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# From the Editor's Desk

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## **Analysis of Stress Factors at Workplace**

Stress perception is highly subjective, and so the complexity of medical practice may result in variation between doctors in their identification of sources of stress, especially when the workplace and roles of doctors are changing. Seven studies show that medical profession is, by its very nature, a profession exposed to a high degree of stress.<sup>1</sup> Analysis shows that stressful situations, in the psychological occupational environment are the greatest stress factors regardless of the workplace.<sup>2</sup> Married professionals have significantly high stress as compared to unmarried ones and the values are statistically significantly lower in people under the thirty years of age and with less than ten years of work experience.<sup>3</sup> Moreover, workload is a potential stress factor from the physical environment and doctors working in settings without support from their superiors and engaged in inter professional conflicts face a greater problem at workplace. The mental health of managers and employees within working environment is a neglected sector in occupational health research and practice, despite the fact that this area is the most common work setting in most places. Reviewing the social and psychological factors of occupational stress indicate that working in time deficit, inadequate workers involvement into work process management, less career prospects, low possibility to improve work process, controversies in occupational tasks and roles were proved to be the most important occupational stress factors.<sup>4</sup>

Increased workload, assertive management style and professional conflict have been the main sources of distress for doctors and nurses for many years, though there is disagreement as to the magnitude of their impact. More importantly, lack of reward and shift working is beginning to displace some of the other issues in order of ranking. Organizational interventions are reported as significant but their effectiveness has a limited role in the short to medium term. Stress intervention strategies should focus on stress prevention for doctors and nurses as well as handling organizational issues. Work related stress and anxiety may have a significant effect on an individuals well being and, in the case of doctors and nurses, this may also effect patient care. In a study, almost one quarter of men and half of the total working women reported to be dissatisfied with the organizational processes in their jobs.<sup>5</sup> Stress, anxiety and depression scores were significantly correlated with predisposed neurotic personality characteristics in both men and women and it showed that personality characteristic of neuroticism was a predisposing factor for stress and anxiety in the junior doctors. It is important to take into consideration conditions of work, organization of work, as well as social relationships when offering support and counseling to doctors and nurses who are having workplace stress in their jobs.



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