

## **EFFECTS OF JOB STRESSOR ON THE HEALTH AND WORK BEHAVIOR AMONG THE NURSING PERSONNEL IN D.O. PLZA MEMORIAL HOSPITAL, PROSPERIDAD, AGUSAN DEL SUR 2008-2009**

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### **ABSTRACT**

The study assessed the effects of job stressors on the physical, medical, and work behaviors and interpersonal relationship of nursing service personnel in D. O. Plaza Memorial Hospital in Patin-ay, Prosperidad, and Agusan Del Sur. It aimed at addressing the issue on the kinds of job stressors experienced by the respondent. The different indicators were focused staffing; workload; working relationship with other personnel; hospital rules and regulation; and the effect on health and work behavior. A researcher-made instrument was used and administered to 80 nursing service personnel (9 head nurses/supervisors, 43 staff nurses and 28 nursing aides). It contains three (3) parts: Part-I deals on measuring demographic and work profile; Part-II is on nursing job stressors; and Part-III assess the effect of job stressor on physical' mental' and psycho-emotional symptoms and work behavior and interpersonal relationship. A descriptive-correlation and comparative research method was utilized in this study. The three hypotheses were formulated and tested in the study, using Chi-square test of independence; Analysis of variance; Pearson- r product moment correlation coefficient. The study established that job stress has significant effect on the mental effect of the job stressors among head nurse/supervisors, staff nurse and nursing aides. There is no significant difference on the ratings on the effect of the job stressors in terms of work behavior and interpersonal relationship among the three different types of respondents. Based on these findings, it is recommended that the government and hospital administration should lessen the job stressors by following the recommended patient ratio so that nursing service personnel will be efficient and effective in their performance.

**Keywords:** Job stressors, stress, work behavior, cognitive, emotional, physical, interpersonal well-being.