

## PP 1

### **The impact of selected organizational factors on work stress of nurses in a private hospital in Sri Lanka**

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**Background:** In Sri Lanka several studies on work stress of nurses in the state sector was found in literature but none was from the private sector.

**Objective:** To identify selected organizational factors that affect work stress of nurses in a private hospital in Sri Lanka and to determine the relationship between them.

**Methods & Materials:** Stratified random sampling was used to select a sample of 140 nurses in the hospital. Data was collected using a developed questionnaire. The data was subjected to Minitab v17 software to determine the internal consistency by measuring the Cronbach's alpha. Socio-demographic factors were also analysed. The relationship between the different factors was determined by calculating the Pearson correlation coefficient. Significance testing was done to test the hypotheses. Stepwise multiple regression analysis was also performed to determine the extent of contribution by the independent variables. Finally, descriptive statistics was also done on the data set. P value<0.05 was considered significant.

**Results:** A response rate of 70% was observed. The Cronbach's alpha for all variables were found to be above 0.8 which indicated excellent internal consistency. All alternate hypotheses were accepted at  $p < 0.001$ . Financial benefits ( $r=0.593$ ), organization structure ( $r= 0.587$ ), working conditions ( $r=0.580$ ) and leadership style ( $r=0.473$ ) all showed a statistically significant positive relationship with work stress. Service period ( $r=-0.357$ ) showed a statistically significant negative relationship with work stress. Stepwise multiple regression showed that the highest contribution to work stress was by the financial benefits (35.12%) followed by working conditions (8.81%), organizational structure (5.7%), and lowest by leadership style (2.01%).

**Conclusion:** The following four alternate hypotheses were accepted: H1b –There is a relationship between leadership style and work stress. H2b – There is a relationship between organizational structure and work stress. H3b - There is a relationship between financial benefits and work stress and H4b – There is a relationship between working conditions and work stress.