

# Employees Job Anxiety - Challenges and Strategies to Deal at a Private Hospital in Kolar - A Case Study

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## Employees Job Anxiety - Challenges and Strategies to deal at a Private Hospital in Kolar - A Case Study

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### ABSTRACT

**Purpose:** *Job Anxiety among employees in a private hospital setting can have a number of negative effects on both individuals and the organization as a whole. It can lead to decreased Job satisfaction, increased burnout, decreased productivity, and reduced patient safety and treatment quality. Furthermore, untreated anxiety can lead to absenteeism, high employee turnover, and higher healthcare expenditures for the firm. The goal of this analysis is to explore employee Job Anxiety in the context of a private hospital and propose appropriate techniques.*

**Design/Methodology/Approach:** *Descriptive statistics and stratified random sampling were employed. The methodology includes the study Plan, study setting up, sources of data, participants, gathering data process, size of the sample, sample plan of action, questionnaire framework, and data analysis.*

**Finding/Result:** *As a result, there is an important desire to investigate and propose targeted techniques aimed specifically at addressing and mitigating staff Job Anxiety in private hospitals. Such initiatives should take into account the unique features of the private hospital setting, including healthcare personnel's different roles and responsibilities, organizational culture, and available resources. By filling this knowledge gap, private hospitals can help their staff's mental health, increase Job satisfaction, and improve patient care outcomes. The data analysis of this study verified that there is no significant difference in Job Anxiety levels among Male and Female employees at a private Hospital.*

**Originality/Value:** *The worth of staff Job Anxiety and methods for dealing with it in a private hospital are important because of their contribution to knowledge and potential consequences for improving the general wellness of healthcare personnel and the facility itself.*

**Paper Type:** *Case study-original research findings*

**Key Words:** Factors influencing Employees Job Anxiety, Private Hospital, strategies, work-related stress, Patient care.

### 1. INTRODUCTION :

Key performance indicators in each area affect an employee's performance in the overall organization. Although several foreign-based research work have investigated the workplace Anxiety and how psychologically effects, the employee health effects due to work stress, and the behaviour and characteristics of stressful jobs among employees specifically and organizations in general, this study focuses on the Job Anxiety of employees at a private hospital. Workplace anxiety, reduces employee productivity, raises Employee motivation as a result of stress, increases the absence of work, wasted assets at work, wasted assets at work which commonly leads to occupational mishaps (Adenuga, A. O. (2021) [1]). Employees encounter various problems in the fast-paced and demanding environment of a private hospital, which can contribute to Anxiety. Health-care employees, including doctors, nurses, and support personnel, frequently face heavy workloads, long hours, complex patient cases, and regular exposure to potentially life-threatening situations. These factors, combined with the pressure to provide high-quality care and meet organizational requirements, can have a significant impact on hospital staff's mental health. Anxiety among employees in a private hospital setting can have a number of detrimental repercussions for both people and the organization as a whole (Mbidoaka, K. C. (2017) [2]). It can lead

to lower Job satisfaction, higher burnout rates, lower productivity, and compromised patient safety and quality of treatment. Additionally, untreated Job Anxiety can lead to absenteeism, high personnel turnover, and increased health-care expenditures for the organization.

The problem of employees worries in the context of a private hospital, as well as strategies for effectively addressing and alleviating this concern. Employees Job Anxiety in health-care settings can have serious ramifications for individuals' well-being, Job performance, and patient care outcomes. (Subramaniam, K. G. (2017) [3]). The study examines the reality of employee Job Anxiety, which serves as the dependent variable, and various protocols and treatments to reduce Anxiety levels among personnel at a private hospital. The most important thing is to get better employees well-being as well as the hospital's overall performance, thereby improving the overall work environment and enhancing employee's satisfaction and patient outcomes. Recognizing the importance of employees Anxiety, private hospitals are increasingly recognizing the need to manage it and implement effective measures to support their workers. Hospitals may develop a culture of resilience and excellence in patient care by supporting a healthy work environment and providing resources to manage Anxiety (Butler, R. W. (2020) & Davidson, R. G. (2018) [4-5]). The study may include multiple professional groups, such as doctors, nurses, and administrative personnel, to better understand Job Anxiety levels and coping mechanisms in diverse professions within the health-care context. The study's findings have the potential to add to existing research in the sector and provide meaningful direction for health-care organizations looking to prioritize staff well-being and improve the overall quality of treatment provided in private hospital settings. Employees Job Anxiety: Challenges and Coping Strategies at a Private Hospital" is required to acquire a thorough knowledge of this complex problem. The findings of such studies can be used to develop protocols and policies that prioritize employee's well-being, improve patient care results, and contribute to the general success and sustainability of private health-care facilities (Love, A. K. (2019) [6]). By offering a context-specific understanding of staff Job Anxiety in a private hospital setting, establishing diverse coping techniques, and enhancing Anxiety-related awareness, this study has the potential to generate new information. Its findings could serve to inform evidence-based interventions, increase health-care employee's well-being, and improve the overall management of private health-care institutions (Arif, M. M., et al. (2020) [7]).

## 2. LITERATURE REVIEW:

### 2.1 Employees Job Anxiety and its coping strategies:

A solid human resource management environment promotes cooperation between the leader and his or her subordinates. A healthy company doctrine that maintains uniform principles across all levels of an organization is crucial. Employees Job Anxiety is a major issue in the health care industry, affecting both individual well-being and organizational outcomes (Alphonse, A. S. (2015) [8]). This literature review seeks to provide an overview of existing studies as well as insights on employees Anxiety and strategies for addressing it, with a focus on private hospitals. This study tries to identify major themes, factors leading to staff Anxiety, and effective ways for managing and reducing Job Anxiety levels in private hospital settings by integrating pertinent literature.

**Table 1:** Reviews on Employees Job Anxiety and its coping strategies

S. No.	Research topic	Findings	Authors
1	Occupational stress and employees' job performance in selected manufacturing companies in Ogun state	Workplace anxiety reduces employee productivity, raises employee provocation as a result of stress, increases the absents, wastes resources at work, and causes absenteeism at work, which commonly leads to organizational mishaps. Employees additionally obtained cooperative society loans, got large quantities of food prepared in their homes to decrease the anxiety linked to nutritional deficiency handed over duties to minimize the anxiety connected alongside the amount of work involved, participated in individual fitness programs outdoors of their job to enhance their own, undergo health screenings each time they ought to felt anxiety, looked for more information	Adenuga, A. O., (2021). [1]

		every time Work guidance had been inadequate, proceeded on holiday, and learned new skills.	
2	Strategies to Reduce Effects of Organizational Stress in Health Care Workplaces	Organizational stress is real and continuous in the workplace. Anxiety causes diseases and severe physiological effects, causing the organization's mission to suffer as well as productivity and profitability. Participants strongly agreed that leadership is accountable for creating a work atmosphere that promotes employee performance in a stress-free environment.	Mbidoaka, K. C., (2017). [2]
3	Enhancing Leadership Strategies to Reduce Stress on Employees for Organizational Success	On-boarding new employees, team-building events, employee feedback, and appreciation are all examples of leadership methods and also essential to implement the effective strategies for leadership to minimize the employees job anxiety and promote the work efficiency.	Butler, R. W., (2020). [4]
4	Leadership strategies to reduce employees' occupational stress	Orientation for new workers, team-building events, employee feedback, and appreciation are all examples of leadership methods. Disseminating leadership tactics to minimize stress and increase work efficiency across the organization's operations is critical. The outcomes are critical for leaders in today's shifting climate and for the achievement of the disorganization.	Davidson, R. G., (2018). [5]
5	Occupational Stress among Medical and Paramedical Staff in Tertiary Care Hospitals Based on Observational Study.	Job anxiety is a widespread problem in hospitals. Resources and indicators are woefully inadequate, especially for hospitals that are public.; therefore, health-care policies should be changed, public hospitals improved, and spending and investment in health-care budgets increased to obtain better health-care services.	Arif, M.M., et al. (2020). [7]
6	Stress Patterns and its Coping Strategies Among Physicians in a Teaching Hospital in Nigeria.	High level Job Anxiety can harm the physician's health and compromise the quality of care. An improved working environment and enough human and material resources shall be supplied in order to improve Job performance.	Oridota, E. S., et al. (2022). [9]
7	Stress Management for Health care Professionals	The review concentrated on particular professional fears connected to job success, the role of Hospital management in reducing anxiety, including its effect of employment assets on job requirements. Stress has an adverse effect on medical professionals and frequently results in a variety of health problems such as decreased satisfaction with life, both cognitive and physical sickness, and impaired organizational efficiency.	Odigie, A., (2016). [13]
8	An overview of the effects of job stress on employee's performance in	Identified stress factors such as exhaustion, concern, sadness, weakness, headaches, and anger. They also responded to this anxiety by missing work, taking vacation days, watching films, napping, drinking, and smoking.	Olusegun, A. J. et al. (2014). [14]

	Nigeria tertiary hospitals.	A significant number of respondents (56.9 percent) acknowledged being ill while on duty. Though clinics were established to address these stress-related issues, it became clear that most workers would prefer a stress-free working environment to the palliative care provided at these clinics.	
9	Anxiety and coping strategies among nursing students during the covid-19 pandemic.	During the COVID-19 epidemic, nursing Students experienced considerable Anxiety as a result of economic insecurity, concern for their families' health, and fear of infection.	Savitsky, B., et al. (2020). [16]
10	Perceived stress levels and its sources among doctors and nurses working in a tertiary care teaching hospital, Kancheepuram, Tamil Nadu	Doctors and nurses are subjected to a great deal of stress on the job. Staff and resource shortages, sleep loss, and dealing with ongoing emotional and physical suffering were identified as major causes of anxiety.	Sathiya, N., et al. (2016). [17]
11	Work-related stress and stress-coping strategies in residents and administrative employees working in a tertiary care hospital in KSA	After accounting for demographically and medical factors, residents reported larger degrees of anxiety than administrative workers. This case-control approached to detect the connection with potential hazards and reported increased anxiety levels Cortisol and blood lipid levels were equivalent in each group and were unrelated to stress.	Kushal, A., et al. (2018). [18]
12	Study of stress among health care professionals: A systemic review	Workplace Anxiety and poor health are linked. In turn, poor health affects human efficiency by impairing attention, focus, absenteeism, and other comparable issues. There was little variation in stress levels among different levels of doctors and administrative personnel. All health-care employees are under stress. In any organization, an anxiety-free workplace is feasible when employees and bosses collaborate and create mutual understanding for each other's requirements.	Alosaimi, F. D., et al. (2016). [19]
13	Effects of Occupational Stress Among Health Care Workers Towards Effective Health-care Delivery in General Hospital Katsina, Katsina State, Nigeria	Workers' stress causes them to lose interest in their Jobs, resulting in poor service delivery to patients and an ineffective health care system. It is also worth noting that reducing work overload reduces occupational stress in health-care workers.	Binta, M. U. S. A. (2020). [23]

14	Predictors of stress and associated factors among healthcare workers in Western Ghana.	The prevalence of stress was high among health-care workers. Other socio-demographic variables and Anxiety levels of respondents differed significantly by gender. Age, marriage history, overloaded work, and qualifications related status were revealed to be anxiety - related factors. Several policy recommendations are made based on the discovered association between related elements and stress levels.	Odonkor, S. T., & Adams, S. (2021). [24]
15	Anxiety in the workplace: A study of different anxiety relief methods for hotel employees	The relief strategies in the workplace for hospitality personnel can help them recover from Job Anxiety and produce a workforce that is more responsive to bad interactions. Employees are more likely to stay with a company if they have access to appropriate mental health support.	Cindy Carrillo (2020). [27]

### 3. NEED FOR THE STUDY :

The study on employee's anxiety and coping strategies in a private hospital is required to support employee's well-being, improve patient care quality, boost organization performance, address unique challenges in private hospitals, bridge knowledge gaps, promote behavioural health-care awareness, and provide practical intervention recommendations. The study contributes to the current reservoir of information by looking into the specific context of employee Anxiety in private hospitals. It closes a research gap by explaining the distinctive issues and dynamics of private hospital settings. The findings could help the health care industry gain a better understanding of employee Job Anxiety and how to manage it. The study attempts to provide practical advice for private hospitals to establish successful employee Job Anxiety management measures. These guidelines can help health care organizations build supportive work cultures, prioritize staff well-being, and improve patient care outcomes.

### 4. OBJECTIVES :

To study the difference in the Job Anxiety levels among male and female employees at a private hospital.

**Null Hypothesis  $H_{01}$** - There is no significant difference in Job Anxiety levels among male and female employees at a private Hospital.

It is tested using P-Value. The details are given in table 7.

### 5. METHODOLOGY :

The methodology of the study includes the planning of the study, study setting up, data sources, participants, gathering data process, size of the sample, sample plan of action, questionnaire framework, and data analysis. The questionnaire was constructed. It was a Liker scale and distributed to the respondents. There were 14 relevant statements and also included demographic details.

**5.1 Study setting and design:** The study was conducted at a private Hospital in Kolar that collaborates with a tertiary care centre.

**5.2 Sources of data:** The major data collection source was obtained by delivering a structured questionnaire to medical and administrative employees of various categories.

**5.3 Data collection methods:** The systematic questionnaire using the Likert Scale was utilized to obtain the data. 1 to 4 rating scale were used to grade the employees Job Anxiety levels. All respondents provided written informed consent, and questionnaires were delivered.

- Inclusion criteria: Employees with a minimum of one year of experience were considered.
- Exclusion criteria: Employees with less than a year of experience were excluded.

**5.4 Sample size and technique:** 60 out of 90 medical and administrative personnel responded to the questionnaire. Employees with less than one year of experience, however, were excluded. 7 doctors and

specialists, 34 nurses and technicians, and 19 administrative personnel were included, to ensure that all staff categories were represented in the sample, a stratified random sampling procedure was adopted. A questionnaire with 14 questions and seven categories, including security, recognition, human interactions at workplace, reward and punishment, self-esteem, future prospects, and ability to work. Each area relates to the Job's level of Anxiety.

**5.5 Data analysis:** Descriptive statistics have been used in the data analysis and interpretation processes. The data was graded on a Likert scale of 1 to 4, with 4 being strongly agreeing, 3 agreeing, 2 disagreeing, and 1 strongly disagreeing.

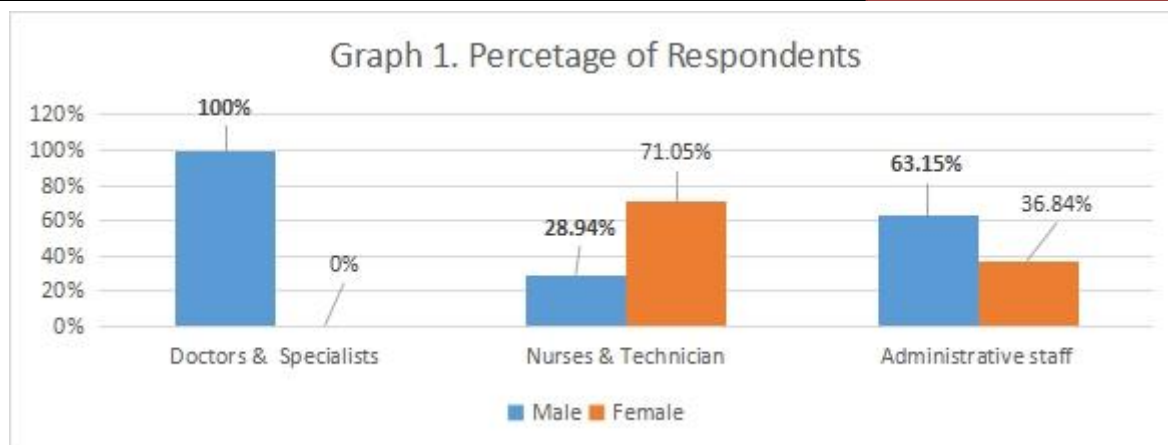
## 6. ANALYSIS AND FINDINGS :

The data acquired through the survey method is analyzed using Microsoft Excel. The descriptive analysis displays the respondent profile and reveals the descriptive statistical results of the variables along with minimum and maximum values with a P-Value (Confidence level of 95.0%) as measured for employees Job Anxiety.

**Table 2:** Demographic characteristics of employees at private hospital

Characteristics	Frequency (N-60)	Percentage
<b>Gender</b>		
Male	30	50%
Female	30	50%
<b>Age (years)</b>		
20-24	6	10%
25-30	15	25%
31-35	16	27%
36-40	8	13%
41-45	12	20%
46-50	3	5%
<b>Marital status</b>		
Married	43	72%
Un-married	17	28.00%
<b>Profession</b>		
Doctors/ specialists	7	11.66%
Nursing/ Technician	34	56.66%
Administrative staff	19	31.66%
<b>Work experience</b>		
1-5 YEAR	21	35%
5-10 YEAR	22	37%
10-15YEAR	10	17%
15-20 YEAR	3	5%
20-25 YEAR	3	5%
25-30 YEAR	1	2%

Table 2. illustrates the distribution of the number of respondents for the variables of demographic information collected from the study samples. 6 of the 60 samples were 20-24 year olds, 15 were 25-30 year olds, 16 were 31-35 year olds, 8 were 36-40 year olds, 12 were 41-45 year olds, and three were 46-50 year olds. There were 43 employees who were married and 17 who were not. There were 7 doctors and specialists among the employees, 34 nurses and technicians, and 19 administrative personnel. Among the work experience group, 21 employees had 1–5 years' experience, 22 employees had 5–10 years' experience, 10 employees had 10-15 years' experience, 15-20 and 20–25 years' experience for each of the three employees, and one individual had 25–30 years' experience.



**Fig. 1:** Percentage of Respondents

Graph 1. depicts the percentage of employees from the Doctors and Specialists category that answered. 100% were males, 28.94% were males, and 71.05% were females among Nurses and Technicians, and 63.15% were males and 36.84% were females among administrative staff.

**Table 3:** Responses of Doctors including Specialist employees to the items of the Job Anxiety scale

Variables -14	Strongly Agree	Agree	Disagree	Strongly Disagree
I often fear I may be terminated from my job.	1(1.66%)	0(0%)	6(10%)	0(0%)
I think that the services of workers of other Hospitals are more secure than those of the workers of this Hospital.	0(0%)	5(8.33%)	2(3.33%)	1(1.66%)
It is my experience that hardworking, workers are given respect here.	3(5%)	4(6.66%)	0(0%)	0(0%)
Here I get enough opportunity to make independent use of my ability.	4(6.66%)	3(5%)	0(0%)	0(0%)
There exist good relations between officers and workers of this Hospital.	0(0%)	4(6.66%)	2(3.33%)	1(1.66%)
Here I have to work with certain persons whom I do not like.	0(0%)	2(3.33%)	4(6.66%)	1(1.66%)
Here the employees are dealt with the principle of equality.	0(0%)	6(10%)	0(0%)	1(1.66%)
Often I am blamed for others mistakes.	1(1.66%)	0(0%)	6(10%)	0(0%)
I get here enough of opportunity to improve my abilities.	4(6.66%)	2(3.33%)	1(1.66%)	0(0%)
I often feel that I shall not be able to achieve inner satisfaction through this job.	0(0%)	4(6.66%)	3(5%)	0(0%)
I often worry about my promotions.	2(3.33%)	3(5%)	2(3.33%)	0(0%)
I often feel that by staying over here I cannot improve my competency.	0(0%)	3(5%)	4(6.66%)	0(0%)
I often feel that I am not capable of performing my work as efficiently as I can.	0(0%)	3(5%)	4(6.66%)	0(0%)
I do my work under heavy mental strain.	0(0%)	2(3.33%)	4(6.66%)	1(1.66%)
<b>Overall</b>	<b>1.78%</b>	<b>5%</b>	<b>5%</b>	<b>1%</b>



Table 3. describes the percentage replies of Doctors and Specialists employees to the Job Anxiety scale items among the total 60 respondents, with 7 doctors and specialists responding at 11.66%, and 14 items were used to determine the Anxiety level. The current investigation found little variance in the degree of Job Anxiety in their working environment. The average degree of Job Anxiety among doctors and specialists was 1.78, with 5% agreeing, 5% disagreeing, and 1% strongly disagreeing. It was discovered that the doctors and specialists who responded were Anxious about their working environment, as the result shows frequently that I fear I may be terminated from my job (1.66%), that the services of workers from other hospitals are more secure than those of workers from this Hospital (8.33%), that there are good relations between officers and workers from this Hospital (disagree (3.33%) and strongly disagree (1.66%)), and that I will not be able to find inner fulfilment through this job (6.66%). As shown in table 2, I work under great mental strain (3.33%), am unable to improve my proficiency (5%), and so on.

**Table 4:** displays the Job Anxiety Scale responses of nurses and technicians.

Variables -14	Strongly Agree	Agree	Disagree	Strongly Disagree
I often fear I may be terminated from my job.	2(3.33%)	1(1.66%)	16(26.66%)	15(25%)
I think that the services of workers of other Hospitals are more secure than those of the workers of this Hospital.	10(16.66%)	3(5%)	15(25%)	6(10%)
It is my experience that hardworking, workers are given respect here.	16(26.66%)	18(30%)	0(0%)	0(0%)
Here I get enough opportunity to make independent use of my ability.	17(28.33%)	13(21.66%)	4(6.66%)	0(0%)
There exist good relations between officers and workers of this Hospital.	14(23.33%)	19(31.66%)	1(1.66%)	0(0%)
Here I have to work with certain persons whom I do not like.	0(0%)	10(16.66%)	22(36.66%)	2(3.33%)
Here the employees are dealt with the principle of equality.	10(16.66%)	22(36.66%)	1(1.66%)	1(1.66%)
Often I am blamed for others mistakes.	2(3.33%)	3(5%)	19(31.66%)	10(16.66%)
I get here enough of opportunity to improve my abilities.	17(28.33%)	15(25%)	2(3.33%)	1(1.66%)
I often feel that I shall not be able to achieve inner satisfaction through this job.	0(0%)	7(11.66%)	16(26.66%)	11(18.33%)
I often worry about my promotions.	0(0%)	8(13.33%)	22(36.66%)	4(6.66%)
I often feel that by staying over here I cannot improve my competency.	0(0%)	0(0%)	26(43.33%)	8(13.33%)
I often feel that I am not capable of performing my work as efficiently as I can.	0(0%)	1(1.66%)	27(45%)	6(10%)
I do my work under heavy mental strain.	0(0%)	2(3.33%)	22(36.66%)	9(15%)
<b>Overall</b>	<b>10.47%</b>	<b>14.52%</b>	<b>22.97%</b>	<b>9%</b>

Table 4. describes the percentage replies of nurse and technician personnel to the Job Anxiety scale items among the total 60 respondents, with 34 nurse and technician respondents having a percentage of 56.66% and 14 items being utilized to assess the Job Anxiety level. The current investigation found little variance in the degree of Job Anxiety in their working environment. The overall Job Anxiety level among Nurses and Technician employees was **10.47%** with strongly agreeing, **14.52%** agreeing, **22.97%** disagreeing, and **9%** strongly disagreeing. It was discovered that the Nurses and Technician employees who responded were overly anxious about their working environment, as Table 3 shows in detail.

**Table 5:** Responses of Administrative employees to the items of the Job Anxiety scale

Variables-14	Strongly Agree	Agree	Disagree	Strongly Disagree
I often fear I may be terminated from my job.	0(0%)	1(1.66%)	13(21.66%)	5(8.33%)
I think that the services of workers of other Hospitals are more secure than those of the workers of this Hospital.	0(0%)	1(1.66%)	10(16.66%)	8(13.33%)
It is my experience that hardworking, workers are given respect here.	10(16.66%)	8(13.33%)	1(1.66%)	0(0%)
Here I get enough opportunity to make independent use of my ability.	9(15%)	7(11.66)	3(5%)	0(0%)
There exist good relations between officers and workers of this Hospital.	11(18.33%)	8(13.33%)	0(0%)	0(0%)
Here I have to work with certain persons whom I do not like.	2(3.33%)	1(1.66%)	8(13.33%)	8(13.33%)
Here the employees are dealt with the principle of equality.	5(8.33%)	8(13.33%)	6(10%)	0(0%)
Often I am blamed for others mistakes.	8(13.33%)	3(5%)	5(8.33%)	3(5%)
I get here enough of opportunity to improve my abilities.	5(8.33%)	13(21.66%)	1(1.66%)	0(0%)
I often feel that I shall not be able to achieve inner satisfaction through this job.	0(0%)	5(8.33%)	12(20%)	2(3.33%)
I often worry about my promotions.	0(0%)	11(18.33%)	7(11.66%)	1(1.66%)
I often feel that by staying over here I cannot improve my competency.	0(0%)	4(6.66%)	13(21.66%)	2(3.33%)
I often feel that I am not capable of performing my work as efficiently as I can.	1(1.66%)	0(0%)	9(15%)	9(15%)
I do my work under heavy mental strain.	2(3.33%)	0(0%)	10(16.66%)	7(11.66%)
<b>Overall</b>	<b>6%</b>	<b>8.33%</b>	<b>11.66%</b>	<b>74.97%</b>

Table 5. describes the percentage responses of Administrative employees to the Job Anxiety scale components among the total 60 respondents, with 19 Administrative employees having a percentage of 31.66% and 14 items used to determine the Job Anxiety level. The current investigation found little variance in the degree of Job Anxiety in their working environment. The overall Job Anxiety level among **Administrative employees** was **6%**, with **6%** strongly agreeing, **8.33%** agreeing, **11.66%** disagreeing, and **74.97%** strongly disagreeing. It was discovered that the **Administrative** employees who responded were overly anxious about their working environment. Table 3 shows this in detail with percentages.

**Table 6:** Responses of Male employees to the items of the Job Anxiety scale

Variables	(Total Respondents )	Mean	Standard Deviation	Minimum Value	Maximum Value	Confidence level (95.0%) P-Value
I often fear I may be terminated from my job	30	6	9.41	0	20	14.98
I think that the services of workers of other Hospitals are more	30	7.5	4.5	4	14	7.17

secure than those of the workers of this Hospital						
It is my experience that hardworking, workers are given respect here	30	7.5	8.58	0	18	13.65
Here I get enough opportunity to make independent use of my ability	30	7.5	3.57	0	15	11.36
There exist good relations between officers and workers of this Hospital.	30	7.5	8.06	1	19	12.82
Here I have to work with certain persons whom I do not like	30	7.5	6.8	1	17	10.83
Here the employees are dealt with the principle of equality	30	7.5	9.14	1	21	14.55
Often I am blamed for others mistakes	30	7.5	6.35	4	17	10.1
I get here enough of opportunity to improve my abilities	30	7.5	8.58	0	18	13.65
I often feel that I shall not be able to achieve inner satisfaction through this job	30	7.5	7.72	0	18	12.29
I often worry about my promotions	30	7.5	6.55	2	15	10.43
I often feel that by staying over here I cannot improve my competency	30	7.5	9.88	0	22	15.72
I often feel that I am not capable of performing my work as efficiently as I can	30	7.5	7.93	1	19	12.62
I do my work under heavy mental strain	30	7.25	8.61	2	20	13.71
<b>Overall</b>	<b>30</b>	<b>7.37</b>	<b>1.82</b>	<b>0</b>	<b>22</b>	<b>1.31</b>

Table 6. shows the respondents' responses to the survey questions. In comparison to the replies to the 14 items in the questionnaire used to assess the employees' Job Anxiety level, the majority of the Male employees scored on the criteria that influenced Job anxiety at work. It was discovered that a higher score (7.5) was seen in all of the variable factors that they loved and disliked, as well as in their Job Anxiety level (7.5). With a high mean score of Job Anxiety among employees. Respondents stated that they frequently worry about losing their jobs (6). Male Employees expressed job-related anxiety and tension, each variable are related to the level of job anxiety.

Table 7: Responses of female employees' responses to Job Anxiety Scale items.

Variables-14	(Total Respondents )	Mean	Standard Deviation	Minimum Value	Maximum Value	Confidence level (95.0%) P-Value
I often fear I may be terminated from my job.	30	7.5	7.5	0	15	12.08
I think that the services of workers of other Hospitals are more secure than those of the workers of this Hospital.	30	7.5	4.65	2	13	7.40
It is my experience that hardworking, workers are given respect here.	30	7.5	9	0	18	14.32
Here I get enough opportunity to make independent use of my ability.	30	7.5	7.72	0	18	12.29
There exist good relations between officers and workers of this Hospital.	30	7.5	9	0	18	14.32
Here I have to work with certain persons whom I do not like.	30	7.5	6.75	1	17	10.75
Here the employees are dealt with the principle of equality.	30	7.5	6.45	0	15	10.27
Often I am blamed for others mistakes.	30	7.5	4.65	2	13	7.40
I get here enough of opportunity to improve my abilities.	30	7.5	7.14	0	15	11.36
I often feel that I shall not be able to achieve inner satisfaction through this job.	30	7.5	5.44	0	13	8.66
I often worry about my promotions.	30	7.5	7.32	0	16	11.65
I often feel that by staying over here I cannot improve my competency.	30	7.5	9.46	0	21	15.06
I often feel that I am not capable of performing my work as efficiently as I can.	30	7.5	9.94	0	21	15.83
I do my work under heavy mental strain.	30	7.25	7.72	0	16	12.29
<b>Overall</b>	<b>30</b>	<b>7.5</b>	<b>1.67</b>	<b>0</b>	<b>21</b>	<b>1.53</b>

Table 7. displays the responses of survey participants to the survey questions. In comparison to the 14 questions in the questionnaire used to assess the employees' Job Anxiety level, the majority of female employees scored higher on the criteria that influenced Anxiety at work. It was determined that I

performed my work under severe mental strain, as evidenced by a higher score (7.25). Otherwise, they liked and disliked all of the variable factors that affected their Job Anxiety level (7.5). Female employees had a mean score of Job Anxiety. Respondents reported frequent fear about losing their jobs (6). Employees showed job-related anxiety and tension regarding subjects related to the level of job anxiety.

**Table 8:** Over all Responses from Male and Female employees to the items of the Job Anxiety scale

	(Total Respondents )	Mean	Standard Deviation	Confidence level (95.0%) P-Value
Male	30	7.37	1.82	1.31
Female	30	7.5	1.67	1.53
Overall	60	7.4	0.10	1.39

Table 8. depicts the overall reactions of male and female employees to Job Anxiety. According to the study results, **Null Hypothesis  $H_{01}$**  states that there is no significant difference in Job Anxiety levels among male and female employees is accepted as a P-value (1.39), indicating that the null hypothesis is correct.

## 7. DISCUSSION :

### 7.1 Employees Job Anxiety and Challenges:

Although the statistical data analysis properly demonstrated that demographic data had minor effects on employees' occupations, the survey findings aided in pinpointing the elements that most influenced the Job Anxiety level of different categories of employees. Job Anxiety management techniques According to the study Job Anxiety Patterns and Coping Strategies, Job Anxiety can be harmful to a physician's health and jeopardise the quality of treatment. To improve job performance, an improved working environment, as well as adequate staff and material resources, are necessary (Oridota, E. S., et al. (2022) [9]). As seen in Table 2, doctors and experts in our study showed less Job Anxiety concerning each component. However, only a few people were anxious about being dismissed from their jobs, being blamed for the faults of others, or being concerned about their achievements. Participants also value the social support as a buffer towards the dysfunctional repercussions of professional Anxiety, as well as workplace friends, family, superiors, peer group, and co-workers to expecting emotional assistance which confronted with work-related Anxiety at work. Furthermore, responders employ a range of dealing mechanisms to manage with job anxiety, depends on the scenario, conditions, and severity of the job anxiety, as found in the study Job anxiety and dealing strategies among nursing staff (Beh, L. S., et al. (2012) [10]). Employees' job -related Anxiety, family-related Anxiety, over loaded work, over time working hours, and night shift were all significant sources of Job Anxiety (Sinha, A. K., et al. (2020) [11]). Medical personnel have been observed to have greater levels of stress. To ease these constraints, managing the workload, job redefine, employee benefits, and training should all be implemented (Munir, U. R., et al. (2017) [12]). In this study, nurses and technicians are less anxious about losing their jobs; the services of workers from other hospitals are more secure than those of personnel from this hospital, who are blamed for the mistakes of others. Relatively, the nursing and technician staffs are satisfied with their Jobs because they are hardworking, workers are given respect, they have enough opportunity to use their abilities independently, there are good relations between officers and workers, they have opportunities to improve their abilities, they follow the principle of equality and promotions, and other factors. Anxiety has a negative result on medical-care employees also frequently leads to a number of health issues, including reduced work life balance, physical and emotional sickness, and bad occupational performance. Exhaustion, concern, melancholy, weakness, headaches, and anger have all been identified as stress factors. They also responded to these tensions by missing work, taking vacation days, watching films, resting, drinking, and smoking (Odigie, A. (2016) & Joshua, O. A., et al. (2014) [13-14]). In our study, doctors, nurses, technicians, and administrative employees were also exhausted by Job anxiety, as shown in Tables 2, 3, and 4. Critical to control the pressures to avoid medical professional departure, shortages of health-care practitioners, and waste of already scarce resources. Anxiety is caused by economic insecurity, concern for the health of their families, and fear of illness. Significant worry as a result of economic insecurity, concern for the health of their families, and fear of infection. Major Job anxieties were recognized as staff and

resource limitations, sleep deprivation, and dealing with persistent mental and physical discomfort (Anjum, A., et al. (2019), Savitsky, B., et al. (2020) & Sathiya, N., et al. (2016) [15-17]). Participants reported higher levels of perceived stress after controlling for socio-demographic and clinical variables (Alosaimi, F. D., et al. (2018) [18]). According to our findings, employees in administration are concerned about being blamed for the mistakes of others, are incapable of executing their duties efficiently, and operate under high mental strain.

An anxiety-free workplace is possible in any organization when employees and managers collaborate and develop mutual knowledge of each other's needs. Long hours at work, having a high higher learning, and possessing a large number of children, on the other hand, were all associated with more severe Job Anxiety; having a strong educational level and having a large number of kids raised the risk slightly and working during the day reduced it. Excessive effort, insufficient staff, and engagement in the mental suffering of patients (Alosaimi, F. D., et al. (2016), AlMuammar, S. A., et al. (2022) & Saha, D., et al. (2011) [19-21]). According to our research findings, male employees are more anxious about their Jobs than female employees, as illustrated by tables 5 and 6. Management should engage more medical professionals to decrease the burden as well as health strain. staff while also maintaining proper labour division. It should also be noted that lowering work overload reduces occupational Anxiety in health-care workers (Ogba, A. (2020) & MUSA, B. (2020) [22-23]). Age, marital status, workload, and educational background revealed anxiety. Several policy recommendations are made in light of the identified association between related elements and stress levels. Working circumstances and job performance of university academic staff have a substantial relationship, and it is advised that university administration reduce the workload of lecturers by removing unnecessary requirements in order to improve job performance. The idea that "Age, Gender, and Marriage history has a direct association with Job Anxiety" is acknowledged (Odonkor, S. T., et al. (2021), Adebayo, B. S. (2022), Rahoo, L. A., et al. (2017) & Carrillo, C. (May 2020) [24-27]). We also attempted to uncover a Job Anxiety level link between male and female employees in this study, as our study pointed out that male employees are more nervous than female employees.

A substantial number of anxiety mitigation tactics along with management treatments necessitate the use of both administrative and organizational strategies that lower stress at its source, as well as individual (staff) interventions to a lesser extent. reducing and managing nosocomial infections among health-care workers Job Anxiety has a significant impact on service delivery. Health care professionals tend to operate more efficiently in an atmosphere that is comfortable, safe, and protective, with adequate equipment, adequate remuneration, management interest in employee welfare, proper scheduling of shifts and days off, and staff participation in decision-making. Multiple strategies and interventions were presented for reducing employees Job Anxiety. Job Anxiety management programmes, mindfulness training, cognitive-behavioral approaches, workload changes, supportive work policies, and employee support networks such as peer support groups and counselling services were among them. Organizational support, effective leadership, and attractive work environments have emerged as critical components in reducing Job Anxiety and improving employee well-being (Etim, J. J., et al. (2015) & Nazir, N., (2021) [28-29]). Employees Job Anxiety has not always been connected with variables such as gender, age, marital status, and so on. Aside from that, the culture of the organization will influence its success in managing and lowering Job Anxiety. It is vital to build a culture of openness and understanding, as well as other organizational and working environment policies (Muthukrishnan, N., et al. (2011) [30]).

## **7.2 Strategies to Deal with Employees Job Anxiety:**

Dealing with employees Job Anxiety in a private hospital demands a complex and compassionate approach, considering the high-anxiety nature of the health-care industry. It is critical to have ongoing management support and relevant training and development courses for coping with possible anxiety circumstances at the health-care sectors. An effective work management strategy, sufficient delegation of authority and accountability, appreciation of initiatives, and frequent training on job anxiety and time management have all been found to help these individuals manage their job anxiety. (Al Muammar, S. A., et al. (2022) & Saha, D., et al. (2011) [20-21]).

### 7.3 Here are some techniques for dealing with and managing employees Job Anxiety:

- (1) Encourage open communication channels inside the hospital. Create an environment in which employees feel comfortable addressing their worries, stresses, and Job Anxiety with their supervisors or HR officials.
- (2) Employees should be given Job Anxiety management and recovery training. These courses might provide them with coping methods and tactics to help them deal with the demands of their roles.
- (3) Start the Employees Support Initiative: Establish an Employees Support Initiative to provide confidential counselling and support services to employees. This can provide a channel for employees to seek help with personal or work-related concerns.
- (4) Make a friendly environment: Make certain that the hospital's leadership and administration show understanding and support for staff who are experiencing Job Anxiety. Demonstrate that your company takes mental health seriously.
- (5) Workload evaluation: Evaluate employees' workloads on a regular basis to avoid burnout. Address any staffing concerns and, if required, consider allocating workloads.
- (6) Implement flexible work schedules where possible to accommodate employees' personal demands and obligations. This can help alleviate Job Anxiety associated with work-life balance.
- (7) Encourage employees to engage in taking care of oneself practices such as having vacations, participating in workouts, and getting adequate rest.
- (8) Mental health resources: Make mental health resources available, such as information on area therapists or support groups specializing in the requirements of health-care professionals.
- (9) Employee's hard work and dedication should be recognized and appreciated on a regular basis. Recognizing their efforts can raise morale and lessen performance Anxiety.
- (10) Create a safe and supportive work atmosphere in which employees can feel physically and emotionally comfortable.
- (11) Educate on usual work-related Anxiety in health-care settings and ways for effectively managing it.
- (12) Managerial support: Teach managers and supervisors how to spot indicators of Job Anxiety in their team members. Ascertain that they understand how to provide assistance and point staff in the right direction.
- (13) Encourage staff to take regular breaks during their shifts and to use their allotted time off to rest and rejuvenate.
- (14) Monitoring and follow-up: Keep note of employees who have mentioned worry or Job Anxiety. Follow up to verify they are receiving the assistance they require.

### 8. SCOPE FOR FURTHER RESEARCH :

A similar study can be conducted in Government Hospitals. Researchers, scholars, and health-care practitioners can improve their understanding of employees Job Anxiety in private hospital settings and develop evidence-based ways to foster a pleasant and supportive work environment through study. Finally, such research endeavors can help improve the overall well-being of health-care personnel and the quality of care delivered in private hospitals. Furthermore, the study might focus on different cadres of employees with different Job Anxiety levels, job specifications, and roles to manage.

### 9. CONCLUSION :

In conclusion, employee Job Anxiety is a major concern in the private hospital setting, affecting both individual well-being and organizational outcomes. According to this study, health care personnel had moderate to high levels of job anxiety. Employees Job Anxiety was found in this study, such as heavy mental strain, fear of termination from the job, being blamed for others mistakes, not being capable of performing work as efficiently, not improving competency, not being able to achieve inner satisfaction, working with certain people whom they do not like, and other items. There is no significant difference in Job Anxiety levels among male and female employees is accepted. The study's main flaw is that data collection was challenging due to workers missing work due to shift duties. Challenges and Strategies for Dealing with Employees Job Anxiety in private hospitals requires an integrated strategy that considers both human and organizational concerns. Private hospitals can establish a happy and resilient staff by applying evidence-based techniques, fostering a supportive work environment, and supporting employee's well-being. This leads to improved patient care outcomes. Continuous strategy evaluation

and adaptation will help to improve the well-being of health-care workers while also expanding our understanding of effective approaches to reducing employees Job Anxiety in the health care industry.

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