

# Medical Sociology: A Case Study of Nursing Profession in Baroda City of Gujarat State in India

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**Abstract:** Nursing profession has seen sociological knowledge as a valuable clinical tool, both in the diagnosis and prognosis of a wide range of illnesses and long-term conditions. The study reflects the problems of nursing profession in Gujarat in particular and India in general. Adopting a sociological approach, this paper tries to put light on the role of nurses with others in role set in hospital as an organization, the socio-cultural and economic background of the nurses, role performance and interpersonal relationship among the Para-medical staff and the professional problems of nurses.

**Keywords:** Medical Sociology, Role Set, Role Conflict, Interpersonal Relationship.

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## I. INTRODUCTION

The role of sociology in the field of nursing profession continues to cast new light on many aspects of health and illness in society. Over the last 20 years, nursing profession has seen sociological knowledge as a valuable clinical tool, both in the diagnosis and prognosis of a wide range of illnesses and long-term conditions. The study of health and illness and of the professionals and other organizations devoted to health care is one the most fascinating fields. Health is an important factor in assessing the quality of a society's life. Medicine and other health services are not only dependent upon the biological and physical sciences, but also on health service organizations, medical profession, and social organizations. By social organization, it is meant the interdependence of parts. Interdependent parts consist of some of the following tasks, roles and activities which are being undertaken by individuals in hospitals. Adopting a sociological approach, this paper tries to bring to light the role of nurses with others in role set in hospital as an organization. Paper also tries to examine the socio-cultural and economic background of the nurses from where they come and what factors motivate them to join this profession. The paper also focuses on aspects of role performance and interpersonal relationship among the Para-medical staff. The paper also examines into the professional problems of nurses. The present study is based upon the primary data collected from 100 nurses working in the public and private hospitals of Baroda city in Gujarat state of India.

## II. OBJECTIVES OF THE STUDY

- 1) To study the demographic and socio-economic background of nurses.
- 2) To examine motivational factors this motivates them to join this profession.
- 3) To study various aspects of inter personal relationship among the Para medical staff and others.
- 4) To examine various problems faced by nurses in their profession.

## III. METHODOLOGY

The present research has been carried out in Baroda city of Gujarat. Sample size for the present research work consists of 100 nurse respondents belonging from public and private hospitals of Baroda city in the state of Gujarat in India. Primary data has been collected from the respondents through Interview Schedule.

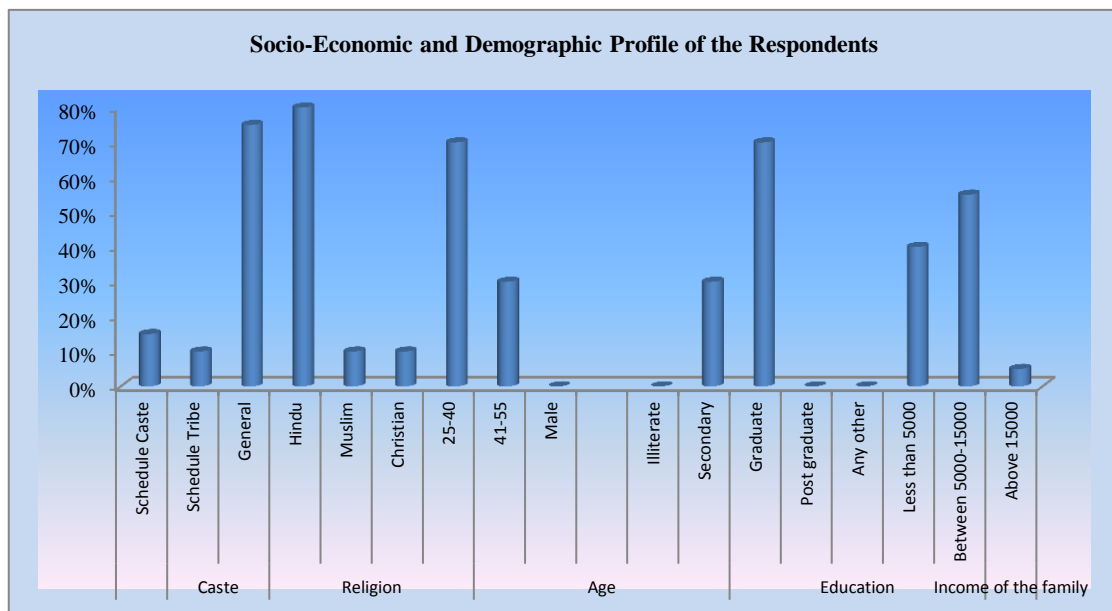
#### IV. DATA ANALYSIS

Findings of the present study are as follows:

##### 1) Socio, Economic and Demographic profile of the Respondents:

(Table: 1)

ATTRIBUTES	TYPES OF ATTRIBUTE	PERCENTAGE /NUMBER
Caste	Schedule Caste	15 (15%)
	Schedule Tribe	10 (10%)
	General	75 (75%)
Religion	Hindu	80 (80%)
	Muslim	10 (10%)
	Christian	10 (10%)
Age	25-40	70 (70%)
	41-55	30 (30%)
Education	Illiterate	0
	Secondary	30 (30.0%)
	Graduate	70 (70%)
	Post graduate	0
	Any other	0
Income of the family	Less than 5000 (RS)	40 (40%)
	Between 5000-15000 (RS)	55 (55%)
	Above 15000 (RS)	5 (5%)



(Graph.1)

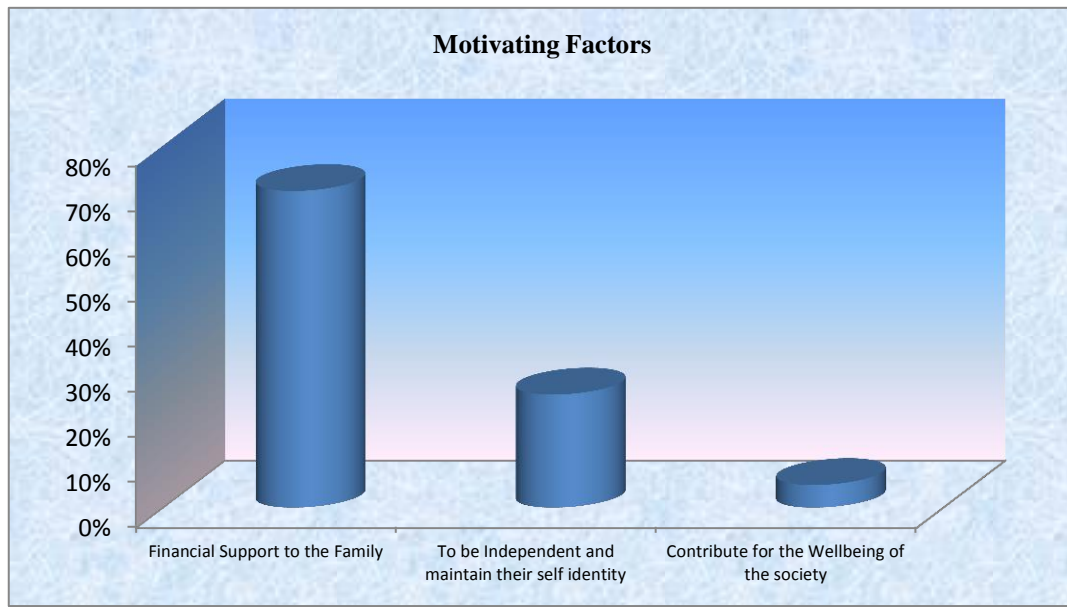
Table No.1 and Graph No.1 is the analysis of information regarding the socio, economic and demographic background of the respondents. In the study around 75% respondents were from general caste followed by SC and ST caste with 15% and 10% respectively. 80% of the respondents were found to be Hindus. Age wise and sex wise if we see 70% were from 25-40yrs. of age group and all respondents were female respondents.

Majority (70%) of the respondents were found to be graduates and 55% of the respondents were from the income group of 5000-15000 Rs followed by 40% respondents belonging from the income group of less than 5000 Rs.

**2) Various motivational factors which have made the respondents to join the nursing profession:**

(Table: 2)

Motivating Factors	Frequency/ Percentage
Financial Support to the Family	70 (70%)
To be Independent and maintain their self identity	25 (25%)
Contribute for the Wellbeing of the society	5 (5%)



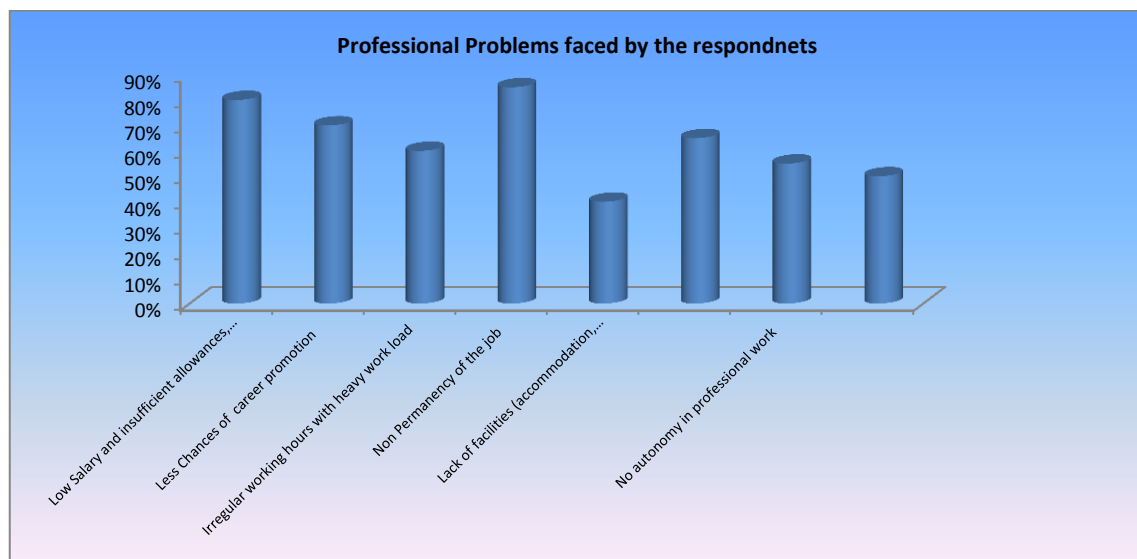
(Graph: 2)

Table:2 and graph: 2, shows various reasons which have motivated the respondents to join the nursing profession. Financial support to the family (70%), feeling of independency and mantaing of the self identity (25%) and contributing to the wellbeing of the society (5%) were found to be the motivational factors among the reospondents for joining the nursing profession.

**3) Various Problems Faced by the Nurses in their profession:**

(Table: 3)

Problems faced by Nurses	Percentage	Rank
Low Salary and insufficient allowances, incentives, compensation etc.	80%	2
Less Chances of career promotion	70%	3
Irregular working hours with heavy work load	60%	5
Non Permanency of the job	85%	1
Lack of facilities (accommodation, transportation etc.)	40%	8
Interpersonal conflict with senior hospital personals	65%	4
No autonomy in professional work	55%	6
Low social status leads to subjection and exploitation in the profession	50%	7



(Graph: 3)

Table No.3 and Graph No. 3 reveals eight major problems which are faced by nurses in their profession. These problems includes low salary and in sufficient allowances, incentives, compensation etc. (80%), less chances of career promotion (70%), Irregular working hours with heavy work load (60%), Non permanency of the job (85%), Lack of facilities (40%), Interpersonal conflicts (65%), no autonomy in the professional work (55%) and low social status leads to subjection and exploitation in the profession (50%). Among all these factors non permanency of the job was found to be important problem faced by the nurses.

## V. CONCLUSION AND RECOMMENDATIONS

Above analysis and findings of the study clearly reflects the problems of nursing profession in Gujarat in particular and India in general. There is a need to pay serious attention to the problems of nurse's community. Here are some of the proposed measures put forwarded by the nurses themselves for improvement in their nursing profession:

1. There is a need to increase the permanent job avenues in nursing profession with lucrative incentives and benefits. Permanent employees should be promoted on regular basis which will generate enthusiasm in them whereby they justify their position and profession.
2. Management should ensure improvement in better welfare facilities like housing, medical, transportation, etc.
3. Provisions should be made and stringently implemented and followed with respect to distribution of judicious work load, working hours reasonable etc.
4. Conducive and friendly environment should be created by the management through various means like organizing joint formal and informal get together of various personals. This will ease the problem of interpersonal relationship among the hospitals staff which in turn will generate the work efficiency and effectiveness for the hospital organization.

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