remaining burdens are unnecessary. Word related pressure can happen when laborers don't feel bolstered by chiefs or colleagues, feel as though they have little command over work procedures, or find that their endeavors at work are disproportionate with the activity's prizes. Word related pressure is a worry for the two workers and managers in light of the fact that upsetting activity conditions are identified with representatives' enthusiastic

prosperity, physical wellbeing, and occupation execution.

Various controls inside brain science are worried about word related pressure including clinical brain research, word related wellbeing brain research, human variables and ergonomics, and mechanical and hierarchical brain research

Various mental speculations in any event somewhat clarify the event of word related pressure. The hypotheses incorporate the interest control-bolster model, the exertion reward unevenness model, the individual condition fit model, work attributes model, the diathesis stress model, and the activity requests assets model.

The interest control-support (DCS) model is the most powerful mental hypothesis in work related pressure research. The DCS model advances that the blend of low degrees of business related choice scope (i.e., self-governance and authority over the activity) and high mental remaining tasks at hand is hurtful to laborers. High remaining tasks at hand and low degrees of choice scope either in mix or independently can prompt employment strain, the term regularly utilized in the field of work related wellbeing brain research to reflect less fortunate mental or physical health. The model has been reached out to incorporate business related social disconnection or absence of help from colleagues and bosses, which additionally prompts less fortunate health

The exertion reward unevenness (ERI) model spotlights on the connection between the specialist's endeavors and the business related prizes the representative gets. The ERI model proposes that work set apart by elevated levels of exertion and low rewards prompts strain (e.g., mental manifestations, physical medical issues). The compensations of the activity can be substantial like compensation or immaterial like gratefulness and reasonable treatment. Another feature of the model is that overcommitment to the activity can fuel lopsidedness.

The individual condition fit model underlines the match between an individual and his/her workplace. The closeness of the match impacts the person's wellbeing. For sound working conditions, it is vital that representatives' mentalities, aptitudes, capacities, and assets coordinate the requests of their activity. The more prominent the hole or loner (either emotional or objective) between the individual and his/her workplace, the

more noteworthy the strain. Strains can incorporate mental and physical medical issues. Oddball can likewise prompt lower efficiency and other work issues. The P-E fit model was well known during the 1970s and the mid 1980s; be that as it may, since the late 1980s enthusiasm for the model has wound down on account of troubles speaking to P-E inconsistencies scientifically and measurable models connecting P-E fit to strain have been hazardous.

The activity attributes model spotlights on elements, for example, ability assortment, task character, task importance, independence, and criticism. These activity factors are thought to mental states, for example, a feeling of importance and information procurement. The hypothesis holds that positive or negative occupation attributes offer ascent to various subjective and conduct results, for example, degree of laborer inspiration, fulfillment, and non-appearance. Hackman and Oldham built up the Job Diagnostic Survey to evaluate these activity attributes and help authoritative pioneers settle on choices in regards to work update.

Biography

I work in hospital for 14 years. I'm a graduate of professional health and I'm serving in the hospital.

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