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Evaluating occupational stress levels of the employees employed in a public institution

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Objective: People having stress in different fields of their lives face with various stress resources in their business lives. As a result of stress at work, productivity reduces and impairments emerge in the health of the worker. The aim of this study is to determine the factors leading to stress at work and to identify the circumstances causing stress among workers. These factors that have been determined, will guide to the employers, employees and the health professionals assigned in workplace in coping with stress. In this way, the health of employees will be increased and productivity obtained at work will be raised.

Tool & Method: The sample of the study is composed of 322 male employees who work in five different factories and workshops located in the second residential area of Turkish State Railways Operation. The data of the study have been collected by means of personal information form and Doetinchem organizational stress questionnaire between the dates of 15th of February, 2015 and 30th of April, 2015. VOS-D stressors which were adapted to Turkish language in 1997, are composed of (the sub-dimensions of excessive workload, uncertainty of roles, responsibility, conflict of roles, not being able to leave the workplace, lack of participating in decision-process regarding the work and uncertainty of the future of work), and the sub-dimensions of psychological tensions (lack of job satisfaction, feeling worried about work and psychological complaints), complaints on health (complaints about illness occurring occasionally and complaints about illness occurring continuously) and social changes (lack of support by chief and lack of support by co-workers). Total Cronbach's alpha (α) coefficient of VOS-D which has been found as 0.81 in validity and reliability study, was recorded to be 0.87 in this study. Evaluation of the data has been made on electronic environment. In the evaluation, descriptive statistics, student's t test, one-way analysis of variance (ANOVA), Scheffé's multiple comparison test, Mann-Whitney U test, Kruskal-Wallis variance analysis, and Mann-Whitney U test with Bonferroni correction. Ethical approval and institution consents have been received in order to conduct the study.

Findings: All the employees who participated in the study are male. 93.2% of the employees are married and 61.5% of them are high school graduate. 56.8% of the employees stated that their income is equal to expense and 26.7% of them declared that they have a disease that requires using medicine on regular basis. 39.5% of 86 employees, who declared that they have a disease, have cardiovascular system diseases. 59.3% of the employees indicated that their job is a stress-free job and 82.3% of them stated that they are pleased of working at this workplace. According to the personal features of employees and the features concerning the workplace, the distribution of point average belongs to the sub-scales of VOS-D groups.

Result: Descriptive characteristics of the workers and work-related and occupational characteristics created statistically significant difference in mean scores of the subscales of stressors, social variables, psychological variables and health complaints.

Biography

Aslıhan Öztürk is a Research Assistant and a Doctorate student in Public Health Nursing at Ankara University. She has done her graduation in the Department of Nursing in Istanbul University in 2012. She has done her Master's degree in 2014 from the Ankara University. She has worked as a Research Assistant at the Erzincan University School of Health.

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