experience more occupational stress as compared to the other nurses in the other age groups. F-ratio was computed to be 33.25 and was statistically significant at 0.01 level.

The above finding is probably because the older nurses tend to get adapted to their specific job conditions, gain knowledge of their political subsystems and increase their understanding of their particular organizational culture- all likely to enhance their learning how to more effectively cope with their job stressors as compared to the young nurses.

The finding is supported by Rebecca J. Erickson,Wendy J. C. Grove, (2008) who found that nurses under the age of 30 are more highly stressed out than their older counterparts, a result that supports what other researchers have previously shown (Aiken et al., 2001).

Ha_2: Significant differences exist in Occupational Stress and its dimensions with regard to category of nurse.

Table 2: Mean, standard deviation and t-value for occupational stress as a function of category of nurse

Measure	Category of nurse	Mean	Standard Deviation	t-value
Occupational stress	General nurses	141.29	22.22	0.07
	Psychiatric nurses	147.40	25.65	

For occupational stress mean score for general and psychiatric nurses was 141.29 and 147.40 with a corresponding standard deviation of 22.22 and 25.65 respectively. The t-value was computed to be .07 which was found to be statistically insignificant. But comparing the means it can be seen that psychiatric nurses experienced high occupational stress as compared to the general nurses.

The above finding is probably because the nurses working in the general hospitals look after the population concerned with physical disorder where else psychiatric nurses are looking after the population with behavioral and psychological imbalances. The job of a psychiatric nurse is a tedious one and requires them to have great strength of mind along with having a gentle attitude towards the patients. Psychiatric nurses might face quite a lot of fatigue and have too many responsibilities with too little time. Due to which nurses working in the psychiatric hospitals have high occupational stress than nurses working in the general hospitals.

But however the above finding shows us that there is no significant difference in the occupational stress of psychiatric and general nurses. The reason could be no matter whether the nurses are working in general or psychiatric hospitals but the stress experienced by nurses is the same. However nursing is a stressful profession due to which the stress experienced could be the same.

The finding is supported by a study conducted by Qi, Y.-K., Xiang et al (2014) who compared the level of work-related stress between female nurses working in psychiatric and general hospitals in China. It was found that compared to the nurses working in the general hospital, those working in the psychiatric setting had a higher level of stress. In contrast to the above finding Muscroft, C Hicks (1998) conducted a study to investigate occupational stress levels among general and psychiatric nurses and found that general nurses reported stress levels that were significantly higher than those of psychiatric nurses and that they would be more likely to use workplace counselling services.

Ha_3: Significant differences exist in Occupational Stress with regard to years of experience among nurses.

Table 3: Mean, standard deviation and f-ratio for occupational stress as a function of years of experience

Measure	Years of experience	Mean	Standard Deviation	F-ratio
Occupational stress	Below 1 year	165.5	17.52	18.84**
	1-10 years	157.1	24.29	
	11-15 years	136.64	13.99	
	Above 15 years	120.87	12.4	

**P<0.01: Highly Significant

One way ANOVA was computed to find significant differences in occupational stress as a function of years of experience among nurses. The mean score and standard deviation for nurses who had work experience in nursing below 1 year was 165.50 and 17.52 respectively. Nurses, who had work experience in the nursing field between one to ten years, obtained a mean score and standard deviation of 157.10 and 24.29 respectively. Nurses who had work experience between eleven to fifteen years obtained a mean score of 136.64 and standard deviation of 13.99 and those nurses, who had work experience above fifteen years, obtained a mean score and standard deviation of 120.87 and 12.40 respectively. Also comparing the means we see that occupational stress decreases with the increase in years of experience and the nurses who had below one year experience had more occupational stress as compared to the other nurse F-ratio was computed to be 18.84 and was found to be statistically significant at 0.01 level.

Observing the means it may be explained that there is decrease in occupational stress as the work tenure or years of experience increases, for which it can be reasoned that this tenure-related decline in stress occurs because of the experience nurses have on their side with an increase in work tenure, they may have learnt certain stress-coping tactics in the course of their experience, thereby enabling them to effectively deal with the stress triggered due to their personal and professional commitments.

The finding is supported by Ali Mohammad Mosadeghrad (2013)they explored the status of occupational stress among hospital nurses in Isfahan, Iran. It was found that older nurses with more years of experience had less occupational stress than their younger colleagues.

Ha_4: Significant differences exist in Occupational Stress with regard to employment status among nurses.

Table 4: Mean, standard deviation and t-value for occupational stress as a function of employment status

Measure	Employment status	Mean	Standard Deviation	t-value
Occupational stress	Permanent	136.63	21.45	3.32**
	Contract	154.63	23.70	

**P<0.01: Highly Significant

For overall occupational stress mean score for nurses working on the permanent and contract basis were 136.63 and 21.45 respectively, with a corresponding standard deviation of21.45 and 23.70 respectively. The t-value was computed to be 3.32 and was statistically significant at 0.01. Also comparing the means it can be seen that nurses working on the contract bases experienced high occupational stress than the nurses working on the permanent basis.

The above finding is probably because due to increase in unemployment, too much competition and lack of opportunities in many fields usually lead us to expect that nurses who are doing jobs on contract basis would be facing more job insecurity in the form of anticipating either termination of contract, or in the form of not getting extra benefits which other permanent employees usually receive, inadequate pay, inequality at work, too much work, staff shortage, lack of promotion, job insecurity and lack of management support. As a result nurses working on contract basis experiences more occupational stress in comparison to those working on the permanent basis.

The finding is supported by Ying-Jung Yvonne Yeh, Jyh-Jer Roger Ko, Yu-Shen Chang, Chun-Hsi Vivian Chen (2007) who examined job stress and work attitudes among temporary (i.e. fixed-term) and permanently employed nurses, temporary nurses in the sample were generally younger, less experienced, unmarried, or married without children. It was found that they suffer from greater job stress and lower affective organizational and occupational commitments compared to their permanent counterparts.

Ha_5: Significant differences exist in Occupational Stress with regard to the nature of shifts (during the last 3 weeks).

Table 5: Mean, standard deviation and f-ratio for occupational stress as a function of nature of shifts (during the last 3 weeks)

Measure	Nature of shifts	Mean	Standard Deviation	F-ratio
Occupational stress	Day	124.38	12.04	11.84**
	Night	143.25	20.26	
	Day &	155.87	24.77	

**P<0.01: Highly Significant

The overall mean score and standard deviation for nurses who worked in the day shifts was 12.38 and 12.04 respectively. Nurses working during night shifts obtained a mean score of 143.25 and standard deviation of 20.26 and the nurses who worked during day and night shifts obtained the mean score and standard deviation of 155.87 and 24.77 respectively. F-ratio was computed to be 11.84 and was found to be statistically significant at 0.01 level. This indicates that nurses who worked during the day and night shifts for the last three weeks showed high job stress as compared to the other nurses.

The above finding is probably because schedules that force nurses to switch from nights to days rapidly can be physically hard on them, while schedules that require them to work most weekends or nights can be tough on their family and social life. Due to which nurses who worked during day and night during the past three weeks might have experienced frequent sleep disturbance and associated excessive sleepiness. Sleepiness/ fatigue in the work place which in turn can lead to poor concentration, absenteeism, accidents, errors, injuries, and fatalities. Therefore nurses have to be flexible and work either day and night shifts when required. Since the sleeping pattern is disturbed or totally altered, the body feels tired. These adjustments undertaken by the body can also cause stress.

8. Conclusion

As hypothesized in the present study, significant differences were found in occupational stress with regard to ageamong nurses; no significant differences were found in occupational stress with regard to category of nurseamong nurses; significant differences were found in occupational stress with regard to years of experience among nurses; significant differences were found in occupational stress with regard to employment status among nurses; and lastly significant differences were also found in occupational stress with regard to the nature of shifts (during the last 3 weeks)among nurses.

9. Future Scope

- A similar study can be conducted by extending the population under study to include other sample relating to the same field such as doctors, health care professionals, and general practitioners.
- Other variables such as work motivation, organizational commitment and adjustment of nurses can also be studied.

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Author Profile

Vijay Viegas is presently working as an Assistant Professor at the Post Graduate Department of Psychology St. Xavier's College, Mapusa – Goa, India. Besides his regular teachinglearning activities he is actively involved in research, presentations, and publications in varied aspects of human psychology including health, well-being, employee welfare, social modernization and women empowerment and also on some philosophical issues like euthanasia and abortion. Vijay loves to travel and has travelled extensively all around the world. He believes his travels have led him to be a more mature and independent person as well as understand and accept various people, their cultures and lifestyles.