



Prevalence of work place oppression among nursing staffs in a selected tertiary care centre Dehradun- A cross-sectional study.

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Abstract

Health care industry has evolved tremendously in past two decades globally as they are most demanding and needed sector for everyone in the world. Health care industry needs doctors, nurses, paramedical staff, non-medical technical staff for smooth functioning. Amongst all these in multidisciplinary team the ratio of nurses is higher¹. Nurses are the backbone of the health care industry as they work as mediator in such a huge industry for whole team. With evolving health facilities, the role and responsibilities for nurses are increasing everyday². With great responsibilities of mediator nurses are under burden and experiencing different kind of oppression, bullying, pressure, conflict with horizontal and vertical staff³. Work place bullying is very prevalent among nurses as compare to another sub-sector staff⁴. Prevalence of verbal abuse was highest among nurses as compare to physical violence, sexual harassment in their operating places^{5,6}. Aruna Ramachandra Shahnaug and many more nursing officers are the example of workplace harassment. **Aim** of the study was to find the prevalence of work place oppression among nurses in a selected tertiary health centre. **Methodology**- co- relational research designs was used. Study was conducted at tertiary healthcare centre at Dehradun. Total 200 samples were selected through non-probability consecutive sampling technique. Self-structured demographic data tool, and Negative Act Questionnaire- Revised (NAQ-R) was used to collect data. **Result**-Majority of nurses revealed mild level of work place oppression whereas there was no sample who reported higher level or profound oppression work place oppressed.

Keywords- work place oppression, nursing staff, prevalence

Medical care industry is one of the enterprises which has advanced many folds in a short span of time as the population is progressing in geometrical progression so does the requirement for wellbeing administrations. Medical services area incorporates multidisciplinary group containing specialists, attendants, professionals, and different paramedics who works in cooperation towards the accomplishment of joint goal⁷. Nurses are the foundation of any medical setup as they are the primary source of contact with the patient and their family members. They act as a liaison between the members of health care team for the purpose of patient care^{8,2}. Demand of nursing caretakers is expanding with the time thus turning into a reason for the intricacy of work place for nurses^{9,10,2}. They are overburdened because of deficiency of nursing staffs and confronting struggle of thought, power, authority, and obligation. Mental and actual badgering is available not as in serious structure but rather gentle and direct provocation is prevalent^{10,1}. Emerging nations like India are likewise confronting lewd behaviour, Nursing official Aruna Ramachandra Shahnaug was a live model, and a large portion of them stay unreported because of many explanation.

Objective

- To find out the prevalence of workplace oppression among nursing staffs in a selected tertiary health care center.

Material and methodology Correlational research design was used to conduct the study. Tertiary health center in Dehradun Uttarakhand was used as the setting of the study. Study was conducted on nursing staff working on selected tertiary health center. Ethical clearance was taken from ethical committee and then written permission was taken from the selected hospital. For sample selection a list of nursing staff was created according to staff id number in ascending order and 280 samples was selected through systematic random sampling in which every 5th nursing staff was selected. Out of 280 samples only 200 sample had agreed to participate in the study. Researcher had taken written consent from every participant and structured interview was conducted to collect data with tool I Structured demographic data tool and Tool II Negative act questionnaire-Revised (NAQR) for prevalence of work place oppression. Negative act questionnaire- Revised consisting of 22 question. Responses of the items were on 5 point likert scale

where “never” means 1 point and “daily” means 5point. 11 (item no.1,3, 4, 11, 12, 13, 14, 16, 18,19,21) items are work related bullying, 10 (item no 2,5,6,7,8,9, 10,15,17,20) items are related to personality related, 1 item (item no. 22) is work related abuse. Scoring was done by total count of all responses, 22 were minimum score and 110 was maximum score. <33 score was not oppressed, between 33-45 was occasionally oppressed and > 45 was victim of work place oppression. Interpretation was done on the basis of two cut off points or threshold for NAQ-R with receiver operation characteristic curve.

Results

Table no. 1.Frequency and percentage distribution according to demographic data

S.No.	Demographic variable	Frequency (f) n=200	%age
1.	Age(in year) 21-30 31-40 41-50 51-60	140 33 20 07	70 16.5 10 3.5
2.	Sex Male Female	6 194	3 97
3.	Residence Urban Rural	93 107	46.5 53.5
4.	Marital status Married Unmarried Widow/ widower	98 101 1	49 50.5 0.5
5.	Religion Hinduism Sikhism Christian Muslim	154 - 40 6	77 - 20 3
6.	Number of family member 3 members 4 members 5 members >5 members	27 91 67 15	13.5 45.5 33.5 7.5
7.	Family income <20,000 21,000-30,000 31,000-40,000 41,000 ≤	78 75 40 7	39 37.5 20 3.5
8.	Educational status B.Sc. nursing GNM Post basic M.Sc. Nursing	92 81 27 00	46 40.5 13.5 00
9.	Experience <2 year 2-4 year 4-6 year >6 year	86 90 18 06	43 45 09 03
10.	Hierarchical status In charge (team leader) Senior nursing staff Junior nursing staff Trainee	07 60 120 13	3.5 30 60 6.5
11.	Type of Employment Regular employment Contractual	170 30	85 15
12.	Job satisfaction Satisfied Unsatisfied	70 130	35 65

Table no 1 explain distribution of nursing staff according to their age, gender, marital status, religion, family, economical status. Highest number of nursing staff was female and was under age group 21 to 30 and mostly of them was from rural area. More than half of sample size nursing staff was Bachelor and was Hindu. Mostly staff was having only 4 members in their family. As mostly staff was younger so their income was <20,000 and between 20,000 to 30,000. Higher part of staff was holding B.Sc. Nursing degree and having experience between two year to four year. Larger number of nursing staff was junior staff who was regular employee and was not satisfied with job.

Table no 2. Percentage wise categorization of prevalence of work place oppression.

S. No.	Category	Frequency %Age	SD & Mean
1.	no experience to oppression	11(5.5)	43.18±10.5
2.	mild oppression	101(50)	
3.	moderate oppression	82(41)	
4.	severe oppression	06(3)	
5.	profound oppression	00	

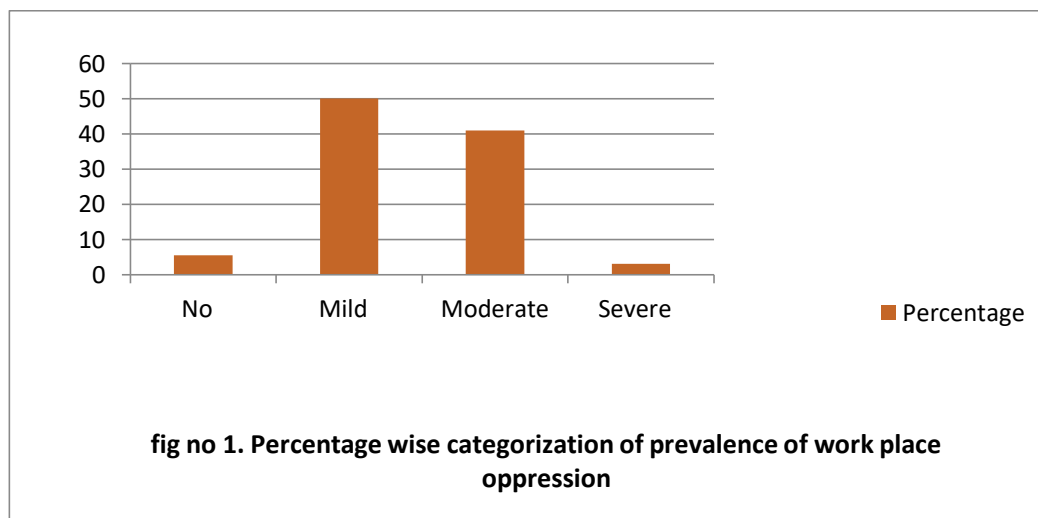


Table no 2 represent the prevalence of oppression according to severity. Data represent that 50% of nursing staff was experiencing mild oppression, whereas 41% of nursing staff was experiencing moderate oppression. Higher number of nursing staff was experiencing the mild oppression to moderate oppression where as very few staff reported severe oppression and no experience of oppression. No staff had reported profound oppression or extreme level of oppression on their work place.

Discussion

Present study finding represent the data that higher number of staffs was experiencing the mild and moderate oppression, whereas no staff reported higher level of oppression.

Similar study shows that the higher number of staff were facing the work place bullying, it extends from work pressure to harassment^{11, 12}.

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