

EFFECT OF OCCUPATIONAL BURNOUT SYNDROME ORGANIZATIONAL COMMITMENT OF WOMEN NURSES IN PRIVATE HOSPITALS AT CIOMATORE

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Abstract

Nurses might well work expanded hours like specialists, and may work more unpredictable hours. Nursing is a profession with the most elevated burnout pervasiveness rates and has an unconstructive power for the association. The point of this study is to draw out the effect of occupation burnout condition on organizational commitment among women nurses in private hospitals at Coimbatore. The new overall financial differ has impacted nursing working circumstances with regards to pay decreases, expanded responsibility and staff deficiencies. Denied nursing working circumstances are related with cutting edge degrees of burnout. To extend the medical attendant's show quality, not just it is essential to recognize the burnout condition, yet in addition it is important to abrogate or if nothing else diminish them. Clear from the review medical attendants appeared to be all the more level to mental misery responses regarding pivoting shift work. Nurses who worked turning shifts revealed more significant levels of mental pain and lower levels of administrative responsibility than medical caretakers who worked standard day shifts, while the connections were frail. Productive examination attempted to recognize the foundations for the burnouts and furthermore its implications. With the more current arrangement, eagerly post-Coronavirus will carry more abilities and fulfillment to nursing labor force in the medical services area.

Key words : Job Burnout, Private hospitals, health issues, working circumstances. Women nurses.

Introduction

Nurses treat wounds and handle medication, yet additionally offer passionate help to their patients. Medical attendants handle many debilitated individuals consistently subsequently they need to keep away from the gamble of disease. Attendants are typically responsible for taking care of data and records relating to patients and help with testing and lab work. They can likewise show patients how to really focus on themselves. A few medical attendants can practice like specialists, and spotlight on youngsters, medical procedure or serious consideration. Some others accomplish office work. Medical attendants may likewise work extended periods like specialists, and may work more sporadic hours. Burnout happens at the singular level. It includes sentiments, intentions, perspectives and assumptions. In private clinics the patients address a wide scope of higher financial circumstances, requiring various kinds of nursing care and requests, which presented the attendants to various wellsprings of stress. The review proposes to draw out the gig burnout and authoritative responsibility among ladies medical caretakers in private emergency clinics incoimbatore.

Definitions of Burnout

Kahn (1986) describes burnout as "a syndrome of inappropriate attitudes towards clients and towards self, often associated with uncomfortable physical and emotional symptoms".

Burnout Syndrome (BOS)

Burnout Syndrome (BOS) is a work-associated constellation of signs and symptoms that commonly takes place in people with none previous history of psychological or psychiatric problems. BOS is caused by way of a discrepancy among the expectations and beliefs of the employee and the actual requirements of their position. Three conventional BOS symptoms broaden: exhaustion, depersonalization, and reduced private accomplishment.

- **Exhaustion** - It is a generalized fatigue that may be related to devoting immoderate effort and time to a task or venture that is not gave the impression to be useful.
- **Depersonalization** - Depersonalization may be expressed as unprofessional remarks directed closer to co-human beings, blaming sufferers for their medical issues.
- **Reduced Personal Accomplishment** - BOS may additionally expand non-unique signs along with pissed off feeling, irritated, anxious, or worrying. They can also express an incapability to experience happiness, joy, pleasure, or contentment. BOS may be related to bodily symptoms inclusive of insomnia, muscle anxiety, complications, and gastrointestinal problems.

Organisational Commitment

Organizational dedication is the psychological nation that characterizes an employee's dating with the enterprise and decreases the likelihood that he/she will leave, impacting on a huge range of attitudes and behaviors with organizational relevance, including the intention to depart, turnover, punctuality, organizational citizenship behaviors, attitudes closer to organizational change and performance.

- ✓ Affective Commitment which refers to the employee's identification or strong emotional attachment and involvement in the organization;
- ✓ Continuance Commitment which refers to an awareness of the costs associated with leaving the organization;
- ✓ Normative Commitment which reflects an obligation to continue belonging to the organization.

Aims of the Study

In India, the health issues are huge and assets are sparse. Nurses are essential assets in imposing complete fitness care inside the health facility and to the network at man or woman stage. They play the hyperlink role between the fitness system within the medical institution and the community. As a dominant hyperlink within the fitness-care transport fee-chain, nursing professionals play a pivotal role. Therefore, the task-related studies to beautify their properly-being and organizational commitments shall genuinely pave way forward in taking the fitness-care shipping. Also nursing is a profession with the highest burnout incidence costs and has a negative impact for the organization. So an try has been made in this look at to identify the nurses' stage of burnout and health troubles and organizational commitment among ladies nurses in private hospitals at Coimbatore called South India's Manchester, in Tamilnadu.

Objectives of the Study

1. To analyze the difference of opinion on the job burnout syndrome and organisational commitment of the Women nurses in private hospitals at Coimbatore.
2. To identify the relationship among the variables of the job burnout syndrome and organizational commitment of the Women nurses in private hospitals at Coimbatore.

Research Hypotheses

- H0: There is no any extensive correlation among the variables of man or woman oriented burnouts and organisational commitment.

- H0: There is not any large correlation among the variables of social orientated burnouts and fitness problems & refreshment area.

- H0: There is not any tremendous correlation between the variables of social orientated burnouts and organisational dedication.

- H0: There is no vast correlation among the variables of fitness troubles & refreshment domain.

- H0: There is not any large correlation between the variables of fitness issues & refreshment area and organisational dedication.

- H0: There is no sizeable correlation among the variables of organisational commitment.

Review of Literature

The literature concerning the Job Burnout Syndrome and its Impact on Health Issues and Organisational Commitment amongst Women Nurses were made and decided on critiques are provided here.

Job Burnout

Natasha Khamisa et al., (2017) studied Effect of personal and work stress on burnout, job satisfaction and general health of hospital nurses in South Africa. This study sought to determine whether personal stress is a more significant predictor of burnout, job satisfaction and general health than work stress. Of the 1200 nurses randomly selected to participate in the study, 895 agreed to complete six questionnaires over 3 weeks. Data was analyzed using hierarchical multiple linear regression. Findings revealed that personal stress is a better predictor of burnout and general health than job satisfaction, which is better predicted by work stress. The findings of this study could inform potential solutions to reduce the impact of personal and work stress on burnout, job satisfaction and general health. Coping strategies and staffing strategies need to be evaluated within developing contexts such as South Africa to ascertain their effectiveness.

Lilia De Souza Nogueira et al .,(2018) had revealed that Burnout and nursing work environment in public health institutions. The aim was to know the relationship between burnouts and its own characteristics in their work. Method: cross- sectional study with 745 nurses from 40 public health institutions in Sao Paulo. Nursing Work Index– Revised and Maslach Burnout Inventory were used. Similar institutions according to NWI- R were grouped by clustering and the ANOVA and Bonferroni tests were used in the comparative analyzes. Results: there was significant and moderate correlation between emotional exhaustion and autonomy, control over the environment and organizational support; between reduced personal accomplishment, autonomy and organizational support; and between depersonalization and autonomy. The group that presented the worst conditions in the work environment differed on emotional exhaustion from the group with most favorable traits.

Organisational Commitment

Sukrita Mukherjee and Ishita Chatterjee (2017) Had undertaken a have a look at on Level of Job Satisfaction, Motivation (Intrinsic and Extrinsic) and Organizational Commitment, Of Nurses Working In Public and Private Hospitals. The researcher aimed to understand the level of process satisfaction and organizational commitment of nurses, operating in non-public and government hospitals. The examine sample consists of two hundred nurses (a hundred each from private and authorities hospitals). The ratio turned into 50-50. The outcomes indicated that the t test price became large for the domains of Job Satisfaction, Organizational Commitment and Intrinsic Motivation at zero.00 tiers, and the fee became insignificant for the Extrinsic

Motivation at 0.00 stages. Pearson's Product Moment Correlation changed into also administered and the consequences indicated that there has been a large correlation between Job Satisfaction and Organizational Commitment of the nurses' operating in each public and private sector respectively.

Lima Raj and Manikandan (2018) Had examined the have an impact on of organizational commitment and subjective properly-being on work engagement of nurses. Nurses are taken into consideration as the spine of any healthcare system for their honorable unparalleled service. Hence it is one of the basic stipulations of organizational control of healthcare establishments to monitor and preserve the extent of personal and organizational elements that has an instantaneous effect on the high-quality of performance of nurses. Data become collected from a total of 200 nurses running at each government and private hospitals. Two-manner ANOVA turned into used to have a look at the interplay impact of subjective well-being and organizational commitment on work engagement. The effects discovered that paintings engagement is being substantially motivated by using organizational dedication and subjective nicely being of nurses.

Analysis of Variance

Difference of Opinion on the variables of Organisational Commitments based on the Educational Qualification

H₀: There is no significant difference of opinion on the variables of organisational commitments based on the educational qualification.

Variables	Labels	N	Mean	Sd	Test	Z	df	Sig.
Affective Commitment	B.Sc	364	1.87	.754	EVA	-5.384	789	.000*
	DGNM	427	2.16	.758	EVNA	-5.386	770.542	.000*
Continuance Commitment	B.Sc	364	2.13	.792	EVA	-.917	789	.359
	DGNM	427	2.18	.763	EVNA	-.915	759.377	.361
Normative Commitment	B.Sc	364	1.92	.687	EVA	1.811	789	.071
	DGNM	427	1.83	.650	EVNA	1.803	753.885	.072
Organisational Commitment	B.Sc	364	1.98	.448	EVA	-2.015	789	.044*
	DGNM	427	2.03	.355	EVNA	-1.978	687.367	.048*
* Significant at 0.05 %					<i>N</i> – Number of Respondents			
<i>EVA</i> – Equal Variance Assumed					<i>Df</i> – Degrees of Freedom			
<i>EVNA</i> – Equal Variance Not Assumed								
<i>Sd</i> – Standard Deviation								

The variables of organisational commitment like affective commitment and overall organisational commitment shows significant difference based on the educational qualification. Since its calculated significance is less than the actual assumed significance (i.e. $P < 0.05$ %).

Bivariate Correlation

There is not any tremendous correlation between the variables of character oriented burnouts and society-orientated burnouts. Positive Correlation - The unbiased variable physical surroundings and welfare has fine correlation with the established variables like interpersonal dating; loss of professionalism; career improvement and pay; lack of assets and person orientated burnouts. Similarly, the impartial variable discrimination and sexual harassment has wonderful correlation with the based variables like interpersonal courting; loss of professionalism; profession improvement and pay; loss of sources and person oriented burnouts. Similarly, the unbiased variable attitude in the direction of work has superb correlation with the structured variables like interpersonal dating; loss of Professionalism; profession improvement and pay; lack of assets and person orientated burnouts. Similarly, the impartial variable home work-battle has positive correlation with the based variables like interpersonal relationship; loss of professionalism; career development and pay; lack of assets

and man or woman oriented burnouts. And sooner or later, the independent variable society-oriented burnouts have wonderful correlation with the established variables like interpersonal relationship; loss of professionalism; career improvement and pay; lack of assets and person oriented burnouts.

Correlation - Job Burnouts and Organisational Commitment

Correlation between the Variables of Job Burnouts and Organisational Commitment

H₀: There is no significant correlation between the variables of job burnouts and organisational commitment.

Variables		AC	CC	NC	OC
IR	PC	-.024	-.083*	.048	.017
	Sig.	.497	.020	.178	.627
	N	791	791	791	791
LOP	PC	-.103**	-.030	-.156**	-.150**
	Sig.	.004	.401	.000	.000
	N	791	791	791	791
CDP	PC	-.061	-.009	-.061	.010
	Sig.	.085	.810	.089	.784
	N	791	791	791	791
LR	PC	-.078*	-.011	-.144**	-.096**
	Sig.	.029	.764	.000	.007
	N	791	791	791	791
IOB	PC	-.002	-.066	-.019	.009
	Sig.	.947	.062	.596	.811
	N	791	791	791	791
** Correlation is significant at the 0.01 level (2-tailed).		PC - Pearson Correlation			
* Correlation is significant at the 0.05 level (2-tailed).		N - Number of Respondents			

Negative Correlation – The independent variable Affective Commitment has negative correlation with the dependent variable like Lack of Professionalism (-0.103) and Lack of Resources (-0.078). Similarly the independent variable Continuance Commitment has negative correlation with the dependent variable like Interpersonal Relationship (-0.083). Similarly the independent variable Normative Commitment has negative correlation with the dependent variable like Lack of Professionalism (-0.156) and Lack of Resources (-0.144). And finally the independent variable Organisational Commitment has negative correlation with the dependent variable like Lack of Professionalism (-0.150) and Lack of Resources (-0.096).

No Correlation – the independent variable Affective Commitment has any correlation with the dependent variable like Interpersonal Relationship; Career Development & Pay and Individual Oriented Burnouts. Similarly the independent variable Continuance Commitment has no correlation with the dependent variable like Lack of Professionalism; Career Development & Pay; Lack of Resources and Individual Oriented Burnouts. Similarly the independent variable Normative Commitment has no correlation with the dependent variable like Interpersonal Relationship; Career Development & Pay and Individual Oriented Burnouts. And finally the independent variable Organisational Commitment has no correlation with the dependent variable like Interpersonal Relationship; Career Development & Pay and Individual Oriented Burnouts.

Correlation – Organisational Commitment

Correlation between the Variables of Organisational Commitment H_0 : There is no significant correlation between the variables of organisational commitment.

Variables		AC	CC	NC	OC
AC	PC	1			
	Sig.				
	N	791			
CC	PC	-.120**	1		
	Sig.	.001			
	N	791	791		
NC	PC	.045	.013	1	
	Sig.	.211	.719		
	N	791	791	791	
OC	PC	.373**	.481**	.372**	1
	Sig.	.000	.000	.000	
	N	791	791	791	791
**. Correlation is significant at the 0.01 level (2-tailed).		PC - Pearson Correlation			
*. Correlation is significant at the 0.05 level (2-tailed).		N – Number of Respondents			

Major Findings

- H_0 : There is no significant difference of opinion on the variables of organisational commitments based on the age - The variables of organisational commitment like continuance commitment and overall organisational commitment shows significant difference based on the age.
- H_0 : There is no significant difference of opinion on the variables of organisational commitments based on the present work shift - All the variables of organisational commitment like affective commitment, continuance commitment, normative commitment and overall organisational commitment shows significant difference based on the present work shift.
- There is no significant difference of opinion on the variables of organisational commitments based on the mode of travel - The variables of organisational commitment like continuance commitment, normative commitment and overall organisational commitment shows significant difference based on the mode of travel.
- **No Correlation** - The independent variable refreshment has no correlation with the dependent variables like home work conflict. And finally the independent variable health issues & refreshment domain has no correlation with the dependent variables like home work conflict.
- **Positive Correlation** - The independent variable affective commitment has positive correlation with the dependent variable like organisational commitments (0.373). Similarly the independent variable continuance commitment has positive correlation with the dependent variable like organisational commitments (0.481). And finally the independent variable normative commitment has positive correlation with the dependent variable like organisational commitments (0.372).

- **Negative Correlation** - The independent variable affective commitment has negative correlation with the dependent variable like continuance commitment (-0.120).
- **No Correlation** - The independent variable affective commitment has no correlation with the dependent variable like normative commitment. And finally the independent variable continuance commitment has no correlation with the dependent variable like normative commitment.

Suggestions

Hospital Management

Reduce paintings load: Employers want to discover methods of decreasing worker workloads. Special interest desires to receive in lowering the workloads of nurses 213 working in critical care devices. Determine how workloads may be made greater affordable by means of right making plans on priorities, education and many others.

Adequate staffing: Nursing scarcity is a chief challenge for nurse administrators. Shortage of workforce gives different nurses the excessive paintings-related strain and they're no longer in a position to complete their work in time. Improved staffing of crucial care nurses in the course of top hours will facilitate discount in workloads, enhancements in organizing shifts, and lack of nurses and work of entirety in time. Management need to evaluation body of workers requirements on a month-to-month foundation and measure upgrades in paintings existence stability and successes.

Reduce load and time in work: It is found that the workloads on all shifts are heavier than weekends shift thus hospital administration should follow as below

- The maximum length for shifts should not exceed 8 hours
- Maximum 8 hours' work per day (10 hours' work per day in emergency/overtime)

Health assessments: Lifting, stooping, pushing, pulling were associated with health hazards of critical care. Also, musculoskeletal disorders are found to be the major symptom relating to health issues of critical care nurses. Health assessments should only be carried out by duly informing and with participation of the critical care nurses:

- ◆ Conduct complete check-up once in 3 months but not more than 6 months
- ◆ Frequent job rotation can be made to relax the monotonous type of work
- ◆ Provide support to prevent work - related injuries and diseases
- ◆ Provide counselling services about their health importance

Stress reduction/relaxations: Employers cannot control employees stress but can help in reducing. Majority critical care nurses alleged that the main source of stress is at the work place. Organization must provide proper diet, adequate break that may help lessen the symptoms of stress. Also, yoga, exercise facility can be provided at the cost of the hospital.

Adequate Pay: Employers should note that the pay scales do not incorporate enrichment for working unsocial hours or for those nurses employed in the critical care units. The organizations focusing on competitive salaries contribute to employee commitment toward job satisfaction. The lowest levels of satisfaction were shown for pay level thus change their reward structures and tangibly reward and recognize overtime work. It is suggested to the hospitals to:

- ✓ Revise the pay scale competitively
- ✓ Provide loan with less or no interest
- ✓ Enlighten the employees on how their salaries are determined
- ✓ Bonus or incentive schemes can be provided to nurses in night work.

Flexibility with Leave Arrangements: Organization must provide provision for availing their eligible leave and provide flexibility to suit their emergencies as:

- ✧ Offer the ability to take accrue leave entitlements and leave facility like bereavement leave and paid maternity leave.
- ✧ Ability to request and take leave for long period (more than a year) without pay following parental leave and annual leave, or if a family member is seriously ill or injured and in need of care as an alternative to resignation to maintain retention.

Conclusion

This research described nurses' work environment and health outcomes in relation to different workplaces stressors. It is clear from the study that nurses seemed to be more prone to mental distress reactions in association with rotating shift work. Nurses who worked rotating shifts reported higher levels of mental distress and lower levels of organisational commitment than nurses who worked regular day shifts, although the associations were weak. The predictor variables had limited contributions to the variance in mental distress and organisational commitment. The study encompassed a wider scope with copious independent variables influencing the emotional, physical, and mental exhaustion caused by excessive and prolonged stress to a specific working group in healthcare industry in the coimbatore of Tamil Nadu. The recent pandemic also shed enough limelight on to the frontline healthcare personnel, which includes our mainstay subject of this research. Systematic investigation tried to identify the causes for the burnouts and also its ramifications. With the newer understanding, hopefully post-Covid 19 shall bring more talents and satisfaction to nursing personnel in the healthcare sector.

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