

Work-Family Conflict and Occupational Stress of Hospital Consultant and General Practitioners Doctors

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ABSTRACT

Objective:- 1. To find out the work-family conflict among hospital consultant & general practitioners doctors. 2. To examine occupational stress among hospital consultant & general practitioners doctors. 3. To examine the relationship between found work-family conflict and Occupational Stress of the hospital consultant & general practitioners doctors. **Hypotheses:-** 1. There is significant difference between both hospital consultant & general practitioners on work-family conflict. 2. There is significant difference between both hospital consultant & general practitioners on occupational stress. 3. There will be Positive correlation found work-family conflict and Occupational Stress of the hospital consultant & general practitioners doctors. **Sample:-** Sample selected from Aurangabad district doctors from population of 35-50 age group. Total 100 doctors were selected among them 50 Hospital consultant Doctors & 50 General practitioners doctors. Random sampling was used the present study. **Tools:-** 1. **Work-Family Conflict Scale (WFCS):** Work-family conflict scale established by (Carlson, Kacmar and Williams, 2000) which is an 18-item multidimensional measure and divided into six subsections. 2. **Occupational Stress by Samuel H Osipow (1998):** The Occupational Stress Inventory Revised Edition (OSI-R) was developed by Osipow in 1998. **Statistics** t-test was used for the statistical analysis of data. **Conclusion:** 1. Hospital consultant doctors have significantly high work-family conflict than the general practitioners doctors. 2. Hospital consultant doctors have significantly high Occupational Stress than the general practitioners doctors. 3. Positive correlation found work-family conflict and Occupational Stress of the hospital consultant & general practitioners doctors.

Keyword:- *work-family conflict, Occupational Stress, hospital consultant, general practitioners doctors.*

Introduction:-

In today's era challenges in front of medical professionals increasing day by day due to rises in people's health complications and new emerging diseases. Some cause for these disturbed health conditions are rapid growth in population, changes in food habits, extended working hours, increasing pollution, increasing physical and mental stress and rising of new diseases due to alterations in strains virus and bacteria. These increased challenges make doctors are bind to overcome unhealthy conditions and diseases, for this, Doctors have to work hard and that creates stressful conditions for themselves. In spite of these causes, increased cost of medical education, increased cost of medical equipment, waiting period for settlement, public attacks on hospitals and doctors, medico legal cases also pay important role in creating unhealthy conditions for doctors. These unhealthy mind conditions are major causes for increased heart diseases, blood pressure, cancers and mental diseases in medical professionals. Doctors play key role for society in this developing era so it also society's responsibility to take care there care taker.

In India, medical field is aggressively increasing. No. of hospitals & super specialty hospitals is increasing day by day. According to Indian medical association there were 9,36,488 modern medicine practitioners till December 2014 and there were near about 7.9 lacks AAYUSH practitioners till at the end of 2014. One survey said that there are Govt. urban hospitals are 4419 AAYUSH managed dispensaries 26107, and hospitals are 3167 upto march 2013. Apart of that no. of general practitioners who mainly works as family physician, treating routine health problems are also increasing. Though both these type of doctors works in health management services, their work routines are different it causes variations in their work stress and satisfaction. Hospital consultants mainly includes emergency services in super specialty hospitals doctors like intensivist (critical care physician), oncologists (cancer specialist, anesthetist, surgeons and senior and post graduate doctors. These Hospital consultants always work in emergencies. They routinely handle complicated cases, many time life threatening health conditions of patients throughout day and night.

2) Occupational Stress

Tools:-

1) Work-Family Conflict Scale (WFCS):

Work-family conflict scale established by (Carlson, Kacmar and Williams, 2000) which is an 18-item multidimensional measure and divided into six subsections. The subsections include dimensions of WFC (Time, strain, and behaviour-based conflict) and two directions (Work to family (WIF), Family to work (FIW)). Responses are collected on a five-point Likert Scale ranging from strongly disagree (1) to strongly agree (5).

2) Occupational Stress by Samuel H Osipow (1998):

The Occupational Stress Inventory Revised Edition (OSI-R) was developed by Osipow in 1998 and is not intended for clinical utilization but rather for research purpose. In the present study Occupational Roles Questionnaire (ORQ) is used for measuring Occupational Stress. ORQ is divided into six sub scales- Role Overload, Role Insufficiency, Role Ambiguity, Role Boundary, Responsibility, and Physical Environment. The ORQ consists of sixty items and each sub scale is comprised of ten 92 items.

Statistics

t-test was used for the statistical analysis of data.

Statistical Interpretation and Discussion

Table No. 01

't' showing the significance of difference between work-family conflict and Occupational Stress with respect to hospital consultant & general practitioners doctors.

| | Hospital Consultant (N = 50) | | General Practitioners (N = 50) | | t- ratio | r |
|----------------------|---------------------------------|------|-----------------------------------|------|----------|------|
| | Mean | SD | Mean | SD | | |
| Work-Family Conflict | 62.45 | 6.44 | 50.68 | 5.47 | 9.84** | 0.68 |
| Occupational Stress | 429.45 | 9.50 | 401.56 | 8.85 | 15.18** | |

**0.01 = 2.62, *0.05 = 1.98

Table 01 shows difference is found in the Work-Family Conflict of hospital consultant & general practitioners doctors as the p value ($9.84 < .01$) at the level of significance. Mean of hospital consultant doctors is 62.45, SD is 6.44 and another mean of general practitioners doctors is 50.68, SD is 5.47.

Table 01 shows difference is found in the Work-Family Conflict of hospital consultant & general practitioners doctors as the p value ($15.18 < .01$) at the level of significance. Mean of hospital consultant doctors is 429.45, SD is 9.50 and another mean of general practitioners doctors is 401.56, SD is 8.85.

Singh and Nayak, (2015) analyzed Indian police officials and found WFC to be negative but significant with job satisfaction whereas, job stress was found to be a mediating variable for this relationship among police officials. Moreover, social support was revealed as a moderator of the relationship between job stress and satisfaction.

Glaveli, Karassavidou and Zafiroopoulos, (2013) also found a negative and significant relationship between work-family conflict and job satisfaction.

Conclusion:

- 1) Hospital consultant doctors have significantly high work-family conflict than the general practitioners doctors.
- 2) Hospital consultant doctors have significantly high Occupational Stress than the general practitioners doctors.
- 3) Positive correlation found work-family conflict and Occupational Stress of the hospital consultant & general practitioners doctors.

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