



FACTORS AFFECTING JOB STRESS AMONG NURSES IN KLANG VALLEY

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## **ABSTRACT**

This study aims to identify the factors affecting job stress among nurses in Klang Valley with work life balance, organization structure and policy, work shift related stressors, interpersonal relationship at work place related stressor and role ambiguity. Because job stress among nurse is un-avoided issue due to demand of contemporary work environment.

Instrument for data collection uses primary data through distributed questionnaire to all nurses working in Klang Valley area. For data analysis, the study uses Statistical Package for Social Science (SPSS) for Windows to obtain answers for the research questions. By using the SPSS, its can conduct the frequency distribution analysis, descriptive analysis, reliability analysis, Pearson correlation analysis and multiple regression.

The findings show that nurses choose scale agree with the questions provided under job stress, interpersonal relationship at the work place related stressor and also role ambiguity. For variables organization structure and policy and work shift related stressors nurses prefer the slightly agree scale rather agree. For work life balance variable the nurses chooses slightly disagree scale to answer the questions provided. The findings of correlation coefficients show that work life balance and interpersonal role related stressor not significant with job stress, but work shift related stressor, organization structure and policy and role ambiguity are significant to job stress.

In conclusion, emphasis should be given on variables, organization structure and policy, role ambiguity and work shift related stressor significant because the variable influence a job stress among nurses in Klang Valley. Along these lines, to decrease work worry among nurses in Klang Valley, organizations need to hire additional nurses, provide mentoring programs and adequate facilities in reducing work stress among nurses.