

STRESS MANAGEMENT OF HEALTH WORKERS DURING COVID-19

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Abstract:

Objectives: despite India's high immunisation rate, a significant increase in COVID-19 cases overwhelmed the health-care system. The coronavirus disease 2019 (COVID-19) pandemic has had a significant psychological impact on healthcare workers (HCWs). The unprecedented nature of the pandemic causes a slew of mental health issues, particularly among front-line healthcare personnel (HCW). Anxiety, sadness, sleeplessness, and stress-related problems are common among front-line HCWs. The Purpose of this study is to find out how front-line healthcare personnel manage their stress and to understand the degree of stress due to COVID-19 of Healthcare Workers (HCWs) in 2022.

Design: Descriptive Study

Setting and participants: HCWs from various hospitals and a primary health care system.

Methods: A survey comprising of the Questionnaire will be distributed through Google Form. Questions in Part A will be based on the stress management and Part B will be focused on the degree of their stress. Doctors and Nurses will be the sampling elements for the present study. The Johanniter International Assistance (2020) has done the Health Worker's Perception Survey on COVID 19, wherein it has used the questionnaire to understand the degree of stress for health workers in Afghanistan. Same questionnaire will be used in the current study. find out how they manage their stress and to understand the degree of stress due to COVID-19 of Healthcare Workers (HCWs) in 2022.

Result: Data Analysis will be done in Microsoft Excel and statical analysis will be done through Percentage.

Keywords: COVID-19, Healthcare Workers, Stress Management, Stress Level.

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Introduction:

Coronavirus disease 2019 (COVID19) has become a global health emergency following the discovery of the first case in December 2019 in Wuhan, China. COVID is a potentially contagious disease caused by SARS. Since then, the disease has spread globally, resulting in a pandemic. According to the government, "corona warriors" in the administrative, medical, nursing, police, civil defence, and sanitation fields are risking their lives to help infected people. Many people died as a result of COVID-19. Many frontiersmen also worked hard to save people's lives. Every day, they fight bravely and tirelessly to save our citizens and limit the spread of the disease. Health care warriors played an important role on those frontiers.

Doctors, nurses, and others in the health-care industry are especially vulnerable to the highly infectious disease. Under-resourced doctors are facing unprecedented challenges as a result of the global pandemic. Doctors, nurses, medical

cleaners, pathologists, paramedics, ambulance drivers, and health-care administrators are among the sleep-deprived heroes. In the fight against coronavirus, the medical army is armed with thermometers, stethoscopes, and ventilators. Since the coronavirus outbreak, health-care workers have not only had the satisfaction of healing patients and saving their lives, but they have also lost many battles along the way. Furthermore, many doctors have given their lives in the line of duty. Doctors, nurses, MBBS students, dentists, pharmacists, and other health professionals worked tirelessly. And their lives are affected by their work.

The goal of this study was to discover how front-line healthcare personnel manage stress and to comprehend the level of stress caused by COVID-19 among Healthcare Workers (HCWs) in 2022. And we hope to make some suggestions in this paper. The researcher has completed the questionnaire analysis and reached conclusions.

Statement of the Problem:

To find out how front-line healthcare personnel manage their stress and to understand the degree of stress due to COVID-19 of Healthcare Workers (HCWs) in 2022. The samples were Doctors and Nurses working in Medical Hospitals from Maharashtra State. The suggestions were provided to reduce the stress and manage the stress effectively.

Research Questions:

1. Do the HCWs experience the stress during COVID-19 Pandemic situation?
2. How do they try to reduce their stress?
3. How do they manage their Stress?

Objectives of the Study:

1. To investigate the level of stress experienced by health care workers and their stress management
2. To provide suggestions for stress management.

Review of Literature:

Mohammed Goda Elbqry, Fatma Mohmed Elmansy, Abeer Ezzat Elsayed, Bassam Mansour, Ashraf Tantawy, Maged Bahi Eldin & Haydy Hassan Sayed (2021) highlighted the factors of stress in their study. The aim of this study was to assess the effect of COVID-19 stressors on healthcare workers' performance and attitude at Suez Canal University hospitals. A correlational cross sectional research design was used. Convenient accidental sample of all available healthcare workers. Electronic online questionnaires were sent to all available healthcare workers to meet the aim of the study, involving medical staff (physicians), paramedical staff, nurses, pharmacists, and laboratory technicians total 364. Who were agreed and recruited in the study between 1 and 14 July 2020. Tools were utilized to collect data for the current study, as online self-administered questionnaires and COVID-19 stress scales. Approximately all of them had a positive attitude regarding COVID-19. But few of them had severe COVID-19 psychological stress levels. There is a significant correlation between COVID-19 psychological stressor levels and satisfactory level of knowledge among medical participants.

Edward Callus, Barbara Bassola, Valentina Fiolo, Enrico G. Bertoldo, Silvana, Pagliuca, and Maura Lusignani (2020) have discussed the techniques to reduce the stress in their study. A rapid review was conducted to identify the most effective stress reduction techniques for health care providers dealing with patients infected with severe coronavirus (SARS, MERS, and COVID-19). PubMed, Psycinfo, Embase, and CINAHL databases were searched to identify relevant studies. Searches were restricted by date (2000 until present). All empirical quantitative and qualitative

studies in which relaxation techniques of various types implemented on health care providers caring for patients during severe coronavirus pandemics and articles that consider the implementation of mental health care services considered to be pertinent, such as commentaries, were included. Fourteen studies met the selection criteria, most of which were recommendations. Only one study described a digital intervention, and user satisfaction was measured. In the recommendations, both organizational and individual self-care interventions were suggested.

Carolin Elizabeth George, Leebek Raja Inbaraj, Shon Rajukutty, Luc P de Witte (2020) describes the initial dilemmas, mental stress, adaptive measures implemented and how the healthcare team collectively coped while providing healthcare services in a large slum in India, during the COVID-19 pandemic. They used mixed methods research with a quantitative (QUAN) paradigm nested in the primary qualitative (QUAL) design. QUAL methods included ethnography research methods, in-depth interviews and focus group discussions. In this research participants were a healthcare team of doctors, nurses, paramedical and support staff. QUAL methods and QUAN methods were used for the survey. Results come out through this research. Being cognizant of the extreme vulnerability of the slums, the health team struggled with conflicting thoughts of self-preservation and their moral obligation to the marginalized section of society. With positive cognitive reappraisal, the health team collectively designed and implemented adaptive interventions to ensure continuity of care. They dealt with the new demands by positive reframing, peer support, distancing, information seeking, response efficacy, self-efficacy, existential goal pursuit, value adherence and religious coping.

Eman Abdelaziz Rashad Dabou, Rose Ekama Ilesanmi, Victoria Funmilayo Hanson (2022), stated the work-related stress management behaviours of Nurses during the COVID-19 pandemic in UAE. This was a cross-sectional survey of 64 nurses working in the Isolation and Intensive care units of two selected hospitals in the United Arab Emirates. A convenience sampling technique was used for sample selection. Each participant completed an online survey. Findings also showed a significant inverse correlation between the scores on perceived stress, short-term coping, and effective delegation. Effective delegating and developing resilience were effective stress management behaviour among nurses. Regular assessment of the psychological needs of nurses is essential to enhance overall wellbeing during stressful situations.

Focusing on Workplace Stress Management Beenish Moalla Chaudhry, Ashraful Islam, Monica Matthieu, (2022) provides suggestions to design Mobile Apps to address workplace stressors of FHWs based on the understanding of their needs from FHWs' own perspectives and theories of stress. A mixed methods qualitative study was conducted. Using a variety of search strings, they first collected 41 relevant web-based news articles. Then conducted a cross-sectional survey with 20 FHWs. Then qualitative analysis of all the collected data using a deductive followed by an inductive approach. Prevailing uncertainty and fear of contracting the infection was causing stress among FHWs. Moral injury associated with seeing patients die from lack of care and lack of experience in handling various circumstances were other sources of stress. FHWs mentioned 4 coping strategies. Quick coping strategies such as walking away from stressful situations, entertainment, and exercise were the most common ways to mitigate the impact of stress at work. Peer support and counselling services were other popular methods. Building resilience and driving oneself forward using internal motivation were also meaningful ways of overcoming stressful situations. Time constraints and limited management support prevented FHWs from engaging in stress management activities. This study identified stressors, coping strategies, and challenges with applying coping strategies that can guide the design

of stress management apps for FHWs. Given that the pandemic is ongoing and health care crises continue, FHWs remain a vulnerable population in need of attention.

Seshadri Sekhar Chatterjee, Madhushree Chakrabarty, Debanjan Banerjee, Sandeep Grover, Shiv Sekhar Chatterjee and Utpal Dan (2021) have described the Psychological Impact in Healthcare Workers by doing Factor Analysis. This cross-sectional study by investigated mental distress among healthcare workers during the early phase of Coronavirus disease-2019 (COVID-19) outbreak in India. 140 healthcare workers of a tertiary care hospital in India were assessed for perceived stress and insomnia. A factor analysis with principal component method reduced these questions to four components which were categorized as insomnia, stress-related anxiety, stress-related irritability, and stress-related hopelessness. Further statistical analyses were done on these factor scores to identify the predictors and investigate the differences between the different categories of healthcare workers. Doctors had the highest level of anxiety among the healthcare workers. Both doctors and nurses perceived a greater level of irritability than the other HCWs. Compared to doctors and nurses, other HCWs were more likely to experience insomnia. Lower age, higher education, female gender, and urban habitat were associated with greater perception of anxiety. Older age, being quarantined, and single marital status were the significant predictors of irritability. Female gender, single marital-status, and higher number of medical ailments contributed to perceived hopelessness. Quarantine significantly predicted insomnia. Different categories of healthcare workers are experiencing varied mental health problems owing to their heterogeneous socio-demographic backgrounds. Tailored and personalized care, as well as policies, might help in alleviating their problems. Further research is warranted to explore the psychological distress and remedies among these frontline workers during and after the ongoing pandemic crisis.

A qualitative study was taken place by Chakma, Tapas, Thomas, Beena E., Kohli, Simran⁵; Moral, (2021) to find out the psychosocial impact of COVID-19 pandemic on healthcare workers in India & their perceptions on the way forward. This study provides an insight into the psychosocial challenges faced by the HCWs related to their work, family and personal well-being and the associated stigmas. Additionally, the coping mechanisms adopted by them and their perceptions on the interventions to address these challenges were also explored. A qualitative study was conducted between September and December 2020 through in-depth telephonic interviews using an interview guide among 111 HCWs who were involved in COVID-19 management across 10 States in India. HCWs report major changes in work-life environment that included excessive workload with erratic timings accentuated with the extended duration of inconvenient personal protection equipment usage, periods of quarantine and long durations of separation from family. Family-related issues were manifold; the main challenge being separated from family, the challenge of caregiving, especially for females with infants and children, and fears around infecting family. Stigma from the community and peers fuelled by the fear of infection was manifested through avoidance and rejection. Coping strategies included peer, family support and the positive experiences manifested as appreciation and recognition for their contribution during the pandemic. The study demonstrates the psychological burden of HCWs engaged with COVID-19 care services. The study findings point to need-based psychosocial interventions at the organizational, societal and individual levels. This includes a conducive working environment involving periodic evaluation of the HCW problems, rotation of workforce by engaging more staff, debunking of false information, community and HCW involvement in COVID sensitization to allay fears and prevent stigma associated with COVID-19 infection/transmission and finally need-based psychological support for them and their families.

Research Methodology:

The study focused on the anxieties and concerns about the impact on health care workers (HCWs), particularly in terms of stress. Descriptive study was applied to understand the stress management and degree level of stress. Following Objectives were designed to work out the study systematically.

Population & Sample:

The study is focused on the Health Care Workers. The population consisted of Doctors and Nurses from Maharashtra State. For the present study, Researcher has included various places to collect data from the samples. Samples were selected from Latur, Solapur, Washim, Mumbai Sangli, Osmanabad, Nanded, Ratnagiri, Jalgaon etc. next she contacted them through email and shared the Google form link with them and thus collected the responses with continuous follow-up. Convenient Sampling technique was selected for the study.

Procedure of data collection:

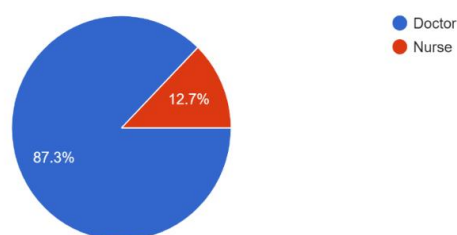
For quantitative analysis, the researcher created a questionnaire to investigate HCWs experiences about their stress and degree of their stress. To obtain comprehensive information from them, a questionnaire was created. And it was shared through Google Form. Data was analysed using descriptive statistics for quantitative data gathered from diverse sources.

Data Analysis & Interpretation:

The study findings are based on the survey conducted in 2022. The following analysis are presented based on the data collected from 55 health workers from Maharashtra State. It is done in Part a & Part B

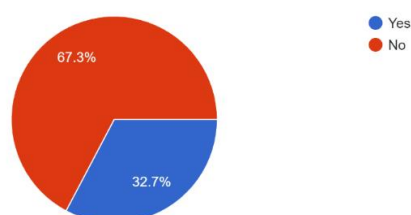
PART A - Stress Management of HCWs:

Position of the Health Care Worker
55 responses



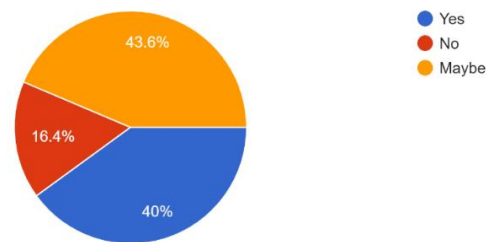
Interpretation: Majority of the participants in the study was Doctors (87.3%) and some were Nurses (12.7%)

Are you sleeping less, as usual?
55 responses



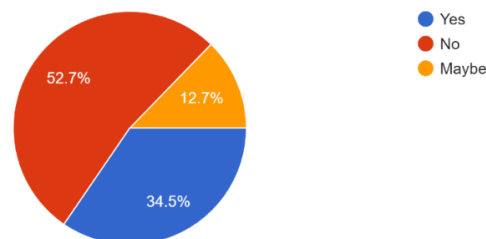
Interpretation: The above chart shows that Majority of the participants (67.3%) in the study take proper sleep, however it is seen that 32, 7% participants are not able to take proper sleep which leads them for stress.

Would you consider receiving psychosocial support if it was available?
55 responses



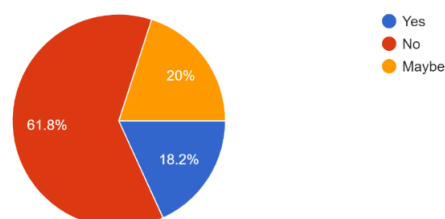
Interpretation: The above chart depicts the serious picture that Majority of the participants (40%) in the study need psychological support. And 43.6% participants are not able to decide which shows that they are confused with their state of mind.

Do you feel that you are having excessive fear and worry about your own health and the health of your loved ones?
55 responses



Interpretation: The above chart describes the fear and worry of HCWs wherein it is observed that Majority of the participants (52.7%) do not have any fears. But 34.5% participants are having excessive fear and worries. This observation indicates that they are stressed out about their own health and health of their loved ones.

Are you feeling sadness, anger, or frustration because friends or loved ones have unfounded fears of contracting the disease from contact with you because of your work?
55 responses



Interpretation: It is observed from the above chart that HCWs feel sadness, anger frustration. (18.2%) Though the number is less but it cannot ignore. This observation indicates that they are stressed out if their family members or friends get infected with COVID-19 Virus.

PART B- Degree of Stress:

Degree of Stress	you're probably in great stress-shape	you may be experiencing a low to moderate degree of stress	you may be experiencing a moderate to high degree of stress.	you may be experiencing a very high degree of stress
Level	0-25	26-50	51-75	76-100
Samples	35	20	-	-
Percentage	63.66%	36.36%	-	-

The above data shows that majority of the Health Care Workers (63.66%) are probably in great stress-shape, however some HWCs (36.36%) are experiencing a low to moderate degree of stress. Researcher has used the following Criteria to find out the degree of stress.

According to Health Worker's Perception Survey on COVID 19 INTERPRETATION GUIDELINES to find out the degree of stress

0 – 25: A score in this range suggests that you're probably in great stress-shape!

26 – 50: A score in this range suggests that you may be experiencing a low to moderate degree of stress.

51 – 75: A score in this range suggests you may be experiencing a moderate to high degree of stress.

76 – 100: A score in this range suggests that you may be experiencing a very high degree of stress

Major Findings:

Objective 1: To investigate the level of stress experienced by health care workers and their stress management

1. It is observed that the majority of study participants get enough sleep, but some do not, indicating that they can be stressed out.
2. It has been found out that majority of the study's participants require psychological assistance.
3. It is found out that majority of participants are fearless. However, some of them are experiencing excessive fear and worry. This observation indicates that they are concerned about their own and their loved ones' health.
4. HCWs experience sadness, anger, and frustration. Even though the number is small, it cannot be ignored. This observation indicates that they are concerned about the possibility of their family members or friends becoming infected with the COVID-19 Virus.
5. Majority of the Health Care Workers are probably in great stress-shape, however some HWCs are experiencing a low to moderate degree of stress.

Objective 2 To Provide suggestions for stress management.

It was found that Majority of the Health Care Workers are probably in great stress-shape, however some HWCs are experiencing a low to moderate degree of stress. Therefore, following suggestions are provided for these participants. They should indeed take care of their basic needs and use effective coping strategies, such as ensuring rest and respite during work or between shifts, eating enough and healthy food, engaging in physical activity, and maintaining contact with family and friends. Tobacco, alcohol, and other drugs are examples of unhelpful coping strategies. These can

have a negative impact on your mental and physical health in the long run. Managing their stress and psychosocial well-being is just as important as managing their physical health during this time.

Since frontline health care workers are so vital during pandemics like COVID-19, there should be a significant effort made to protect their mental health and reduce their stress as much as possible. Additional study is required to develop targeted, effective stress reduction therapies for this demographic.

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