Factors Influencing the Personality and Occupational Stress On Government Hospital Nurses

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ABSTRACT
The purpose of research is to examine the factors influencing the personality and occupational stress among government hospital nurses in viluppuram district. Descriptive research as a methodology is particularly suited to explore questions regarding personality and occupational stress among government hospital nurses in viluppuram district. The researcher applied convenient sampling technique. The samples of 200 nurses are considered for this study. It is found that the personalities are significantly influence the occupational stress.

KEY WORDS: occupational stress, personality dimensions

INTRODUCTION
The characteristic of a healthy organization is that mental and physical health of professionals as the production and productivity have been emphasized as should be interested in the management. Occupational stress is an important issue in studying the organizational behavior and has penetrated in human resource management, for different reasons. Occupational stress as one of major occupational hazards is taken into account in modern age, and can induce decrease in productivity, absenteeism, labor force displacement, work conflicts and the highest health care cost to employees. It can be argued that stress or mental pressure is associated with human life and is an Integral part of life today. Given that the stress and its persistence can lead to irreparable human and material costs, our strategies might be to reduce or minimize the negative stress and maximize the positive stress. Despite existence of beneficial stress and being some stress necessary to motivate people, but when discussed, the negative consequences would be drawn and the stress is intentioned to be harmful (Alvani, 2003).

While the fundamental goal of occupational stress research is aetiological (Kessler, 1987), with the focus on individual well-being, the specific objectives of studies obviously vary. In general terms, however, stress is conceptualized as a complex process, subject to a wide range of potential modifiers (Kaplan, 1996). Studies aim to establish how aspects of the person and/or the environment influence the affective state, physical health or other behavior of the individual, and therefore necessitate the separate measurement of any component deemed to be theoretically relevant to this causal relationship. Most occupational stress research makes use of self-report measures obtained through questionnaires to assess some or all of the variables of interest. The continuing prevalence of self-report method demands consideration of the debates concerning their use.

Occupational stress is a kind of stress that a given individual undergoes in a certain job. Both Individual and occupational features have considered to involve in this definition. National institute for occupational safety and health defines occupational stress as lack of coordination between working needs with abilities, capabilities and aspirations of the individual (Pascale Carayon& etal, 1999). Special conditions of work, expanding the work pressure, job training cause increasing mental and physical illnesses. HSE defines stress as: some reactions that people show because of excessive pressures or demands that are contrary to their expectations (Health and Safety Executive (HSE) (2001) Psychologists of Texas University have considered two groups of consequences for occupational stress include physiological and psychological consequences (Kingama & Mireille, 2002), Cooper and David sons 1987 consider four main factors of occupational stress including internal factors, organizational role, communication in work place and organizational atmosphere.
Nowadays occupational stress is one of the important problems in organizations that are considered in this research.

In a general definition personality can be defined as an enduring and unique collection of individual traits that may be changed in different situations (Schultz, Dune P. (2006). Each person's personality is unique, that is in addition of the similarities that exist between people, and each person has unique features that make him distinct from others. Different understandings of personality concept clearly shows that by passing the time personality meaning has been more extensive than its concept that was a social and apparent image, now personality refers to basic and stable trend of each person (Schultz, D. P. (1990).

Personality is the dynamic organization within an individual of those psycho-physical systems that distinguish him from another person and that determine an individual unique adjustment to his/her environment. It is very salient to note that, many prominent psychologists have defined personality in different ways that is, the concept of personality has different definition by various scholars depending on the school of thought, perspective and the area of the specialization of the person that is trying to define it. Personality has no universal acceptable definition, so it is not easy to define as it appears to be.

Psychology is a advanced science which focuses on a scientifically analysis of people. People have different personalities; according to these individual differences, they express different acts. Personality has several definitions and theorists, introduce various viewpoints about the nature of personality of human beings. In a general definition, personality can be defined as a durable and unique set of features in an individual which can vary in different situations (1). Each individual's personality is unique, i.e. aside from the similarity that exists between people; every human being has unique features that differentiate him/her from others. Various perceptions of the concept of personality present that as the time passes, the concept of personality have gone beyond its former visual and social appearance, and personality currently refers to a substantial and sustained process of each individual (2). In Jung’s perspective, a great deal of our conscious perception and reactions to our environment is determined by opposite introversion and extraversion mental attitudes. After recognizing various types of extraversion and introversion, he considered another integrated distinction between individuals according to which he called the psychological functions. These functions point out the different ways and contradictory understanding of the real world outside and the inner world of our mind. Jung knows the four mental functions as: Sensing, intuition, thinking and feeling (3). Having different personality types raises different job requirements, and on the contrary, having a job and a source of income is one of the needs, concerns and individual programs to those who have passed their childhood. Being employed demonstrates maturity and being an adult through which each individual, indeed, can illustrate his capabilities and skills and consequently, figure out his deficiencies. Huland has based his theory on two important factors: 1) the choice of career and job depends on personality type. 2) The choice of career and job has a direct relation with individual attitudes and tendencies. Whenever people are not placed in their places according to their capabilities and personality type, they face numerous problems in their work field (4). Developments in personality psychology over the past twenty years suggest that people can be characterized in terms of their dispositional qualities and that applied psychologists can take advantage of this information in ways that have significant consequences for employee selection, training and skill development and organizational effectiveness.

**Big Five Personality Inventory:**
Big five personality scale developed by it had 25-items which specifically measure individuals’ personality. This scale revealed the fact that personality characteristics can be resolved into five broad dimensions, which are distinct from one another, and they are:
Extroversion: High energy and activity level, dominance, sociability, expressiveness and positive emotions.
Agreeableness: Prosocial or entation, altruism, tender mindedness trust and modesty.
Conscientiousness: Impulse control, task orientation, goal directedness.
Neuroticism: Anxiety, sadness, irritability and nervous tension.
Openness: It exemplifies the breadth, depth and complexity of an individual's mental and experiential life.

STATEMENT OF PROBLEM

Occupational stress is the degree to which individuals are able to satisfy their important personal needs through their experience in the organization. Occupational stress of the nursing staff depends on their family needs, recharge/ regain energy after work, working hours/shifts policy of vacations, job satisfaction, work load, autonomy, non nursing tasks, time to do jobs, work force, patient care, management, co workers, and growth opportunities, work environment, image of nursing payment, labor market, security of job and belief in nursing.

OBJECTIVES OF STUDY

- To analysis the nurses feel about personality
- To examine the relationship between occupational stress on personality

RESEARCH METHODOLOGY

Descriptive research as a methodology is particularly suited to explore questions regarding occupational stress on personality government hospital nurses in viluppuram district. The researcher has applied convenient sampling technique. The samples of 200 nurses are considered for this study. The researcher circulated the questionnaire to the respondents. Personality scale developed by researcher asked in past literature. Personality classified in to Five Dimension namely Negative Emotionality, Extroversion, Openness, Agreeableness, and Conscientiousness. The collected data are analyzed with help of SPSS. Descriptive, Correlation and regression analysis are employed.

ANALYSIS AND DISCUSSION

<table>
<thead>
<tr>
<th>Statements</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negative Emotionality</td>
<td>3.01</td>
<td>0.96</td>
</tr>
<tr>
<td>Extroversion</td>
<td>4.21</td>
<td>0.70</td>
</tr>
<tr>
<td>Openness</td>
<td>3.95</td>
<td>0.89</td>
</tr>
<tr>
<td>Agreeableness</td>
<td>3.45</td>
<td>0.85</td>
</tr>
<tr>
<td>Conscientiousness</td>
<td>3.96</td>
<td>0.93</td>
</tr>
</tbody>
</table>

Table 1

Source: primary data computed
Table 1 the mean and Std. Deviation value are collected. The nurse’s opinions towards personality mean values are the Negative Emotionality (3.01), Extroversion (4.21), Openness (3.95), Agreeableness (3.45), and Conscientiousness (3.96).

Table 2

<table>
<thead>
<tr>
<th>Variables</th>
<th>R’ value</th>
<th>P value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotionality</td>
<td>-0.185**</td>
<td>0.009</td>
</tr>
</tbody>
</table>
Extroversion  -0.064  0.371  
Openness      -0.211**  0.003  
Agreeableness  0.096  0.176  
Conscientiousness  0.184**  0.009  

Source: primary data computed  
** Correlation is significant at the 0.01 level (2 – tailed) (NS – Non Significant)  
* Correlation is significant at the 0.05 level (2 – tailed) (NS – Non Significant)  

Table 2 Person correlation co-efficient has been calculated between psychology stress and personality dimensions. The significant P-value of the correlation co-efficient has been obtained between psychology stress and emotionality, openness. Except conscientiousness, all other significant variables are negatively reflected with psychology stress. Whenever psychology stress level increases, these variables are decreases.  

Table 3  
Relationship between occupational stress and personality dimensions  

<table>
<thead>
<tr>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>f-value</th>
<th>p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.548a</td>
<td>0.300</td>
<td>0.278</td>
<td>12.154</td>
<td>13.787</td>
<td>0.000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>S.No</th>
<th>Variables</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>133.500</td>
<td>11.843</td>
<td></td>
<td>0.000</td>
</tr>
<tr>
<td>2</td>
<td>Emotionality</td>
<td>0.081</td>
<td>0.311</td>
<td>0.021</td>
<td>0.259</td>
</tr>
<tr>
<td>3</td>
<td>Extroversion</td>
<td>-0.274</td>
<td>0.465</td>
<td>-0.041</td>
<td>0.589</td>
</tr>
<tr>
<td>4</td>
<td>Openness</td>
<td>-1.072</td>
<td>0.446</td>
<td>-0.164</td>
<td>-2.403</td>
</tr>
<tr>
<td>5</td>
<td>Agreeableness</td>
<td>0.212</td>
<td>0.526</td>
<td>0.031</td>
<td>0.403</td>
</tr>
<tr>
<td>6</td>
<td>Conscientiousness</td>
<td>0.994</td>
<td>0.489</td>
<td>0.177</td>
<td>2.033</td>
</tr>
</tbody>
</table>

Source: primary data computed; ** Regression is significant at the 0.01 level (2 – tailed) (NS)-Non Significant; * Regression is significant at the 0.05 level (2 – tailed) (NS)-Non Significant  

Occupational Stress = 133.500 + 0.081 (Emotionality) -0.274 (Extroversion) -1.072 (Openness) 0.212 (Agreeableness) 0.994 (Conscientiousness).  

The stepwise multiple linear regression analysis infers that the independent variables included in the model, the following occupational stress and coping strategies, personality dimensions variables has been identified as the most significant variables related to the occupational stress. The model predicted the coping strategies, openness, and conscientiousness are the three variables, which are highly influence the occupational stress.  

The R2 value 0.300 infers that 30 percent of the occupational stress has been explaining by these variables.  

The regression coefficient value of Conscientiousness infers that it is positively related with Conscientiousness. The value 0.994 indicates, if one unit changes occur in the Conscientiousness, 0.994 unit changes occur in the Conscientiousness after controlling all other independent variable included in the model.
CONCLUSION

The purpose of this research is to examine the factors influencing the personality and occupational stress among nurses of government hospitals in viluppuram district. Descriptive research method was suitable method for this study. Correlation and regression analysis are employed. It is found that the occupational stress is having relationship between psychology stress and personality dimensions. Second, the occupational stress is having relationship with personality dimensions. The stress of hospital nurses should be alleviated which can leads to their better adjustment within the organization. Organization should undertake stress audit at all levels to identify stress areas improve and conditions of job to alleviate job stress. The organization should encourage involvement of leaders and personnel it various levels in all phases of strategic intervention to ensure successful and long-standing interventions.

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