

Thesis Title Factors Related to Stress Among of the Personnel
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ABSTRACT

Stress was defined in this research as a (perceived) substantial imbalance of demand and response capability, under conditions where failure to meet demand has the important (perceived) consequences. Stress has been found to have a lot of long term consequences and elucidating the related factors on time and trying to eliminate or educe the factors is found to be very essential for the safety of the health of the personnel working for all organizations.

This study was aimed at finding out the stress levels of the personnel working for ADRA/Nepal and to identify the factors related to the stress levels. 103 out of 107 personnel could be contacted and subjected to self-administered questionnaire. All

of the 103 personnel returned the questionnaire. Statistical analysis was done using SPSS/PC+ program.

In this study, mean scores were obtained for the stress being perceived by the personnel working for ADRA/Nepal. Mean scores were obtained for different demographic variables and selected variables for environmental stressors and demographic stressors. These scores were used to find relationships with stress.

Ten persons in the organization were found to have high levels of stress while 12 were categorized into borderline stress. None of the demographic variables were found to be related to stress. Among the environmental stressors, qualitative overload ($r=0.3245$, $p=0.000$), role ambiguity ($r=0.19828$, $p=0.026$), and communication ($r=0.2060$, $p=0.018$) were found to be significant although their correlation was rather low. Similarly, among personal stressors, life changes events was found to be related to stress ($r=0.2446$, $p=0.006$).

Based on these results, it is suggested that the management at ADRA/Nepal provide special attention to quantitative overload, role ambiguity and poor communication to try and change these variables so that stress can also be reduced. An in-depth study of the factors found related to stress will enable the management to find out more about areas that need to be improved so future research can be targeted to these variables.