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JOB STRESS AMONG THE EMPLOYEES AT HOSPITAL SECTORS, IN BENGALURU

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RESEARCH ARTICLE

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Abstract

Job stress has become a major issue in modern organizations, especially in the healthcare sector where employees are required to work under high pressure, long working hours, and emotionally demanding situations. This study focuses on examining the level of job stress among employees and understanding how various workplace factors influence their stress levels, performance, and overall well-being. The research highlights key factors contributing to job stress such as excessive workload, poor work environment, role ambiguity, lack of managerial support, and imbalance between work and personal life. Employees in healthcare institutions often experience both physical and mental stress due to continuous interaction with patients and critical decision-making responsibilities.

The study adopts a descriptive research design and is based on primary data collected from 66 employees of Hospital, Bengaluru, using a structured questionnaire. The data were analyzed using statistical tools such as percentage analysis, Chi-square test, and Karl Pearson's coefficient of correlation to examine the relationship between demographic variables and job stress factors. The findings reveal that a majority of employees experience moderate to high levels of stress, with workload and work environment being the most significant contributors. The study also indicates that stress negatively affects employee motivation, productivity, and job satisfaction.

The research concludes that effective stress management strategies, supportive work culture, and improved working conditions are essential to reduce job stress. The study provides valuable insights for hospital management and policymakers to enhance employee well-being and organizational performance.

Keywords: *Job Stress, Workload, Work Environment, Healthcare Employees, Job Satisfaction, Stress Management, Productivity, Organizational Behavior, Employee Well-being, Bengaluru*

Introduction

Job stress is one of the most critical challenges faced by employees in today's fast-paced and competitive work environment. It refers to the physical and emotional strain that arises when job demands exceed an individual's ability to cope effectively. In the healthcare sector, job stress is particularly significant due to the nature of work, which involves patient care, emergency situations, long working hours, and high levels of responsibility. Healthcare employees, including doctors, nurses, and administrative staff, are required to maintain high levels of efficiency and accuracy while dealing with life-critical situations. This continuous pressure often leads to stress, burnout, and reduced job satisfaction. Factors such as heavy workload, inadequate staffing, lack of support, and unclear job roles further increase stress levels among employees. In addition, job stress not only affects employees' mental and physical health but also impacts organizational performance. High stress levels can lead to absenteeism, reduced productivity, poor decision-making, and increased employee turnover. Therefore, it is essential for organizations to identify the causes of stress and implement effective measures to manage it. This study focuses on analyzing job stress among employees at Gleneagles BGS Hospital, Bengaluru, and examines how workplace conditions influence their stress levels, performance, and overall well-being.

Significance of the Study

This study is important as it highlights the real working conditions and stress levels experienced by employees in the healthcare sector, which is one of the most demanding professions. It provides a clear understanding of the factors contributing to job stress and their impact on employee performance and well-being. The research helps in identifying the major stressors such as workload, work environment, and lack of support, which affect employees in their daily work life. It also provides insights into how stress influences productivity, motivation, and job satisfaction. The findings of this study will be useful for hospital management, policymakers, and human resource professionals to design effective stress management strategies. It emphasizes

the need for improving working conditions, providing support systems, and ensuring a healthy work-life balance. Overall, the study contributes to enhancing employee well-being, improving organizational efficiency, and promoting a positive work environment in healthcare institutions.

International Reviews

Bendik Oftung and Reidar Tyssen (2025) "A study on occupational stress among Norwegian physicians using a systematic review method based on databases such as MEDLINE, Embase, and PsycINFO". The study mainly focused on longitudinal and cross-sectional research conducted between 2007 and 2019. The findings revealed that stress levels have increased over time, especially among general practitioners. It was also observed that work–home conflict and lack of colleague support are major contributors to stress. The study concluded that improving support systems and reducing workload can help in managing stress among doctors.

Harmandeep Kaur and Adnan ul Haque (2024) "The Impact of Occupational Stress on Employee Performance in Competitive Sectors" carried out a systematic review of 50 research studies published between 2010 and 2024 to analyze occupational stress across different sectors. The methodology involved collecting and analyzing secondary data from peer-reviewed journals. The findings indicated that job stress negatively affects employee performance across industries such as healthcare, IT, education, and manufacturing. The study also identified various stressors like workload, job insecurity, and work pressure. It concluded that organizations should adopt effective stress management strategies to improve employee productivity.

Loai M. Zabin and Rasha S. Abuzaitoun (2023) "A systematic review using electronic databases covering studies from 2017 to 2022"**.** The study focused on nurses and examined the relationship between job stress and patient safety culture. The methodology involved reviewing recent literature to understand the impact of stress in healthcare settings. The findings showed a negative relationship between job stress and patient safety. It was concluded that reducing stress is important for improving healthcare quality and patient outcomes.

Yudi Nur Supriad et al. (2022) "A Relationship between Work Environment, Job Stress, and Employee Performance"**.** Quantitative study using a structured questionnaire with a 5-point Likert scale. The sample consisted of 255 respondents, and the data were analyzed statistically. The study examined the relationship between work environment, job stress, and employee performance. The findings revealed that a positive work environment and good relationships between employees and management reduce stress levels. It also showed that reduced stress improves employee engagement and performance.

National Reviews

Michella Gracia and Dewi Lusiana (2025) "A study to examine the effect of job stress on employee performance in the food and beverage industry". The study used a survey method with a sample of 260 employees working in the Jabodetabek region. Data were collected through structured questionnaires and analyzed using statistical techniques. The findings revealed that job stress has a significant impact on employee performance, and job satisfaction plays a mediating role in this relationship. The study concluded that improving job satisfaction can help reduce stress and enhance employee performance.

Deepti Pathak and Shalini Srivastava (2024) "A study on workplace passion and job satisfaction among hotel employees". The research used a time-lag survey method with a sample of 290 employees from different states in India. Structural equation modeling was applied to test the relationships between variables. The findings showed that workplace passion positively influences job satisfaction through mediating factors such as organizational identification and psychological empowerment. The study emphasized that emotional and psychological factors play an important role in improving employee satisfaction.

Dina Sabry Said and Sucheta Agarwal (2023) "A study on occupational stress among Generation-Y employees in Indian universities during the COVID-19 period". The study used 231 responses and applied partial least squares structural equation modeling. The findings revealed that coworker support significantly reduces job stress, while work-life balance positively influences both personal and professional life. It also showed that lack of role clarity negatively affects employee performance. The study concluded that proper role definition and support systems are essential for reducing stress.

Madireddi SSV Srikumar (2022) "A study on stress management among employees in nationalized banks in Andhra Pradesh". The study used a sample of 100 employees selected through simple random sampling. Data were analyzed using statistical tools to understand stress management levels. The findings showed that more than half of the employees have good stress management, while others still face difficulties. The study also found that there is no significant difference in stress management based on the area of living.

Pallabi Devi and Narendra Lahkar (2021) "A study on occupational stress and job performance among library professionals in North-East India". The study used a descriptive survey method with 123 respondents selected through convenience sampling. The data were analyzed to examine the relationship between stress and performance. The findings revealed a statistically significant negative relationship between occupational stress and job performance. The study concluded that higher stress levels reduce employee performance.

Research Methodology

This study adopts a descriptive research design to examine the level of job stress among employees and to analyze the factors influencing stress in the workplace. The research focuses on employees working in a healthcare setting and evaluates their responses regarding stress-related issues.

Area of the Study: The study was conducted Hospital Sectors in Bengaluru, a reputed healthcare institution providing multi-specialty medical services. The hospital environment involves high work pressure and continuous patient interaction, making it suitable for studying job stress among employees.

Population and Sample: The population of the study consists of all employees working in Hospital Sectors. From this population, a sample of 55 respondents was selected for the purpose of data collection and analysis.

Sampling Technique

The study uses a convenience sampling method, where respondents were selected based on their availability and willingness to participate in the research.

Source of Data: Both primary and secondary data were used in the study:

- Primary data were collected directly from employees using a structured questionnaire.
- Secondary data were collected from books, journals, research articles, and online sources related to job stress and employee well-being.

Universe of the Study: The universe of the study refers to the total population from which the sample is drawn. In this research, the universe consists of all employees working in the healthcare sector. The accessible universe includes employees of Hospital Sectors in Bengaluru, working in various departments such as medical, nursing, administration, and support services. These employees experience different levels of job stress based on their roles and responsibilities. From this population, a sample of 55 respondents was selected for the study.

Tools for Data Collection: A structured questionnaire was used as the main tool for collecting data. It included questions related to demographic details, workload, work environment, job roles, stress levels, and coping mechanisms.

Methods of Data Analysis: The collected data were analyzed using statistical tools such as:

- Descriptive statistics: mean, frequency, percentage.
- Comparison of stress levels across the groups by cross tabulation.
- Chi-square tests of association.
- Correlation to test the associations in variables (example: workload and stress).

These tools helped in identifying relationships between variables and interpreting the findings effectively.

Aim of the Study: The main aim of this study is to examine the level of job stress among employees and to understand how workplace factors influence their stress, performance, and overall well-being.

Objectives of the Study

- To identify and examine the major causes and sources of job stress experienced by employees in the workplace.
- To assess how job stress influences employee performance, productivity, motivation, and overall work behaviour.
- To analyze the impact of job stress on the physical, emotional, and psychological health and well-being of employees.
- To explore the various coping strategies adopted by employees to manage, reduce, or overcome workplace stress.
- To recommend practical and effective measures that organizations can implement to minimize job stress and promote a healthier work environment.

Limitations of the Study: The study is limited by a small sample size and is restricted to a specific organization. The findings are based on self-reported data, which may involve personal bias or inaccuracies.

Statistical Analysis

One Way Analysis (ANOVA) of Variance among the Age of the Respondents with regard to Various Dimensions of Job Stress Among the Employees

Dimensions	SS	df	MS	Mean	Statistical Inference
Causes of Job Stress					F= 0.301
				G1= 25.87	**P = 0.742**
Between Groups	10.104	2	5.052	G2= 25.29	P > 0.05
Within Groups	873.642	52	16.801	G3= 24.73	**Not Significant**
Impact of Job Stress					F= 0.029
				G1= 24.43	**P= 0.972**
Between Groups	1.280	2	0.640	G2= 24.79	P > 0.05
Within Groups	1150.829	52	22.131	G3= 24.73	**Not Significant**
Effect of Job Stress on Employee Wellbeing					F= 0.115
				G1= 24.37	**P= 0.892**
Between Groups	7.653	2	3.827	G2= 25.25	P > 0.05
Within Groups	1731.183	52	33.292	G3= 25.06	**Not Significant**

Coping Strategies to Manage Stress				G1= 24.68	F= 1.019
Between Groups	43.678	2	21.839	G2= 26.16	**P= 0.368**
Within Groups	1114.50	52	21.433	G3= 24.13	P > 0.05
					Not Significant
Measures to Reduce Job Stress				G1= 26.12	F= 0.758
Between Groups	25.886	2	12.943	G2= 27.70	**P= 0.474**
Within Groups	888.042	52	17.078	G3= 26.66	P > 0.05
					Not Significant

G1 = 18-25 **G2** = 26 - 35 **G3** = Above 35

Null Hypothesis (H0)
There is no significant difference among the age groups with regard to various dimensions of job stress among the employees.

Research Hypothesis (H1)
There is a significant difference among the age groups with regard to various dimensions of job stress among the employees.

Result 1: For causes of job stress, the F value is 0.301 with a p value of 0.742, which is greater than 0.05. Hence, the result is not statistically significant, and the null hypothesis is accepted. This indicates that employees belonging to different age groups do not differ significantly in their perception of the causes of job stress.

Result 2: For the impact of job stress, the F value is 0.029 and the p value is 0.972, which is greater than 0.05. Therefore, the result is not statistically significant, and the null hypothesis is accepted. This shows that the impact of job stress is similar across all age groups of employees.

Result 3: For the effect of job stress on employee wellbeing, the F value is 0.115 with a p value of 0.892. Since the p value is greater than 0.05, the result is not statistically significant, and the null hypothesis is accepted. This indicates that job stress affects employee wellbeing in a similar manner irrespective of age.

Result 4: For coping strategies to manage stress, the F value is 1.019 and the p value is 0.368, which is greater than 0.05. Hence, the result is not statistically significant, and the null hypothesis is accepted. This suggests that employees across different age groups use similar coping strategies to manage job stress.

Result 5: For measures to reduce job stress, the F value is 0.758 with a p value of 0.474, which is greater than 0.05. Thus, the result is not statistically significant, and the null hypothesis is accepted. This shows that opinions regarding stress-reduction measures do not significantly vary among age groups.

Age and Effect of Job Stress on Employees Wellbeing (Two way table)

Age in Years	**Effect of Job Stress on employees wellbeing**		**Total**
	Agree	**Strongly Agree**	
18-25	10 (62.5) (32.3)	6 (37.5) (25.0)	16 (100.0) (29.1)
26-35	14 (58.3) (45.2)	10 (41.7) (41.7)	24 (100.0) (43.6)
Above 35	7 (46.7) (22.6)	8 (53.3) (33.3)	15 (100.0) (27.3)
Total	**31 (56.4) (100.0)**	**24 (43.6) (100.0)**	**55 (100.0) (100.0)**

The table shows the relationship between age and the effect of job stress on employees' wellbeing. Among employees aged 18–25 years, a little more than three fifth (62.5%) agree that job stress affects their wellbeing, while a little more than one third (37.5%) strongly agree. In the 26–35 years group, a little more than half of (58.3%) agree and a little more than two fifth (41.7%) strongly agree. Among employees above 35 years, a little less than half (46.7%) agree, whereas a little more than half (53.3%) strongly agree. Overall, a majority (56.4%) agree that job stress affects wellbeing, while a little more than two fifth (43.6%) strongly agree. This shows that employees across all age groups accept that job stress affects their wellbeing.

't' test between Gender of the Respondents with regard to various Dimensions of Job Stress Among the Employees

Dimensions	**Mean**	**Std Deviation**	**Statistical Inference**
Causes of Job stress			t = 0.863
Male (26)	25.81	3.476	**p= 0.378**
Female (29)	24.86	4.510	p > 0.05
			Not Significant

Impact of Job Stress Male (26) Female (29)	 25.04 24.34	 3.934 5.205	t = 0.552 **p= 0.134** p > 0.05 **Not Significant**
Effect of Job Stress on employees wellbeing Male (26) Female (29)	 25.54 24.41	 4.810 6.389	t = 0.731 **p= 0.077** p > 0.05 **Not Significant**
Coping Strategies to Manage Stress Male (26) Female (29)	 24.62 25.69	 3.817 5.272	t = 0.857 **p= 0.241** p > 0.05 **Not Significant**
Measures to Reduce Job Stress Male (26) Female (29)	 26.88 27.03	 3.204 4.844	t = 0.134 **p= 0.064** p > 0.05 **Not Significant**

Null Hypothesis (H0): There is no significant difference between male and female employees with respect to job stress and its related dimensions.

Research Hypothesis (H1): There is a significant difference between male and female employees with respect to job stress and its related dimensions.

Result 1: The mean score of male employees (25.81) is slightly higher than that of female employees (24.86). However, the calculated t-value is 0.863 and the p-value is 0.378, which is greater than 0.05. Since the p-value is A little more than 0.05, the result is not statistically significant. This means there is no meaningful difference between male and female employees in their opinion regarding the causes of job stress. Both genders experience similar levels of stress due to workplace factors. Therefore, the null hypothesis is accepted.

Result 2: The mean score of male employees (25.04) is slightly higher than female employees (24.34). The t-value is 0.552 and the p-value is 0.134, which is greater than 0.05. As the p-value is above 0.05, the result is not significant. This indicates that there is no significant difference between male and female employees in terms of the impact of job stress. Hence, the null hypothesis is accepted.

Result 3: The mean score of male employees (25.54) is slightly higher than that of female employees (24.41). The obtained t-value is 0.731 and the p-value is 0.077, which is greater than 0.05. Since the p-value exceeds 0.05, the result is not statistically significant. This shows that both male and female employees similarly feel that job stress affects their wellbeing. Therefore, the null hypothesis is accepted.

Result 4: The mean score of female employees (25.69) is slightly higher than that of male employees (24.62). The calculated t-value is 0.857 and the p-value is 0.241, which is greater than 0.05. Because the p-value is above the 0.05 level, the difference is not significant. This means that both male and female employees use similar coping strategies to manage stress. Hence, the null hypothesis is accepted.

Result 5: The mean score of female employees (27.03) is slightly higher than male employees (26.88). The t-value is 0.134 and the p-value is 0.064, which is greater than 0.05. As the p-value is A little more than 0.05, the result is not statistically significant. This indicates that there is no significant difference between male and female employees regarding measures taken to reduce job stress. Therefore, the null hypothesis is accepted.

Chi Square Test: (Area of the Respondent and their Stress Reduces Work Motivation)

Pearson Chi Square Value	3.769[a]
Degrees of Freedom	4
Level of Significance	0.438

a. 5 cells (50.0%) have expected count A little less than 5. The minimum expected count is 2.80.

Null Hypothesis (H0): There is no significant association between Area of the Respondent the Stress Reduces work Motivation.

Research Hypothesis (H1): There is a significant association between the Area of the Respondent the Stress Reduces work Motivation.

Result: Since the p-value (0.438) is greater than 0.05, the null hypothesis is accepted and the research hypothesis is rejected. This indicates that there is no significant association between the variables considered in the study. The Pearson Chi-square value is 3.769 with 4 degrees of freedom. Although some differences are observed in the percentage distribution, these differences are not statistically meaningful because the p-value exceeds the standard level of 0.05. Therefore, it is concluded that there is no significant relationship between the variables, and they operate independently in the study.

Karl's pearson's co-efficient of Correlation between the Working Experience of the employees with regard to various Dimensions of Job Stress Among the Employees

Dimensions	Correlation value	Statistical Inference
Causes of Job Stress Among the employees	-0.218	**P= 0.110** p>0.05 **Not Significant**
Impact of Job Stress Among the employees	-0.249	**P= 0.066** p>0.05 **Not Significant**
Effect of Job Stress on Employee Wellbeing Among the employees	-0.226	**P=0.096** p>0.05 **Not Significant**
Coping Strategies Among the employees	-0.175	**P=0.201** p>0.05 **Not Significant**
To Manage Stress Among the employees	-0.085	**P=0.537** p>0.05 **Not Significant**

Null Hypothesis (H0): There is no significant relationship between the selected variables and the various dimensions of job stress among employees.

Research Hypothesis (H1): There is a significant relationship between the selected variables and the various dimensions of job stress among employees.

Result 1: The correlation value is -0.218 with a p-value of 0.110, which is greater than 0.05. Hence, the result is not significant. The null hypothesis is accepted, indicating no significant relationship.

Result 2: The correlation value is -0.249 with a p-value of 0.066, which is greater than 0.05. Hence, the result is not significant. The null hypothesis is accepted, showing no meaningful relationship.

Result 3: The correlation value is -0.226 with a p-value of 0.096, which is greater than 0.05. Therefore, the result is not significant and the null hypothesis is accepted.

Result 4: The correlation value is -0.175 with a p-value of 0.201, which is greater than 0.05. Hence, the result is not significant and the null hypothesis is accepted.

Result 5: The correlation value is -0.085 with a p-value of 0.537, which is greater than 0.05. Therefore, the result is not significant and the null hypothesis is accepted.

Reliability Statistics

Cronbach's Alpha	No. of Items
0.866	49

The Cronbach's Alpha value is 0.866 for 49 items. This value indicates a high level of internal consistency among the items included in the scale. Since the Cronbach's Alpha value is above 0.8, it shows that the questionnaire has good reliability. The items used in the study are consistently measuring the same concept and are well related to each other. Therefore, it can be concluded that the research instrument is reliable and suitable for further statistical analysis. The scale used in the study provides consistent and dependable results.

Findings

One Way Analysis (ANOVA) of Variance among the Age of the Respondents with regard to Various Dimensions of Job Stress Among the Employees

Result 1: For causes of job stress, the F value is 0.301 with a p value of 0.742, which is greater than 0.05. Hence, the result is not statistically significant, and the null hypothesis is accepted. This indicates that employees belonging to different age groups do not differ significantly in their perception of the causes of job stress.

Result 2: For the impact of job stress, the F value is 0.029 and the p value is 0.972, which is greater than 0.05. Therefore, the result is not statistically significant, and the null hypothesis is accepted. This shows that the impact of job stress is similar across all age groups of employees.

Result 3: For the effect of job stress on employee wellbeing, the F value is 0.115 with a p value of 0.892. Since the p value is greater than 0.05, the result is not statistically significant, and the null hypothesis is accepted. This indicates that job stress affects employee wellbeing in a similar manner irrespective of age.

Result 4: For coping strategies to manage stress, the F value is 1.019 and the p value is 0.368, which is greater than 0.05. Hence, the result is not statistically significant, and the null hypothesis is accepted. This suggests that employees across different age groups use similar coping strategies to manage job stress.

Result 5: For measures to reduce job stress, the F value is 0.758 with a p value of 0.474, which is greater than 0.05. Thus, the result is not statistically significant, and the null hypothesis is accepted. This shows that opinions regarding stress-reduction measures do not significantly vary among age groups.

Findings from Crosstabs:

Age and Effect of Job Stress on Employees Wellbeing

- Among employees aged 18–25 years, most (62.5%) agree that job stress affects their wellbeing, while the rest (37.5%) strongly agree.
- In the 25–35 years age group, a little more than half (58.3%) agree, and the remaining 41.7% strongly agree.
- For employees above 35 years, slightly less than half (46.7%) agree, whereas a little more than half (53.3%) strongly agree.
- Overall, the majority of employees (56.4%) agree that job stress affects wellbeing, with a significant portion (43.6%) strongly agreeing.
- This indicates that employees across all age groups acknowledge the impact of job stress on their wellbeing, though the level of agreement varies slightly by age.

Findings from "t – test":

't' test between Gender of the Respondents with regard to various Dimensions of Job Stress Among the Employees.

- **Result 1:** The mean score of male employees (25.81) is slightly higher than that of female employees (24.86). However, the calculated t-value is 0.863 and the p-value is 0.378, which is greater than 0.05. Since the p-value is A little more than 0.05, the result is not statistically significant. This means there is no meaningful difference between male and female employees in their opinion regarding the causes of job stress. Both genders experience similar levels of stress due to workplace factors. Therefore, the null hypothesis is accepted.
- **Result 2:** The mean score of male employees (25.04) is slightly higher than female employees (24.34). The t-value is 0.552 and the p-value is 0.134, which is greater than 0.05. As the p-value is above 0.05, the result is not significant. This indicates that there is no significant difference between male and female employees in terms of the impact of job stress. Hence, the null hypothesis is accepted.
- **Result 3:** The mean score of male employees (25.54) is slightly higher than that of female employees (24.41). The obtained t-value is 0.731 and the p-value is 0.077, which is greater than 0.05. Since the p-value exceeds 0.05, the result is not statistically significant. This shows that both male and female employees similarly feel that job stress affects their wellbeing. Therefore, the null hypothesis is accepted.
- **Result 4:** The mean score of female employees (25.69) is slightly higher than that of male employees (24.62). The calculated t-value is 0.857 and the p-value is 0.241, which is greater than 0.05. Because the p-value is above the 0.05 level, the difference is not significant. This means that both male and female employees use similar coping strategies to manage stress. Hence, the null hypothesis is accepted.
- **Result 5:** The mean score of female employees (27.03) is slightly higher than male employees (26.88). The t-value is 0.134 and the p-value is 0.064, which is greater than 0.05. As the p-value is A little more than 0.05, the result is not statistically significant. This indicates that there is no significant difference between male and female employees regarding measures taken to reduce job stress. Therefore, the null hypothesis is accepted.

Findings from Chi – square test:

Area of the Respondent and their Stress Reduces Work Motivation

Result: The analysis shows that the p-value (0.438) is greater than 0.05, so the null hypothesis is accepted and the research hypothesis is rejected. This indicates that there is no significant association between the variables in the study. Even though some differences are seen in the percentages, they are not statistically meaningful. Therefore, it is concluded that the variables are independent and do not have a significant relationship with each other.

Findings from Correlation:

Karl's pearson's co-efficient of Correlation between the Working Experience of the employees with regard to various Dimensions of Job Stress Among the Employees

Result 1: The correlation value is -0.218 with a p-value of 0.110, which is greater than 0.05. Hence, the result is not significant. The null hypothesis is accepted, indicating no significant relationship.

Result 2: The correlation value is -0.249 with a p-value of 0.066, which is greater than 0.05. Hence, the result is not significant. The null hypothesis is accepted, showing no meaningful relationship.

Result 3: The correlation value is -0.226 with a p-value of 0.096, which is greater than 0.05. Therefore, the result is not significant and the null hypothesis is accepted.

Result 4: The correlation value is -0.175 with a p-value of 0.201, which is greater than 0.05. Hence, the result is not significant and the null hypothesis is accepted.

Result 5: The correlation value is -0.085 with a p-value of 0.537, which is greater than 0.05. Therefore, the result is not significant and the null hypothesis is accepted.

Suggestions

Suggestions to Employees

- Take short breaks during work to refresh and reduce stress.
- Maintain a healthy work-life balance by managing time effectively.
- Communicate openly with supervisors about workload and challenges.
- Practice positive thinking to cope with workplace pressure.

Suggestions for Management

- Clearly define roles and responsibilities to reduce employee confusion.
- Encourage flexible working hours to help employees manage stress.
- Recognize and reward employees for their performance regularly.

Suggestions to Government

- The government should introduce policies that promote a healthy work-life balance in organizations.
- The government can encourage companies to adopt flexible working hours and employee-friendly practices.
- The government should make stress management and mental health support services more accessible and affordable.

Conclusion

- From the findings of the study, it is evident that job stress is widely prevalent among employees in Gleneagles BGS Hospital. The nature of work in the healthcare sector, which involves continuous responsibilities, time pressure, and patient care, contributes significantly to the stress experienced by employees.
- The analysis indicates that multiple factors such as workload, time constraints, and lack of work-life balance are the major contributors to stress. These factors not only affect the mental and physical health of employees but also influence their job performance and overall satisfaction. Despite these challenges, many employees show adaptability by using different coping mechanisms to manage their stress levels.

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8. International Labour Organization - Reports and data on workplace stress, working conditions, and employee wellbeing. https://www.ilo.org

9. National Institute for Occupational Safety and Health. - Research-based content on job stress, workplace hazards, and prevention methods. https://www.cdc.gov/niosh
10. Harvard Business Review. - Articles on stress management, employee productivity, and workplace behaviour. https://hbr.org