The Relationship between Work Stressors and Alienation among Internship Students

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ABSTRACT— Alienation is the source of stress in organization. A person, who is alienated from organization, would not understand the concept of concentrating on time and place and this is an obstacle in coming growth in all important organizational activities. The sense of alienation will result in decrease in functions, inferior performance and increase in tardiness in doing organizational tasks the study aimed to explore the relation between work stressors and alienation among internship students. The descriptive correlation design was utilized to carry out the study. All internship students started internship in 2020 at faculty of nursing - Cairo University. Two tools were used to collect data, First tool was Work stressors assessment questionnaire, Second tool alienation assessment questionnaire consist. Finding of this study shows the highest mean percentage (78.5%) dimension for feeling of meaninglessness' dimension, while the lowest mean percentage (64%) for feeling of powerlessness dimension, the total mean percentage (68.7%) for alienation as variable and (75%) of the participants have moderate alienation level. that the highest mean percentage (88.8%) for Stressors related safety dimension, while the lowest mean percentage (78.8%) for stressors related inappropriate experience dimension., the total mean percentage (83.3%) for work stressors as variable and (54%) of the participants have high level of wok stress. there were high statistical significant differences (P=. 000) and weak statistical significant correlation between work stress and feeling of alienation. The study concluded that the internship students have moderate level of alienation and moderate level of stress, there were high statistical significant differences between work stress and feeling of alienation. Design & implement stress management programs for nursing students, educate students nurse with better stress management skill.

1. INTRODUCTION

Internship is a student-focused learning experience related to a certain academic study field. This experience constitutes the basis of knowledge application, skill development and professional socialization, where a student moves from dependent supervised practice to independent collaborative practice. In other words, internship provides students with practical experience in real-life situations which involve actual patients and incorporate some attitudes, values, and beliefs of professional practice [1].

An internship program aims at providing students with those nursing information, skills and experience that are necessary to qualify them as highly competent nursing specialists. After completing their internship program, intern nurses can develop a number of skills, including practicing the scientific skills they have gained during their study in the nursing program, enhancing their nursing professional skills through practical application, participating in nursing care plans that sharpen their critical thinking skills, being trained to show independence in making medical decisions in their fields of specialization, dealing with such decisions in a professional and competent way, adhering to the ethics of the nursing profession [2].

Defined work alienation as "the reflection of individual's feelings created by disappointment experienced due to employment conditions at the work place". They also state that this concept "expresses the dissatisfaction experienced by the individual as to the individual's status in terms of authority and the others in the organization, opportunities for professional development and change, recognition and acceptance by the superiors and doing his/her work consistently with career expectations" [3].

Work alienation refers to a sense of psychological detachment from not only oneself, but also from the social relationships existing within or outside of work environments [4]. Work alienation is an integral element of the studies related to the sociological and psychological aspects of organizational effectiveness. These studies are conducted to find solutions to alienation so that the employees' environments within and outside their organizations are improved [5].

Employees affected by work alienation tend to lose interest in their jobs, and do not make much effort to provide a satisfactory performance, or make useful contribution to their organization [6]. One of the main reasons for work alienation is employees' dissatisfaction with organization's inability to fulfil their needs, appreciate their value and protect their welfare [7]. there are five dimensions for work alienation, which are powerlessness, normlessness, isolation, meaninglessness and self-estrangement. Alienation is the source of stress in organization. A person, who is alienated from organization, would not understand the concept of concentrating on time and place and this is an obstacle in coming growth in all important organizational activities. The sense of alienation will result in decrease in functions, inferior performance and increase in tardiness in doing organizational tasks [8], [9].

Work stress is an increasingly common feature of modern life. Modern organizations consider work stress as a serious issue in the workplace [10], [11] Work stress is the harmful physical and emotional responses that arise when the requirements of the job do not match the capabilities, resources, or needs of the worker. Work-related stress is considered harmful when physical and emotional responses take place when there is a mismatch between job requirements and the workers' capabilities, resources, or needs [12].

The existing literature revealed that the phenomenon of work alienation is increasing among internship students at an alarming rate [13], [14] Work stress is often associated with alienation and considered as among organizational factors that lead to work alienation. The relationship between two variables has not been studied empirically in health institutions. Given the nature of health care in terms of requiring teamwork, establishing social relationship is important at workplace [15], [16].

2. Methods

2.1 Aim of the study
To explore the relation between work stressors and alienation among internship students

2.2 Research questions
1.   What are work stressors levels among internship students?
2.   What is the alienation level among internship students?
3.   What is the relationship between work stressors at work and alienation among internship students?

2.3 Research design
The descriptive correlation design was utilized to carry out the study. This design is used to describe the relationship among variables rather than to infer cause-and-effect relationships. This design examines the

relationship between two or more variables.

2.4 Sample
All internship students started internship in 2020 at faculty of nursing - Cairo University

2.5 Setting
The study will carry out at the Faculty of Nursing- Cairo University.

2.6 Tools
Two tools were used to collect the data they were adopted and utilized in previous researches
First tool "work stressors assessment questionnaire", [17] Second tool "alienation assessment questionnaire"
was developed by [18].

Scoring system: Responses are checked against three point's likert scale ranging from – caused mild stress
(1)caused moderate stress (2)and caused severe stress(3)
According to calculation the score level will be
Less than 60% low stress level
More than 60% to 85% moderate stress level
More than 85% high stress level
Second tool alienation assessment questionnaire
The questionnaire consist of 4 dimensions (33 items) these dimensions are powerlessness (9 items), social
isolation (9 items), meaninglessness (7 items) and self-alienation (8 Items).
Scoring system: Responses will be checked against three points likert scale ranging from – Agree 1 -
Neutral 2 – Disagree 3
According to calculation the score level will be
Less than 60% low alienation   level
More than 60% to 85% moderate alienation   level
More than 85% high alienation   level

2.7 Ethical considerations
An official written approval was obtained from Committee of Scientific Research at Faculty of Nursing,
Cairo University. Participant's ethical rights was attached to the study tools as they were collected online as
well as the aim of the study, Participation in the study is voluntary and the information were utilized
confidentially and used for the research purpose only. Submitting replies to the study questionnaires implies
consent to participate in the study.

2.7.1 Procedure
The data were collected through uploading the two questionnaires on Microsoft team program, and the link
for tools were sent to participants after creating group on what's application to communicate with
participants

2.8 Statistical design
The collected data were coded and entered into the Statistical Package for the Social Science (SPSS),
version 20.0 for analysis. Data were analyzed using descriptive a statistical in the form of a frequency
distribution, percentage, mean and standard deviation. Person test, And ANOVA test used the significance
level of all statistical analysis was at 0.05 (P-value).

3. RESULTS

Table (1) declare that more than two third of study sample were female while the rest of participant were male., (72%) of study sample lived in urban, while (28%) lived in rural., (60%) of participant age between 21-23 years old and the majority of study sample were Egyptian

Table (1) Sociodemographic data of participants (n=100)

Variable		No	%
Gender	Male	26	26.0
	Female	74	74.0
Place of residence	Urban	72	72.0
	Rural	28	28.0
Age	21-23	60	60
	More 23-27	40	40
Nationality	Egyptian	98	98.0
	Foreigner	2	2.0

Table (2) reflect that the highest mean percentage (78.5%) dimension for feeling of meaninglessness' dimension, while the lowest mean percentage (64%) for feeling of powerlessness dimension., the total mean percentage (68.7%) for alienation as variable. Total means = moderate alienation level (68.7%)

Table (2) Total Mean and Mean percentages of participants regarding feeling alienation (n=100)

Dimension	Minimum	Maximum	Mean	±SD	Mean %
Powerlessness	9.00	27	17.34	±3.97	**64%**
Social Isolation	9.00	27	18.57	±4.15	**68.5%**
Meaninglessness'	7.00	21	16.55	±3.80	**78.5%**
Alienation	8.00	24	15.73	±4.62	**65.4%**
Total	**33**	**99**	**68.19**	**±16.55**	**68.7%**

Table (3) Illustrates that (75%) of the participants have moderate alienation level, while (25%) of them have low level of alienation and (10%) have high level of alienation

Table (3) Alienation level as participant's perception (n=100):

Alienation level	Mean	%	Alienation level	
			No	%
Low **Alienation** level	(<60)	<60%	25	25
Moderate **Alienation** level	(60 - < 85)	60-85%	75	75
High **Alienation** level	≥85 %	≥85%	10	10

Table (4) reflect that the highest mean percentage (88.8%) for Stressors related safety dimension, while the lowest mean percentage (78.8%) for stressors related inappropriate experience dimension., the total mean percentage (83.3%) for work stressors as variable Total means = Moderate Stress level (83.3%)

Table (4) Total Mean and Mean percentages of participants perception regarding work Stressors (n=100)

Dimension	Minimum	Maximum	Mean	±SD	Mean %
Stressors Related Workload	19.00	36	30.13	±3.66	83.3%
Stressors Related Dying	5.00	12	10.49	±1.71	86.6%
Stressors Related Inappropriate Experience	6.00	18	14.21	±2.75	78.8%
Stressors Related Unsupported	13.00	30	25.37	±4.09	84.3%
Stressors Related Doctor Conflict	5.00	12	10.13	±1.83	84.1%
Staff Conflict	3.00	9	7.46	±1.49	82.2%
Stressors Related Safety	3.00	9	8.04	±1.50	88.8%
Total	**54**	**126**	**105.83**	**±17.06**	**83.3%**

Table (5) Illustrates that (54%) of the participants have high level of wok stress, while (43%) of them have moderate level of work stress and (3%) have low level.

Table (5) work stress level as participant's perception (n=100):

Work Stress level	Mean	%	Work Stress level	
			No	%
Low Stress level	(<76)	<60%	3	3
Moderate Stress level	(67 - < 107)	60-85%	43	43
High Stress level	≥107 %	≥85%	54	54

Table (6) declare that there were high statistical significant differences between work stress and feeling of alienation

Table (6) statistical differences between work stress and feeling of alienation

Variables	Mean	Std. Deviation	t	p
Work stressors & Alienation	37.64000	18.73500	20.091	.000

Table (7) shows that there was a weak statistical significant correlation between internship work stress and feeling of alienation

Table (7) correlation between internship work stress and feeling of alienation

Variables	R	P
Work stressors	.080	.429
Alienation		

4. Discussion

The findings of the present study indicated that, the majority of study sample were female, lived in urban and their age ranged between 21-23 years old. In relation to nationality the majority of study sample were Egyptian. This finding were supported by Abdullah, (2014), found that the highest percentages of the nurse interns were female, married, had the mean age of 23 years [19].

The findings of the current study reveals that the highest mean score of the alienation dimensions was related to feeling of meaninglessness' dimension and the lowest mean was related to feeling of powerlessness dimension. Contradicted with these results, [20] emphasized that the internship students experienced work alienation, with the powerlessness factor having the highest mean score and normlessness having the lowest mean score.

The findings of the present study indicated that, the highest percentage of studied sample have a moderate level of alienation and lowest percentage having high level of alienation. Consistent with this finding the studies of [16], [6] concluded that the level of work alienation was found to be at moderate. [9] found a moderate level of work alienation among nurses.

Form researches point of view, alienation is a main factor which may prepare an atmosphere in which internship students would lose their mental health. Alienation may affect the whole organization during a short period of time. In internship students who are affected by work alienation, we are more likely to observe their absence, delay and misconduct in their work, finally the lack of productivity is the main indicator of work alienation.

Regarding the stress dimensions, the results of the present study shows that the highest mean score of the stress was caused by safety dimension as reported by internship students. The finding of the current study was inconsistent with the results of the study conducted at Saudi Arabia by [21], who determine stressors types and degrees during two clinical periods among nursing students and found that the highest mean score of the stress was caused by lack of knowledge and skills as reported by intern nurses. Also the study conducted by [22], who found that the highest mean score of the stress was caused by lack of knowledge and skills among nursing students.

The researchers point of view that this result may be related to the panic from infection and to be infected with corona virus (pandemic Covid-19) with massive infection rate between medical staff and increase mortality rate among health team members plus different methods of infection .and the line of treatment not approved yet, also at the time of conducting research there is no vaccine is approved from WHO.

The findings of the current study reveals that the lowest mean score of the stress dimensions was related to inappropriate experience dimension as reported by internship students. The finding of the current study was contradicted with the results of the study of Reeve et al (2013) who found that the lowest mean score of the nurse intern's stress was related to clinical environment [23]. Also the study conducted by [24], who found that the lowest mean score of the nurse interns stress was related to clinical environment. This may be related to that participants (internship students) knows that they went to get experience throw internship training and the lack of experience not make stress, indeed they will get the experience anyhow.

The current study showed that, the majority of studied sample perceived a high level of work stress. This study consistent with the study conducted at Saudi Arabia by [21], who found that the nursing students in Saudi Arabia faces high level of stress from their clinical environment.

According to the results of this study, there are a highly statistical significant differences between work stress and feeling of alienation. These findings were consistent with the results of [25] stated that, a highly statistical significant differences between alienation and work stress was significantly correlated with distributive and procedural justice, but was insignificant with interpersonal and informational injustice.

The current study showed that, there was a weak statistical significant correlation were found between work stress and feeling of alienation among the studied sample, which is inconsistent with the study of [18] as they found that there was a highly statistical significant correlation between work stress and work alienation.

5. Recommendation

Design & implement stress management programs for nursing students. It should aim to educate students nurse with better stress management skill. Faculty members should emphasize participation in stress coping programs to improve academic performance of nurse students. Faculty members need to assess the level of work and workplace alienation periodically and set up the appropriate innovative counselling interventions for dealing with these situations to ensure high-quality healthcare for patients. Faculty members conduct a longitudinal study or qualitative study to assess the consequences of work stress and work alienation, as well as study the coping strategies for overcoming these variables among different categories of nursing students. Need to carry out future studies to study the impact of work stress and alienation on workplace climate, deviance behaviors, presenteeism, autonomy, commitment, and professional ethics.

6. Conclusion

Based on the study finding, it could be concluded that: The majority of the studied sample perceived a high level of work stress, there is a highly a statistically significant difference between the work stress and feeling of alienation. Most of studied sample (internship students) were alienated from their workplace due to factors meaninglessness, powerlessness, and self-estrangement.

7. References

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