

Assessment of the Time Management and Stress among Nursing Staff in Selected Wards of Tertiary Care Hospital, Chandigarh (2017-2018): A Descriptive Study

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Abstract

Nursing by its nature is an occupation which is prone to high degree of stress level and busy schedule. This study was done to assess the time management and stress among nursing staff and to assess the correlation between time management and stress among nurses. This was a descriptive study conducted in the selected wards of tertiary care hospital (Psychiatry Ward, Advance Trauma Centre, Advance Eye Centre, Maternity Ward, Communicable Disease Ward, Advance Pediatrics Centre). Data was collected by using socio-demographic profile, Nurses Time management Inventory for Personal life, Nurses Time Management Inventory for Professional life, Nursing Stress Inventory. The data was analyzed using SPSS (Version 20.0). The study revealed that about 60% of the subjects were having moderate personal time management while 55% of subjects were having moderate time management in professional life. 79% of the subjects were often stressed at working place and 38% of the subjects stated that they were very stressful. This study revealed the correlation between the time management and nursing stress which is significant at the 0,01 level. This showed that the time management and stress are inversely proportional to each other i.e. the low will be the time management; the greater will be the stress.

Keywords: Nursing, Stress, Time management

Introduction

Nursing is a vigilant profession which is responsible for providing care to each and every individual irrespective of age, group and disease condition in all setting in an autonomous way as well as in collaboration.¹ Nursing by its nature is an occupation which is prone to high degree of stress level and busy schedule. In nursing profession nurses not only have lots of work to do but have to take number of urgent decisions. Everyday nurses provide nursing care and emotional, spiritual support to patient

suffering from various disease conditions, grieve and even deteriorating condition. There is variety of work that nurses have to do, out of them many are tiring, some are boring, unrewarding, even frightening. There is no doubt that the nursing profession is a challenging profession.²

Time management is a process to plan and utilize time in such a way that individual is able to work with his maximum efficiency and the outcome is highly productive. Time is irreplaceable, It is a way which helps individual to manage our time, so that every resolution we make is constructive

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to our life. So, time management is the science that includes the planning, organisation and co-ordination so as to achieve the goals.³ Self time management is an ability of an individual to plan his or her solar day, to perform work efficiently and effectively. Its principles are person should be realistic and determined to perform task, lower his/her distractions and be organised, amenable about the things and balance other parts of life.⁴

Stress at work place is a major concern that has been lifted by several professional. International Labour Office has also shown that increased stress at workplace can result in increase in morbidity rates. Stress can cause serious complications like physical, mental and behavioural changes.⁵ The undiagnosed or uncontrolled stress level can increase the risk of cardiovascular diseases, renal diseases, cerebral diseases, respiratory diseases, disability, poor functioning of organs and death. Therefore, nurses should be more concerned to this professional issue because of its serious complications.⁶

Methodology

A descriptive study was used to assess the time management and stress among nursing staff in the selected wards of tertiary care hospitals. Data collection period was limited to only 10 days in the month of March. 100 nursing staff was selected by purposive sampling technique. The tools used for assessing time management and stress were divided into 4 parts and are mentioned below:-

- **Socio-Demographic Profile of Nursing Staff:** This was comprised of information about the socio-demographic profile of the subjects such as name, age, educational qualification, religion, marital status.
- **Nurses Time Management Inventory for Personal life:** The questionnaire consisted of 22 items which describes how do nurses manage their time in personal life. It scored as 3 points likert scale 2 for always, 1 for sometime and 0 for never. Nurses scores ranged from 27-44 is considered as having high time management effectiveness, the score from 22-26 is moderate and less than 22 as low time management.
- **Nurses Time Management Inventory for Professional life:** The questionnaire consisted of 22 items which describes how do nurses manage their time at workplace. It scored as 3 points likert scale 2 for always, 1 for sometime and 0 for never. Nurses scores ranged from 27-44 is considered as having high time management effectiveness, the score from 22-26 is moderate and less than 22 as low time management
- **Nursing Stress Inventory:** The inventory consisted of 26 items that have pinpointed as causing stress among nurses in the execution of their work. It demands Likert type responses first for frequency of stressors which ranges from 0 (never), 1 (occasionally) and 2 (often)

and second for severity of stressors which ranges from 0 (not at all) to 4 (extremely stressful) according to their perception. Nurses score from 0-26 indicates never, 27-52 indicates occasionally and 53-78 indicates often experienced stress. Nurses scores ranged from 0-20 not at all stressful, 21-41 slightly stressful, 42-62 moderately stressful, 63-83 very stressful, 85-104 extremely stressful.

Results

Data analysis was done by using descriptive and inferential methods through SPSS version 21.0. In all tables frequency, mean, standard deviation and range has analysed.

Among 100 subjects 73% were females. As per the age, 66% of participants were lying in the age group of 21-30 years, 77% of the subjects were having nuclear family type, 69% were residents of Chandigarh, and about 94% were nursing officer working at bedside.

Table 1. Socio-demographic profile of Nursing Staff

S. No.	Variables	n(%) N=100
1.	Age (Years) 21-30 31-40 Mean ± SD = 29.92 ± 6.134 41-50 Range = 31 years. 51-60	66(66%) 25(25%) 8(8%) 1(1%)
2.	Gender Male Female	27(27%) 73(73%)
3.	Marital status Married Unmarried Divorced Widowed	52(52%) 47(42%) 1(1%) 0(0%)
4.	Religion Hindu Sikh Christian Muslim Any other	59(59%) 17(17%) 18(18%) 3(3%) 3(3%)
5.	Type of family Joint Nuclear Extended	22(22%) 77(77%) 1(1%)
6.	Total no. of family members 1. 0-2 members 2. 3-5 Mean ± SD = 4.17 ± 1.5444 members Range = 12 members. 3. 6-8 members 4. More than 8 members	24(24%) 66(66%) 8(8%) 2(2%)

7.	No. of children 1. 0 2. 1 3. 2 4. Above 2	Mean \pm SD = 0.63 \pm 834 Range = 3 children.	60(60%) 25(25%) 13(13%) 2(2%)
8.	Residence Chandigarh Mohali Panchkula Other		69(69%) 20(20%) 4(4%) 7(7%)
9.	Professional qualification Diploma in General Nursing and Midwifery Post Basic Nursing B.Sc. Nursing M.Sc. Nursing Ph.D. Nursing		18(18%) 20(20%) 56(56%) 6(6%) 0(0%)
10.	Designation Nursing Officer Senior Nursing Officer		94(94%) 6(6%)
11.	Area of posting ATC APC Psychiatry CD Ward Maternity AEC Ward22		34(34%) 27(27%) 5(5%) 7(7%) 11(11%) 6(6%) 10(10%)
12.	Type of work Direct Patient Care Ward Supervision		98(98%) 2(2%)
13.	Duration of service in PGIMER <5 years 5-10 years 10-15 years 15-20 year	Mean \pm SD = 5.19 \pm 4.909 Range = 21 years.	65(65%) 23(23%) 7(7%) 5(5%)
14.	Travel time 1-10 minutes 11-20 minutes 21-30 minutes More than 30 minutes	Mean \pm SD = 16.43 \pm 11.264 Range= 59 minutes	46(46%) 37(37%) 12(12%) 5(5%)
15.	Mode of transport used to come to workplace Walking Personal Vehicle Public Transport		23(23%) 63(63%) 14(14%)

Majority of the participants i.e. 60% of subjects had moderate time management, while 35% were having low time management and only 5% were having high time management.

Table 2. Nurses time management inventory for personal life

Sr. No.	Scoring of classification	n(%) N=100
1.	Nurses time management inventory for personal life Low Time Management (0-14) Moderate Time Management (15-29) High Time Management (30-44)	35(35%) 60(60%) 5(5%)

About the time management tool in professional life sphere 55% of subjects had moderate time management and 44% of subjects had low time management and only 1% had high time management.

Table 3. Nurses time management inventory for professional life

S. No.	Scoring of classification	n (%) N=100
1.	Nurses time management inventory for professional life Low Time Management (0-16) Moderate Time Management (17-32) High Time Management (33-48)	44(44%) 55(55%) 1(1%)

About 79% of the subjects met with the stressful situation often and 38% of subjects found those situations very stressful and 21% of subjects occasionally met with these situations and 35% of subjects found these situations moderately stressful and only 5% of subjects found these conditions not at all stressful.

Table 4. Scoring of Stress among Nursing Staff

S. No.	Scoring of Classification	n(%) N=100
1.	Frequency of Stress among study Subjects Never (0-26) Occasionally (27-32) Often (53-78)	0(0%) 21(21%) 79(79%)
2.	Stress Causing factors among Nursing Staff Not at all stressful (0-20) Slightly Stressful (21-41) Moderately Stressful (42-62) 63-83(Very Stressful (63-83) Extremely Stressful (84-104)	5(5%) 7(7%) 35(35%) 38(38%) 15(15%)

Discussion

Nursing is a profession which holds the patient's health care journey from the very beginning to the end. Nursing is an occupation which is prone to high stress and busy schedule. Nurses not only have numerous patient related

work but have to make number of urgent decision. Nurses provide collaborative care to the patients watch them progress and also their deteriorating health. In today's world with the increasing patient number it creates a lot of burden on the health care settings, indirectly or directly increasing the workload on nursing officers. The nurses are not just limited to experiencing high stress by the patient care but also by the multiple pressure associated with it, physical demands, lack of resources, management issues, difficulty balancing home and work responsibilities. The study conducted by Parul Sharma et al in Meerut revealed that hospital nurses reported moderate (51%) to severe (3%) levels of job related stress whereas in the present study that was conducted on nursing officers of tertiary care hospital, both grade I and II were involved to assess the stress and time management, result showed 79% of the subjects were often stressed at working place and 38% of the subjects stated that they were very stressful.⁷

The study conducted by Mohammad et al in Hebron Hospital in Palestine showed that time management in nurses was high (69.5%) whereas in present study result showed that 5% of nurses have high time management. The present study revealed that the majority of the participants were stressed and had ineffective time management in professional and personal life. According to our study there were various factors responsible for causing stress like interpersonal relationship at work place, miscommunication, conflict with other staff member, lack of staff support like shortage of nurses, lack of resources, dealing with death, concerns about technical knowledge and skills, criticism by the other professionals and many more. Though there is stress in every occupation but nurses stress is a very real thing, nurses experience most impactful and emotional incidence. It is not just a one day thing rather it is a part of the job but that does not mean that these conditions does not affect nurses.⁸ In addition to it every health care institute, clinics, hospitals are overcrowded and under staff which leads to increase workload, ineffective time management eventually leading to increase in stress level.

In the personal life nurses are not able to use their time effectively, many of them are even not able to give time to their family members. The nurses are not able to give time to their hobbies on a daily basis or complete their 8 hour sleep.⁹ This is all due to ineffective time management. In the professional setting nurses somehow manage to reach the workplace on time after rushing from household works. Due to overburden of work, nurses are not able to set up good interpersonal relationship with each patient or even with the other staff members like doctors, technicians etc leading to higher chances of miscommunication.

Nursing profession never gets easier, though it is a hard profession with high stress but with all this there is essence of satisfaction which is above all ailments.¹⁰ Though these

all factors mentioned above cannot be vanished at once but can be decreased to some extent simply by setting good communication skills developing healthy lifestyle and following coping strategies to minimize stress, learning effective time management skills and implementing it in their lives, by being aware of each employee's workload, keeping check on your own stress and making sure that every member gets enough rest, indulging self in those activity other than nursing tasks which really makes you happy, creating personal space at home, learning to say "no", make friends outside of workplace and spend time in nature.

Conclusion

Time Management and Stress are inversely proportional to each other i.e. the low will be the time management, the greater is the stress. This study concludes a significant correlation between Time Management and Stress.

Ethics Approval

- Ethical clearance was taken from ethics committee of NINE, PGIMER, Chandigarh.
- An informed consent from each subject was taken.
- Confidentiality of the data was maintained.
- Benefits of Study: This study is helpful to assess Time management skills and stress related to personal and professional life among nursing staff.

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Conflict of Interest: None

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