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The Assessment of Stress among the Male Nurses in Private Hospitals of Lahore, Pakistan

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Abstract

Background: occupational stress effects negatively on the employee mental and physical health Nurses are the backbone of the health care settings. there is high level of demand of nurses now a day's either they are male or female. This study examines the stress among male nurses in the private hospitals and the factors that are contributing to all these stress either they are psychological and physical. Job stress is also an important tool to assess any organizational work quality .the current study examines the stress of male nurses experienced in the private hospitals. **Aim:** Purpose of the study is to assess the job stress among the male nurses of private hospitals and the factors that are contributing to this. **Design:** A descriptive qualitative study design. **Method:** 110 respondents were asked they are the male nurses of private hospitals, sample size determine through a specific formula and analyzed through SPSS version 21. **Results:** results were confirmed by the tool that shows there are different factors that cause male nurses to feel stress and job stress have negative effect on employee health either physical or psychological in turn lead to the burn out. **Result:** result shows that occupational stress effects negatively employee performance male nurses are being influenced from such type of stresses that cause lack of job satisfaction as well as organizational decline.

Introduction

Occupational stress at manageable level can cause any organization to work productively but stress that cannot be manageable can cause some lacks e.g. disturb employee mental and physical health, working efficiency in short cause organization to stop work productively by acting as restricting force and pushed nurses to deviate from normal function. It has direct or indirect effect on the staff caring behavior and patient outcome. The most recognized able problem faced by the workers of any health care seething is job related stress¹. In hospital settings nurses are more prone to stress. Job stress cause hazardous impacts on nurses which impair their quality care that causes job dissatisfaction,

turnover and absenteeism. Male nurses are also facing a large number of stressors in private hospitals that are patient attended behavior, strict administrative attitude, high work load, demanding environment, long duty hours, poor staff management small salaries and incentives, effort award imbalance, conflict with peers, security risks Job stress arise from incompatibility between individual abilities and works demands in which extra burden is put on individual and necessary equipments not provided (Daley, 1996). Work load act as a grass roots causing job stress, Job stress also caused by role ambiguity ,Conflicts ,work pressure less basic requirements availability are directly related to emotional disturbance depersonalization and personality ,physical exhaustions these elements are directly proportional to decreases job satisfaction ,job related stress and burnouts these are occupational hazards for the people oriented organizations such as the health care. Job related stress are of two types acute and chronic, acute caused sudden hindrance in way of progress of employee by causing stagnation and if not resolved lead to chronic stress that cause end organ dysfunction physically and psychological job dissatisfaction and burnouts. Both stresses impair both functioning physical and social. Firstly discovered in the mid- 1970s presenting sign of overwhelming exhaustion, feelings of frustration, anger and cynicism, and a sense of Ineffectiveness and failure. job related stressors are also of two types one that cause lacks, hindrances and stagnation other one is challenge-related stressors. Job related stresses also are due to the high responsibilities, increased job scores, time pressure and strict administration in private hospitals among the male nurses. Male nurses are experience deepened of motivation which reduce their work related involvement Commitment toward organization and increase intention to leave job. Job politics also considered as hindrance related stressors impair employee cognitive and creative functioning. Employee who perceive their organization to be politics they feel high job stress. Ac (Chang, 2009) cording to Politics related stressors cause hindrances .employee put their energies to cope up with all these stresses. Private jobs insecurity is also one of the major causes of chronic job related stress among male nurses. Second mostly apparent stressor is patient and relative behavior, unpredictable events also cause stress among male nurses in private hospitals. Stress at work has become a significant concern in the public as well as in private health care organizations because it causes significant risk to health and well being of employees and organizational benefits. Modern organizations consider job stress of their employees as important workplace issues. Most researchers agree that work place factors cause work related stress. United Nation (UN) declared that job stress is the disease of 20th century and later, World Health Organization stated that it is epidemic. Male nurses in the private settings being responsible for the health of their patient faced huge amount of stress. Work-related stress affects Employee health about 50-80% of diseases being psychosomatic or stress-related innature rose from job stress. According to Maslach Burnout Model exposure to environmental and situational stressors lead to work related stress, that can cause emotional exhaustion, depersonalization and a lack of personal accomplishment and organizational commitments. Very few researches have been conducted in the Asia regarding job stress facing by the male nurses, and burnouts among the male nursing staffs in private health care settings. Different mind perceive such type of stressors differently some can easily tackle them while others become victim of occupational stress. This study will help understand relationship between job stressors and related job stress experienced by the male nursing staffs that cause psychological strains that lead to job related stress and at the end organ dysfunction .study will also highlight the importance of understanding stress and stress related

outcomes for employee well being and organizational well being also. Specific purpose is to determine specific stressors and factors related to male nurse's stress in private hospitals. Findings will support to develop effective intervention to overcome stressors, stress and for the health care professionals especially male nurses in the private hospitals because it affects male nurses attitudes toward work that significantly generate burnout, job stress and job dissatisfactions.

Objectives

1. To find out the relationship between stress and employee job satisfaction
2. To illustrate negative effect of employee job related stress on job satisfaction

Research Questions

1. The study will examine what is the relationship between employee job related stress and job satisfaction
2. What is the effect of job stress experienced by male nurses in private hospitals on patient treatment outcome
3. What type of stress a male nurse experiences in private health care settings and what are their outcomes

Problem Statement

As there is bulk of studies on job stress among nursing staff that impose negative effects on employee job satisfaction and effect positively to decreased organizational commitment and psychometric problems Yuwanich et al .(2016). Stress among the male nurses in private as well as public hospitals is due to the several factors that include work load , manage mental interruption and so on Tyson et al .(2004). However present study in the context of job stress among male nurses in private hospitals this study will improve knowledge regarding the factors which are causing job stress in private hospitals among the male nurses and about the negative outcome that came in front because of these factors. This study will also tell how job satisfaction badly affected by job stress and what should a hospital policy maker do to reduce such stresses. It would also provide a learning paradigm for the further researchers and critical thinking of nurses regarding.

Literature Review

Job stress of employee have direct negative effect on the employee job satisfaction that negatively affect organization well being and also the health of employee by causing anxiety and stress related illness as it is one of the most occurring and serious occupational hazard . In the developing countries job related stress has been increasing very fastly this stress is more prominent in the people orient profession (health care human services and education. Firstly discovered in 1970s with main manifestation exhaustion, frustration, anger, sense of ineffectiveness, failure, and burnout. There is several factors may indicating stress level Today's health care professionals burning points are burnout sand job satisfaction because these both have significant influence on employee health and well being by using job Command Control Support Model (JDSC) it has been labeled as occupational stress. That model elaborate the interactions between demands, control and support at work (Karasek & Theorell , 1990). According to the model (JDSC) employees who face high psychological

pressure with low level of job control and low social support are more prone to develop job related stress and are at great risk of poor health either with psychological and physical symptoms. The purpose of the study is to examine job stresses faced experiencing by the male nurses in private seething of health care and its related adverse outcomes and also in the other hand illustrating the factors that form foundation in developing such job stresses. As traditionally nursing profession is more prone to stress but in present health care settings are facing increase number of employee experiencing job related stress and this phenomena is more prominent in male nurses. as guided by the Maslach's General Model that describe increase rate of job demand cause occupational stress that have already mentioned by (JDSC) which in turn lead to burnout and develop feelings of decreased organizational commitment and not only more burden and cost on organizations but also cost a lot on employee health as well as work performances. According to (Yuwanich, et al 2016). There are many reasons that lead to the peaked job related stress moving forward this report further elaborate high job demands lower decision making, heavy workloads, stressing situations, inappropriate work procedures and fewer rewards and low performance appraisal. These problems affected the nurses' physical and mental health, family relationships, Job satisfaction and the quality of their nursing care and the patient health related outcomes also. Major cause of occupational stress is the imbalance between employee capabilities and job requirements. Due to this, male nurses have higher rates of absenteeism and sick leave, decreased work performance (Adriaenssens et al., 2011). Differences in patient populations between public and private hospitals have been described people with low-income use public and people with middle- to high-income tend to use private hospitals (Limwattananon et al, 2011) because they have to pay in the private hospitals they demand extra care and medical services that put extra burden on the male nurses while their income is totally against this phenomenon. The patients and their relatives have higher expectations and demand more from private hospitals since they pay by themselves for health care services. Male nurses have to perform extra work and give extra care while they remain with low income. Financial rewarding to managing such stressful work seem to have beneficial effect in maintain work force stability maintain satisfaction and increasing high quality (Wieck, et al, 2009). Organizational policies and rules also play a major role this can be explained in a sense that male nurses have to perform their task or obey the patient, attendants and hospital organization even if they are not comfortable with that they don't have an option to express their own feelings, emotions and ideas. According to (Tyson and Pongruengphant, 2004) high workload, involvement in circumstances concerning life and death, interruptions of nurses' work by management, traditional views, cultural thoughts and sticky protocol performing tasks, public thoughts that to manage health or health related issues is only the duty of physicians that caused stress among male nurses in private hospitals.

Disrespect from patient, colleges and supervisor are also third leading cause of job related stress among male nurses in private hospitals so, the aim of the study to get deeper understanding of the stress experience by the male nurses in private hospitals. As per society views male nurses are only considered as physician assistant this is also a reason for the negative reaction from male nurses. As people generally thought to nurse a patient is only the duty of female nurses they have strong believe that male nurses can't do this task well as compare to female nurses that issues cause the demotivational effect on the male nurses so restrict them to be emotionally and actively involved in the health care services by causing job stress and in result of all these burnouts. Occupational stress

not only effect employee job performances ,organization but also social life and family life of the employee but also contribute to incomplete and delays in nursing care that affect patient safety (Yuwanich , et al 2016).Patients and family just want to talk to the physician as they thought that only a physician know about their patient Job stress significantly and positively related with burnout and three different areas that are management nurses and patients, clearly supporting Hypothesis while the job related stress affects negatively job satisfaction, job stress have also positive co relation with psycho somatic health of the employee job stress and stressors such as role ambiguity, conflict, overload and work pressure were significantly related to emotional exhaustion, lack of personal accomplishment and depersonalization. Occupational stress and job dissatisfaction this could lead to shortage of nurses that further impose burden on the working staffs and cause job related stress among the leaving staff behind by causing pressure of work load on them. One of the other leading cause of stress among male nurses is job insecurity as they work only on contract they will fired by the organization even after paying a lot of attention and devotion to the organization on their minor mistakes. That stress always remain in the male nurse staffs working in the health care settings because they cannot recover fully cause lasting psychological strains and may lead to long lasting stains and end organ dysfunction(Jamal., et al , 1999).

Most studies has been focused on the female nursing staff job related stress nobody have pay attention to the job related stress experiencing by the male nurses especially in the private health care settings However, The purpose of the study is to elaborate nurses especially male nurses experience of job related stress in private settings and different factors contributing in their causation in order to develop relationship between job stress and its related bad results. There has been a large number of the study related to the context in western countries Lacovides et al .(2003).But in Asia there is lit study in this regard, like some studies sates that stress cause burnout that lead to the damage at a whole not only the employee ,organizations and patient also (European Commission , 2000).

This study will help to understand the relationship between occupational stresses experiencing by the male nurses and the foundational factors that act as stressors will also high light how step by step these occupational stress develop adverse outcomes that affects employee psychological and physiologically but also the health care settings and patient health related outcomes also. With the purpose of develop in effective inferences regarding what cause stress, how it is present symptoms, how to reduce it in order to increase male nurse's job performances and enhance health care settings care delivery system by reducing job stress and burn out and increase patient health outcome.

Methodology

Study Design

The study adopted a qualitative cross sectional research designs to assess the job stress among male nurses in private hospitals.

Setting of the Study

Setting of the study will be the private hospital settings of Different hospitals.

Targeted Population

My targeted population will be the male nurses of different private hospitals. The participant will be belonging to different socioeconomic level and different demographical background. The participant will be male and female.

Sample Size and Sampling Techniques

Data will be collected from the participant through adopted questionnaire and the participant will be selected through convenient method. The sample size for the study will be 110 which is calculated from the Slovincs method.

Total Number of the Participant.....

If N =population n =Sample size E =Margin of error

$$n = N/1 + (N) (E)$$

$$n = 150/1 + (150) (0.005)$$

$$n = 151/1.375$$

$$n = 110$$

A self administer a modified version questionnaire was adopted from Leadership styles, mentoring functions received, and job- related stress: A conceptual model and preliminary study written by Parasuraman (1977). Questionnaire is consist of two sections (Section A) Composed of demographic data which include Name (Optional) Age, Gender, Institute, department of the participants (Section B) composed of the questionnaire regarding the Job related stress. Participants will be answer to the questions according to the 5 likert scale. A 5 point scoring format was used with (1) strongly disagree and (5) strongly agree.

Data Collection Plan

Data collection plan is one of the main sources to collect data. Self administer questionnaire will be used to collected data from the participants. There will be given a free hand to complete it and return it.

Data Analysis

Data analysis will be done by SPSS version 20. Statistical computer software for data analysis. This is a qualitative study and all the qualitative statistics will be obtained through the SPSS software. The use of analysis aimed to identifying the effects of emotional intelligence and political skills on the teacher's job satisfaction.

Including Criteria:

- ✓ Willing to participate
- ✓ Those who understand English

Excluding Criteria

Time framework:

The study will approximately taken 2-3 months

Results

Table 1

Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	110	100.0	100.0	100.0

Table 1: b data was collected from the male nurses of different private hospitals about the assessment of the stress among the male nurses in the private hospitals the total respondent percentage is 100% and in figure 110.

Table 2

Marital status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid married	64	58.2	58.2	58.2
Valid Single	46	41.8	41.8	100.0
Total	110	100.0	100.0	

Table 2: b table shows that the respondent who are married total percentage is 58.18% and those who are unmarried 41.82%

Age group

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 18-25	32	29.1	29.1	29.1
Valid 25-35	64	58.2	58.2	87.3
Valid 35-50	14	12.7	12.7	100.0
Total	110	100.0	100.0	

Figure 3

Table 3: shows that the respondents belongs to different age group those belong to 18-25 year of age are 29.09% those who are of 25-35 years of age are 58.18% and those who are of age 35-50 years are of 12.73%

Table: 4

Qualification

	Frequency	Percent	Valid Percent	Cumulative Percent
Nursing diploma	63	57.3	57.3	57.3
Valid BSN/POSTRN	41	37.3	37.3	94.5
MSN	6	5.5	5.5	100.0
Total	110	100.0	100.0	

Table 4 respondents who are of nursing diploma are 57.27% those of BSN/Post RN 37.27% and of MSN 5.455%. Table 5

Yours job makes you upset

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	3	2.7	2.7	2.7
Disagree	11	10.0	10.0	12.7
Valid Neutral	55	50.0	50.0	62.7
Agree	35	31.8	31.8	94.5
strongly agree	6	5.5	5.5	100.0
Total	110	100.0	100.0	

Figure 5

Table 5: shows that the respondent who are strongly disagree are of 2.727% who are disagree 10% neutral are 50% agree 31.82 and strongly agree 5.455% in regard to the question that your job make u upset.

Table 6

Yours job make you frustrated

	Frequency	Percent	Valid Percent	Cumulative Percent
disagree	21	19.1	19.1	19.1
Neutral	27	24.5	24.5	43.6
Valid Agree	53	48.2	48.2	91.8
strongly agree	9	8.2	8.2	100.0
Total	110	100.0	100.0	

Table 6: shows that the respondent who are strongly disagree 19.09% and neutral are 24.55% those who are agree 48.18% and strongly agree 8.182% in regard to your job make you frustrated.

Table 7
You are under strain on the job

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	1	.9	.9	.9
Disagree	11	10.0	10.0	10.9
Valid Neutral	30	27.3	27.3	38.2
Agree	60	54.5	54.5	92.7
strongly agree	8	7.3	7.3	100.0
Total	110	100.0	100.0	

Table 7

Table 7 shows: that the respondent opinions in percentage who are strongly agree 0.909% who are disagree are 10% neutral are 0% agree are 54.55% and strongly agree are 0% that they are under strain on the job

Table 8
Yours job makes you tense

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	1	.9	.9	.9
Disagree	18	16.4	16.4	17.3
Valid Neutral	37	33.6	33.6	50.9
Agree	44	40.0	40.0	90.9
strongly agree	10	9.1	9.1	100.0
Total	110	100.0	100.0	

Figure 8

Table 8 shows that respondents who are strongly disagree 0.909% disagree 16.36% neutral 33.64% agree 40% 9.091% regarding the question of your job makes you tense.

Table 9

The amount of work you have to do interfere with how well it gets done

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	1	.9	.9	.9
Disagree	17	15.5	15.5	16.4
Valid Neutral	18	16.4	16.4	32.7
Agree	59	53.6	53.6	86.4
strongly agree	15	13.6	13.6	100.0
Total	110	100.0	100.0	

Table 9

Table 9: Shows that the questions that amount of work you have to do interfere with how well it gets done respondents who are strongly disagree 0.909% disagree 15.45% neutral 16.36% agree are 53.64% strongly agree 13.64%.

Table 10

Your job places you under a great deal of stress

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	2	1.8	1.8	1.8
Disagree	15	13.6	13.6	15.5
Valid Neutral	31	28.2	28.2	43.6
Agree	49	44.5	44.5	88.2
strongly agree	13	11.8	11.8	100.0
Total	110	100.0	100.0	

Table 10:shows that the respondents who are strongly disagree are 0% that who are disagree 13.64% neutral are 28.18% agree are 44.55% and strongly agree are 11.82%.

Table 11

Your job makes you jumpy and nervous

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	22	20.0	20.0	20.0
Neutral	13	11.8	11.8	31.8
Agree	65	59.1	59.1	90.9
strongly agree	10	9.1	9.1	100.0
Total	110	100.0	100.0	

Figure 11

Table 11 shows that the respondent percentage who are disagree are 20% neutral are 11.82% agree are 59.09% strongly agree are 9.091%

Table 12

Your job puts you under a lot of pressure

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	1	.9	.9	.9
Disagree	10	9.1	9.1	10.0
Neutral	20	18.2	18.2	28.2
Agree	43	39.1	39.1	67.3
strongly agree	36	32.7	32.7	100.0
Total	110	100.0	100.0	

Table 12 shows the percentage of respondents who are strongly disagree 0.909% those who are disagree 9.091% neutral are 18.18% agree are 39.09% strongly agree are 32.73% in their opinion regarding your job puts you a lot of pressure.

Validity:

Table 13

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.805
Bartlett's Test of Approx. Chi-Square	336.228
Sphericity Df	28
Sig.	.000

Table shows instruments that KMO value is above .50 and Bartlett's test significant (P less than 0.05) so that the whole set criteria full filled and shows instrument of the study is valid.

Reliability:

Table 14

Reliability Statistics

Cronbach's Alpha	N of Items
.833	8

Table 13 shows that the value of Cronbachs alpha is greater than 0.70%thus the result meets the standard requirements and shows that this is reliable variable.

Discussion and Conclusion

The purpose of the study is to investigate the job stress among male nurses in private hospitals and the factor that are contributing in this. Results showed that there are many factors that significantly influenced male nurses in the private hospitals and lead them to the dissatisfaction that by in turn cause burn out. Job stress in turn causes significant negative effect on the personal as well as social and job-related commitments.

Conclusion patient care also influenced by the job stress. Result of the study are from Asian country specifically in Pakistan. there are also many disparities and difference in the private hospitals that cause significant bad effect on the male nurses and cause them to think that they are not doing anything worthwhile which lead them to dissatisfaction and cause burnout. Basically, that is the job satisfaction that also leads to the many clinical errors by casing physical as well as psychological stress. Male nurses in Pakistan are very short in number as compare to the female nurses so the discrimination between these two cause them feel stressed and dissatisfied. It was also found that the job stress not only hampered the personal as well as organizational growth but also cause physical health problem. There exists many job stressor e: g role ambiguity, over burden, heavy work pressure, poor income closely, low self-esteem related to the emotional stress (Lee and Ashforth, 1984). The results of the research will also explore the effects on job related stress on the male nurses well beings. Different literature also supports this result that the job stress among male nurses cause psychological as well as physiological problems of the client well beings Daley and Parfitt ,1996. It was also found that job stress significantly related to the mental and physical health (Ganster ,1991).

The present study will present further evidence for the future study on job stress among male nurses and job satisfaction and other related targeted variables.

This study will be helpful to assess the level of the stress among the male nurses of the private hospitals of Pakistan. As the male nurses have not any place in the public hospitals and must do job in the private hospitals and face the difficult scenario of the job at the workplace. It will also emphasize the need of the creation of the seats for the male nurses at the public hospitals. Moreover, this study fills the gap which was previously ignored to understand the issues of the male nurses. The current study will also let the management of private hospitals and government policy makers to understand the situation of stress among the male nurses of private hospitals.

Suggestion

As above mention study explore a lot of personal , social , organizational factors that put the employee either they are male nurses or others in to the stress organization must be wise enough to rule out all theses and take necessary actions to combat with all these. Hospital management must be aware enough about all these harmful factors that cause stress among male nurses and there must be protocols for the maintains of staff self esteem and psychological health. Desirable employee as well as other behaviors and attitudes must be respected and there should be policy in all these regards. Hospital management must be take enough responsibilities to remove any type of environmental, social, personal, psychological stressors that cause stress.

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