

India is one of the very few countries in the third world that had from very beginning planned health services as a part of general socio-economic development. The establishment of the first primary health centres in October 1952 was the major landmark in the development of the health care services in India. The Nurses bear major responsibility of providing integrated health services to the public through out patients' department as well as indoor health care

connected with his work. Several studies have shown that role stress or pressure is very harmful for mental and physical health.

In the reference of the above evidence, the present study intends to examine the Organizational Role stress amongst Nursing students who will take the responsibility and emerge as future health care providers. A study of ORS will highlight the Nursing students with their work and will help in determining

success in the work situation. It will further help to reveal the over all

of 50 items to be rated on 5 point Scale. The Scale measures the extent of stress stemming from ten incompatibilities and inadequacies relating to job role, namely Self-role Distance (SRD), Inter Role Distance (IRD), Role Expectation Conflict (REC), Role Stagnation (RS), Role Ambiguity (RA), Role Over Load (RO), Personal Inadequacy (PI), Role Isolation (R. ISO.) Role Erosion (RE), And Resource Inadequacy (R. Inad.). The index or re-test reliability of the Scale was 73.

All respondents were contacted in person and rapport was established with them, then they were asked to fill up the ORS questionnaires. Instruction was made clear to them.

ORGANISATIONAL ROLE STRESS AMONGST NURSING STUDENTS

Dr. Subodh Saxena

system. The role of a Nurse is a vital one, through her own professional skills and through the proper optimum utilization of other members of her health teams, she has to provide effective health care.

Many factors affect Nurses' working capacity and working style like, working conditions, poor and inadequate service related facilities and poor job, the most important is the role stress. The stress is one of the most common diseases found among individuals in organization. The effect of stress is not solely concerned with management but deeply connected to the job performance of an individual (Mishra; J.M. 1983).

The concept of 'role' is the key concept in understanding the integration of the individual in system (Preek, 1976). Rama Chandra Rao (1983) has spoken about concept of stress in India. He suggests that there are two Sanskrit words 'Klesa' and 'Duhkha', which are the cause to stress. Finemann (1979) views stress as a psychological response, state of negative effect, characterized by a persistent and high level of experienced anxiety or tension

needs, desires, preferences of Nursing students.

METHODOLOGY

B.Sc. Nursing students of College of Nursing, Cancer Hospital & Research Institute, Gwalior, from session 1998 to 2000 constitute our study design. The sample of the present study comprised of 200 Nursing students. The subjects ranged from 1st to 4th year students.

TOOL FOR DATA COLLECTION

Organizational Role Stress scale were used to assess the extent of ORS Scale developed by Pareek (1981), consists

DISCUSSION

The table 1 reveals that mean score was highest on role over load stress and lowest on role ambiguity stress (13.17 and 7.10 respectively). It shows that respondents are over busy in their day to day activities. Role occupants feel that there are too many expectations from the significant roles in role set. Role overload is likely to occur more in the absence of mechanism of role integration and in the absence of power of role occupant. Lowest scores on role ambiguity stress (7.10) suggests that role occupant is more clear about scope of the job. It reflects better understanding about work colleagues

and responsibilities of the Job. Role occupant shows higher mean scores on role stagnation (11.52), role expectation conflict (12.00), role erosion (10.40), role isolation (10.10), resource inadequacy (10.4+1X25), stress. Lower mean scores were found on inter

Table 1- Means & SDs of Nursing Students on ORS Scale.

S. No.	STRESS	MEAN	S.D.
01	IRD	9.06	4.10
02	RS	11.52	4.083
03	REC	12.00	4.13
04	RE	10.40	3.94
05	RO	13.17	4.32
06	RI	10.10	4.08
07	PI	9.33	2.98
08	SRD	9.32	2.77
09	RA	7.10	3.69
10	RIN	10.25	3.78
Over all			
ORS Scores		79.98	30.98

Author: Cancer Hospital & Research Institute, Gwalior, MP.
[at the time of writing this article]

Table-2 : Significance of difference on ORS amongst
1st & 4th years Nursing students.

Role stress	1 st year Nursing students		4 th year nursing students		t, ratio
	M	SD	M	SD	
IRD	9.73	5.36	7.62	4.40	2.14*
RS	9.25	4.40	7.00	3.95	2.68**
REC	8.26	3.71	5.81	3.26	3.50**
RE	9.46	3.70	8.08	4.11	1.76
RO	9.26	4.91	6.54	4.38	2.92**
RI	9.26	4.03	7.25	3.92	2.53*
PI	8.13	4.48	7.35	3.65	0.95
SRD	8.07	3.86	7.16	4.07	1.15
RA	7.34	4.10	4.81	3.93	3.15**
RIN	10.34	4.43	8.06	3.37	2.77**
Over all					
ORS scores	88.76	32.37	70.45	25.60	3.12**
N	100	100			

*Significant at 0.05 level

**Significant at 0.01 level

role distance (9.06), personal inadequacy (9.33), self-role distance (9.32) stresses. Similarity was found by Surti (1982) in their study conducted on women Nurses.

Table 2 exhibits the significance of differences amongst 1st year Nursing students and 4th year Nursing students. The mean scores on all dimensions of ORS scales as well as over all ORS scores was greater amongst 1st year Nursing students. Statistically significant difference was found between both groups on all dimensions of ORS scale except role erosion, personal inadequacy and self-role distance stress. Findings suggested that the role stress decreases as the length of service increases. Role stress scores were greater amongst 1st year students, who have shorter period in the college. Bala (1981) found similar findings in their study that length of service was negatively related to stress. Gupta (1980) found that there is a liner increase in the extent of organizational role stress as a function of service length. Job longevity and stability could allow individuals to adopt to their job environments by modifying their needs or expectations.

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READER'S VIEW

I am one of the oldest members of the TNAI (LM) from 1945, and am most interested in our Association and its lively & interesting activities which I gather through the regular issues of NJI. I most heartily congratulate you for being our Chief Editor. I never miss reading the General Secretary's Editorial which is very inspiring, instructive and most interesting, short & sweet indeed!

I will be with you all at the Conference in my spirit and thoughts, and surely more so in my prayers especially at the time when you observe the silence remembering our beloved Miss Adranvala. I was a true Hero-Worshipper of Miss T.K.A. from my early days in Nursing in C.M.C. Hospital, Vellore. Therefore I wholeheartedly join with every word in the tribute to Ms. Adranvala by Ms. Margaret Dean published in the N.J.I.

I sincerely pray for God's presence and blessings upon each & every one at the Conference and upon all the deliberations. With special prayers for you.

Ms. Achamma Chacko Kottayam,
Kottayam, (Formerly Secretary
Board of Nsg. Edn NL CMAI S.I.B.)

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