

# A STUDY ON EMPLOYEES' STRESS TOWARDS ORGANIZATIONAL CULTURE IN PRIVATE HOSPITAL AT RAJAPALAYAM

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## Abstract

Hospital sector is one of the most powerful health management agencies, which plays a major role to protect the people health. Every organization and business wants to be successful and have desire to get constant progress for that they following the organizational culture. This culture leads the organization in successful manner. Organizational culture means values, beliefs, norms, system, habits, vision, environment etc, while following this culture the employees have many difficulties. Organizational Culture includes everything that influences an employee in an organization. Each hospital has its own culture, as every organization different in their culture. This may reflect in their stress levels, which may in turn reflect in the individual productivity as well as the organizational. Majority of the employees' facing the different stress level at their work place. Employees' stress leads the organization down and also it will affect the individual work and families also. For this the organization analyst the employees' stress level and give a proper remedy for their workers. So, the researcher has proposed to undertake this study to overcome the above issues.

**Keywords:** Employees' Stress, Organizational Culture, Private Hospital.

## INTRODUCTION

A hospital is a health care institution providing patient treatment with specialized staff and equipment. Healthcare in India covers not merely areas of providing medical care, but also all aspects of preventive care. It includes the medical care rendered by the public sector and the initiatives taken by the private sector. The health care industry in recent years has reorganized its service delivery system in order to carry on in an unmoved environment resulting from maturation of the industry, reduced funding, and increased competition. If one is sick, he/she goes to the doctor and expects him to fix it. If the doctor can't, he/she expects him to send the patient to a specialist who can. And the patient wants the full range of medical services regardless of his/her ability to pay. Thus, the post-modern hospital is a far different place as a result of the constant change in the needs and expectations of patients.

Stress is a part of each day life and not necessarily a negative fact, being a physiological stimulus usually connected with human-environment communications. Stress, particularly work-related stress, has aroused growing interest across the globe in recent years. The workplace has changed radically due to globalization of the economy, use of new information and communication technology, growing diversity in the workplace (e.g. more women, older and higher educated people, as well as increased migration), and an increased mental workload.

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