

OKWII JOHN BOSCO

REG. NO: 111-035063-05888

**THE EFFECT OF STRESS MANAGEMENT PRACTICES ON EMPLOYEE
PERFORMANCE AMONG MEDICAL STAFF OF SOROTI REGIONAL REFERRAL
HOSPITAL, UGANDA**

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ABSTRACT

The study analyzed stress management practices on employee performance among medical staff of Soroti Regional Referral Hospital. The study was conducted within Soroti Regional Referral Hospital and it was guided by the following objective; to examine effects of counseling on employee performance at Soroti Regional Referral Hospital, to establish effect of Professional Development on employee performance at Soroti Regional referral Hospital and to examine effect of the shift system on employee performance at Soroti Regional Referral Hospital. The population of comprised of 20 Enrolled Nurses, 10 Clinical Officers 11 Medical Doctors and 19 Comprehensive Nurses. A sample of 60 Respondent was used in the study. Respondents were sampled using simple random sampling and purposive sampling techniques. Data was collected using questionnaires and documentary analysis. The study was also guided by a general null hypothesis that there is no relationship between stress management practices and employee performance in Soroti Regional Referral Hospital. The findings were $r(56) = 0.329$, $P = 0.01$ meaning there was a relationship between stress management practices at 32.9% and the level of significance was low since the P value was greater than 0.005, and the researcher thereby did not reject the null hypothesis. The study further revealed that shift work was a standalone predictor of the medical workers performance that counseling and professional development were completely excluded as predictors of medical worker in SRRH. The simple regression of the three objectives revealed that counseling $r(58) = 0.216$, $P = 0.097$, had the lowest relationship with employee performance in Soroti Referral Hospital at 21.6% and very insignificant at $P = 0.097$ compared to professional development which was at $r(58) = 0.324$, $P = 0.012$ and shift work at $r(58) = 0.329$, $p = 0.010$ meaning that the relationship was 32.4%, and significant at 88% and 32.9% and sufficient at 90% respectively, thus the most significant stress management practice at the hospital was revealed to be shift work. The study recommended a shift work should be given more attention in the management of few or low stress cases available at the Hospital