



Mental Health Issues in Relation with Job Satisfaction among Nurses in Rural Area

Dr. Vilas Gokul Mahajan

Shiv Chhatrapati Arts College, Pachod

Tq. Paithan Dist. Aurangabad

Email : vilasgmahajan@gmail.com

Abstract

The present research plans to examine the mental health issues in connection with job satisfaction among medical caretakers. Test contained 100 medical attendants inside in the age scope of 22-32 years chose randomly from Govt. Emergency clinic in Rural area in Aurangabad. The members were managed the General health survey (GHQ-28) by David Goldberg (1981) and job Satisfaction scale by Amar Singh (1999). The information was investigated utilizing SPSS programming with the calculation of connection coefficient for the factors under examination. The calculation of connection issues of mental health viz; physical manifestations tension, a sleeping disorder, social brokenness and serious gloom were seen as adversely associated with job satisfaction in noteworthy way. The suggestions for future research were examined.

Key words: Mental Health, Job Satisfaction, Nursing.

INTRODUCTION

Mental Health has been talked about as chief factor influencing a person's different exercises, conduct, bliss and execution. Mental weight is the fundamental driver of mental health issues which emerge because of a few conditions. Mental Health isn't just the nonappearance of illness or confusion, it includes confidence, authority and the capacity to keep up important associations with others. Mental health is a condition of fruitful presentation of mental capacity bringing about gainful exercises satisfying associations with others, and the capacity to adjust the change

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and to adapt to misfortune explicit to the person's way of life. Mental health at work alludes to mental prosperity of individuals working at any association. Great mental health drives practices, dispositions and emotions that speak to a person's degree of individual adequacy, achievement and satisfaction.

Job satisfaction:

Job satisfaction is the degree of joy representative feel about their work, which can influence execution. It relates to sentiment of happiness or a blend of different frames of mind, mental and enthusiastic which a worker has and appears towards his work circumstance. Job satisfaction is depicted as a pleasurable enthusiastic state coming about because of the examination of his job, a viable response to one's job and frame of mind towards his job. Job satisfaction is significant marker of how representatives feel about their jobs and estimate of work practices, for example, authoritative citizenship, absents and turnover. Job satisfaction is one of the significant factor that has attracted consideration of chiefs the association just as academicians. Job satisfaction in health laborers is significant for working up inspiration and productivity as higher job satisfaction decide better representative execution and more elevated level of patient's satisfaction (Alemshet et.al. 2011).

Adam's value hypothesis (1963) assumes a significant job in job satisfaction which expresses that individuals are propelled to keep up reasonable connection between their presentation and reward in contrast with others. People contrast their sources of info and results and those of different people at a similar position. Hulin and Judge (2003) have explained that the job satisfaction incorporates multidimensional mental reaction to a person's job and these individual reactions have subjective, full of feeling or enthusiastic and conduct segments. Individuals distinguish themselves by their calling, for example, a specialist, attorney, or instructor. Subsequently, a person's close to home prosperity at work is viewed as a huge part of research (Judge and Kilner, 2007)

Women Mental Health:

Women in India is happening to customary jobs gradually and consistently and getting into the areas overwhelmed by men. From past years the more pressure is given on the female instruction and more freedom for their privileges and benefits. Lady's job has changed about being stereotyped. Working ladies needs to make numerous socio-familial alterations that additionally contribute pressure and tension. Ladies at the working environment get to grasps with hindrances

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not looked by men, which counsel with hazard to their prosperity. Research has distinguished a few explicit wellsprings of working environment stress. Counting parts of the job itself physical condition and relational connections (Barling et al. 2005; Kahn and Byosiene 1992.)

The restorative working environment is a finished region. Hierarchical, individual and relational components have been seen as multifaceted in job satisfaction, stress and burnout in medicinal condition. Staff individuals in clinics, stress and burnout in therapeutic condition. Staff individuals in medical clinics, instructive establishments and human administrations are regularly in required to invest extensive energy in association with others. The staff-customer correspondence spins around the customer's present issues (mental social or physical) and is in this manner, accused of sentiments of disposition, shame, dread or hopelessness, since answers for issue given by customers are not in every case effectively acquired. The circumstance turns out to be increasingly unpredictable and bothering for the individual who works nonstop with individuals under such circumstances. The constant pressure can be sincerely depleting and can prompt "burnout". Medical caretakers are day and night in a clinic. Aside from the outstanding task at hand of patient consideration, medical attendants face various conditions for example Demise kicking the bucket, creaming heaving carnage, uncovered private body parts and powerless patient and their relatives and numerous other unpleasant circumstances.

Mental Health and Job Satisfaction:

Women are not expected to do headway in vocation, so less open doors are offered to lady for sufficient monetary prizes, all the more thus, it is essentially accepted that nursing is a tiring calling. These weights may come up from circumstances interior to job relationship to work, job in the company, profession improvement home/work interruption. Most jobs contain at any rate a level of pressure. They keep on working in spite of their day by day involvement in different weights, however with additional time, they hope to be worn out by nonstop experiences with pressure. Maslach (1996) found a significant condition that drawn out divulgence to situational and environmental stressors bring about business related pressure, presentation to enthusiastic depletion, absence of individual achievement and depersonalization Lee et al. (2009) found the pervasiveness mental horribleness in the workplace to be high. The seriousness of mental pain was contrarily connected with job satisfaction. Past research examines on workplace among medical caretakers have concentrated on general nursing strengths and moderately little consideration has been paid to the involve health issues of attendants. Subsequently, the present

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examination was led to explore the connection between General Mental Health issues and Job satisfaction among medical caretaker and it was conjectured that the General mental health issues will be adversely associated with job satisfaction.

METHOD

Simple : The simple compressed 120 nurses with the age range 22-32 yrs selected randomly from Govt. Hospital Rural area in Aurangabad

Measures :

General Health Questionnaire (Ghq 28; David Goldberg and Hiller, 1981). It consists of 28 items with the factors measured/dimensions viz; A- somatic symptoms (item 1-7) B- anxiety and insomnia (item 8-14) C-Social dysfunction (item 15-21) and D-server depression (22-28). The Test-retest reliability has been reported to be high (0.78 to 0.90).

Job Satisfaction Sale : (Amar Singh, 1999) It is 30 item scale. The level of job satisfaction measured in 2 types of areas:-job intrinsic (factors lying in job itself), Job extrinsic (factors lying outside the job). Scoring would in done on the basis of negative and positive items. Negative items scored 0, 1, 2, 3, 4 and positive one's 4,3,2,1,0. The test-retest reliability works out to be 0.978.

Procedure : The information for the present research with due assent was gathered from Govt. Medical clinic Rural area in Aurangabad. When the takes an interest were reached by the examiner, care was taken to build up a compatibility with them, so they give dependable data. They were guaranteed of the privacy of their reactions. The General Health Questionnaire-28 (GHQ-28) and Job satisfaction scale were directed to the members by giving legitimate guidelines. Scoring was finished with the assistance of manual indicated for every survey. Further, the date gathered where broke down utilizing connection coefficient to discover the connection between General Mental Health issues and Job satisfaction among medical attendants.

RESULTS AND DISCUSSION

The present study aimed to investigate the relationship of General Mantel Health issues and job satisfaction. The target population in the study was nurses from Govt. Hospital Rural area in Aurangabad. The results (Table-1) revealed that score on the dimensions of GHQ viz; A (somatic symptoms) ($r = 0.33$, $p < 0.01$) and B (Anxiety and Insomnia) ($r = 0.43$, $p < 0.01$) were found to be negatively correlated with total score of job satisfaction in a significant manner. The finding was consistent with previous study Kane (2009) titled “Stress causing psychosomatic illness among nurses in India” that psychosomatic health symptoms showed a positive correlation with job stress. Scott and judge (2006) explained the fact the insomnia itself is a primary psychiatric disorder as well as common feature of depression, hostility and anxiety. It has been reported to be associated with increased feelings of hostility and fatigue and negatively correlated with job satisfaction.

Table 1 : The correlation coefficient of General mental health and job satisfaction among Nurses.

	GHQ A	GHQ B	GHQ C	GHQ D	GHQ Total	JS Total
GHQ A	1					
GHQ B	0.57	1				
GHQ C	0.43	0.41	1			
GHQ D	0.26	0.48	0.38	1		
GHQ Total	0.73	0.81	0.76	0.71	1	
JS Total	-0.33	-0.43	-0.16	-0.20	-0.37	1

$P < 0.05$, ** $P < 0.01$

A-Somatic symptoms

B-Anxiety and insomnia

C-Social Dysfunctions

D-Server Depression

The results, further revealed that the scores on the dimension of GHQ-D i.e. severe depression was also found to be negatively correlated with job satisfaction in significant manner (-0.20 , $P < 0.05$). Jex R. Gudanowski T (2010) studied that job satisfaction directly impacts individual's health and well-being and has been associated with physical symptoms, emotional states, anxiety and depression. However, the score for the dimension of GHQ-C i.e, social dysfunction was found to be negatively correlated but not significant. Fretwell(2002) identified that staff

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management plays an important role, like the manager's decisions influence the environment of work place. Poor staff management decreases the staff confidence or morale, which leads to job dissatisfaction. Hence the level of job satisfaction is one of the important factor which can be employed predict their mental health.

Conclusion: In a word, Mental health not be viewed as nonattendance of ailment however more to do with the type of abstract prosperity Job satisfaction and mental health are significant determinants of representative's health and prosperity. Work is a basic piece of life. It is fundamental to understand the elements particularly the mental health that are answerable for individual to feel fulfil in the workplace and the elements that where the reasons for the pressure. Better workplace and development openings could be given just the great mental health. At the point when individuals are happy with their job, they are progressively gainful and will in general be healthier. The present examination centers around the significance of general mental health issues in nursing care quality which clear to medical attendants word related burdens and their general health, prompting counteractive action and treatment of mental issues. A superior understanding of mental health issues encourage the distinguishing proof of techniques to improve the working state of the medical attendants with coming about advantages for the nature of nursing care.

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