



## **Over-demand labor and Conditions of Life of the Staff of health of a hospital during the period 2022-1**

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### **Summary**

The investigation titled: Over-demand labor sample the manner as, this influences the quality of life or what is called living conditions of the staff in the hospitalization service of a Public Hospital, Lima 2022-1. The research was of a basic type, the scope was descriptive having, a population formed by 80 professionals of Nursing of the Medicine and Surgery Service of a Public Hospital. To collect the data, the following was used: method the survey, as technique the questionnaire and as instrument a form that I consider the Data General, done he analysis inferential for he contrast of hypothesis The Rho Sperman correlation test was used. On the other hand, the surveys obtained scores of Work overload and Living Conditions of Health Personnel of a Lima hospital in the hospitalization service with a high level of reliability in the variables. Therefore, it is stated that There is a relationship between work overload and the quality of life of the hospitalization staff of a Public Hospital, Lima 2022-1, observing that the relationship was reverse either negative and of level moderate ( $r = -0.615$ ;  $p=0.000<0.05$ ), indicating that, the greater overwork, adequate living conditions are expected to decline for these professionals in Lima during the 2022-2021 period. To address the problem of overwork, measures must be taken to reduce the factors that cause it. This includes improving time management, providing training and support to staff, and improving working conditions.

**Words Keys:** Overworked workload, conditions of life, health personnel, hospital



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## Overwork and Living room Conditions of Healthcare Staff at to Hospital during the 2022-1 Period

### Abstract

The research titled: Overwork shows how such overwork influences the quality of life or what is called the living conditions of the staff in the hospitalization service of a Public Hospital, Lima 2022-1. The research was basic in type, the scope was descriptive, having a population consisting of 80 nursing professionals from the medicine and surgery service of a Public Hospital. To collect the data, the survey method was used, with the questionnaire as the technique and to form that included General Data as the instrument. For the inferential analysis to contrast the hypothesis, the Spearman's Rho correlation test was used. On the other hand, the surveys obtained scores on Overwork and Living Conditions of Healthcare Staff in a Lima hospital in the hospitalization service with to high level of reliability in the variables. Therefore, it is affirmed that there is a relationship between work overload and the quality of life of the hospitalization staff of a Public Hospital, Lima 2022-1, observing that the relationship was inverse or negative and of moderate level ( $r = -0.615$ ;  $p = 0.000 < 0.05$ ), indicating that the greater the work overload, the lower the adequate living conditions of these professionals in Lima during the 2022-1 period. To address the problem of overwork, it is necessary to take measures that reduce the factors causing it. This includes improving time management, providing training and support to staff, and improving working conditions.

**Keywords:** Work overload, living room conditions, health personnel, hospital.

## Overload of work and Conditions of Life do Personal of Health in um hospital during the period of 2022-1

### Summary

A research entitled: Work overload shows how such overload influences the quality of life or what is known as the living conditions of people in the hospitalization service of a Public Hospital, Lima 2022-1. The research was basic, or the scope was descriptive, with a population composed of 80 sick professionals in the medicine and surgery services of a Public Hospital. To collect the data, the research method was used, such as a questionnaire as a technique and a form that included Gerais Data as an instrument. For to analysis inferential of contrast gives hypothesize, was used either test of correlation of Spearman. By outro side, ace research obtiveram scores about Overload of work and Conditions of Life do Personal of Health in um hospital of Lime No service of hospitalization with a high level of reliability in the variáveis. Therefore, it is stated that there is a relationship between to overload of work and to quality of life do personal of hospitalization of um Public Hospital, Lime 2022-1, observing that to relationship was reverse or negative and of level moderate ( $r = -0.615$ ;  $p = 0.000 < 0.05$ ), indicating that how much older to overload of work, minors São adequadas condições de vida desses profissionais em Lima during the period of 2022-1. To address the problem of work overload, it is necessary to take measures that reduce the factors that cause it. This includes improving time management, providing training and support to people and improving working conditions.

**Keywords:** Overload of work, conditions of life, personal of health, hospital.

### I. Introduction

The The workload of the health personnel of a hospital is subject to various factors stressful so much of character organizational as own of the different functions



that he professional complies in a certain shift interfering in his development and professional performance, generating certain discomfort in health affecting their quality of life causing stress which is one of the most acute manifestations and generators of physical and emotional exhaustion; this is consistent and coherent with what is mentioned by the International Labor Organization (ILO, 2014); said Overwork influences the quality of life, or what is called Living Conditions

Furthermore, according to Pires (2016), the Work overload is a major problem in the health sector, especially among nursing staff. This overload is caused by a combination of of factors, as the lack of resources humans, the conditions labor adverse conditions and work demands, conducted a study which found that work overload is a major problem in the health sector, especially among nursing staff.

Lack of human resources refers to the shortage of health workers, which can lead to increased workload for existing workers. Working conditions adverse they can include factors as the long hours of job, he job night shifts and rotating shifts. Job demands may include factors such as the complexity of the the tasks, the pressure for achieve with the deadlines and the need of work low pressure. To address he problem of the over-demanding labor, is necessary take measures that reduce the factors that cause it. This includes increasing the number of health workers, improving working conditions and providing training and support to staff.

Polo (2018) the Work overload is a public health problem that affects health workers and patients. This overload is caused by a combination of factors, such as the multiple functions that health workers perform, adverse working conditions and the lack of human resources. Polo (2018) conducted a study in he that HE found that the overload labor is a problem of health public that affects to health workers and patients. This overload is caused by a combination of factors, such as the multiple functions that health workers perform, adverse working conditions and lack of human resources.

The multiple functions that perform the workers of the health they can include care, administrative and educational activities. Adverse working conditions may include factors as the long hours of work, the job nocturnal and the shifts rotary. The lack of human resources is refers to the shortage of workers of health, what can lead to an increased workload for existing workers.

Patlán (2013) stated that the physical workload refers to the increase that exceeds physical performance. (p. 447). The National Institute of Occupational Hygiene (1999) cited by Gil (2012) established: Working time is one of the conditioning aspects that will have a result in the quality of life that the worker will have, the number of hours worked and the functions that he performs will determine his physical and mental state, responding positively or negatively to his health and the care that he provides, to the extent that the distribution of work is guaranteed in a fair and timely will determine the well-being of the workers. (p. 1).

Reyes (2004) mentions with respect to the relevant actions of the staff, who should be considered as part of an organization or entity to which the worker belongs, a recognition continuous in he center of chores is motivator and driving to be best each day



Evidenced in their professional performance, the second dimension of workload refers to the quantification of work that has he professional and has to achieve in a time certain, Increasing the workload and being subjected to multiple functions and demands of the workplace causes a risk factor in our functions, increasing exhaustion. physical and emotional decreasing the quality of life of the worker, the nurse it's a resource human valuable in charge of the careful of the patient where value, plan and provides patient care in a comprehensive manner.

Likewise (Moncada, Llorens, Navarro and Kristensen, 2005) conceptualizes that the increase in workload causes pressure at work, constituting the physical and psychological demand specifically related to the intensity of work, which is related to the quantity and time to carry it out.

Robbins, (2004) mentions that the efficiency indicator is what leads the professional to the obtaining of results positives achieving achieve with the goals in his job; (Ugarriza, 2001) defines coping as the ability that a person has to overcome any event in his or her personal and work life, responding positively to stress.

The general problem was formulated as follows: What is the relationship between work overload and the Living Conditions of Health Personnel in a Lima hospital during the period 2022-1?

As a general objective: Determine the influence of the Workplace over-demand and Living Conditions of Health Personnel at a Lima Hospital during the period 2022-1, all of which is proposed us carry to the hypothesis general. There is relationship direct between the over-demanding Labor and Living Conditions of Health Personnel at a Lima hospital during the period 2022-1 .

## **II. Methodology**

### **Approach of the research.**

It corresponded to a quantitative approach, since the data processed were numerical. Therefore, a statistical analysis was necessary. (Hernández et al. 2014).

### **2.1. Guy and design of investigation**

In base to the nature of the investigation HE defined as basic either fundamental because seeks knowledge of the reality or natural phenomena of a Hospital in Lima in the period 2022-1. (Hernández et al.2014). It had a descriptive scope, because it only objectively described a reality as HE produces in he atmosphere where HE analyzed (Hernandez 2014).

He design was No experimental due to that No HE operated none of the two factors proposals (Hernández et al. 2014).

### **Definition operational**

#### **Variable 1: Over-demand labor**

The work overload variable will be measured with 3 dimensions and the ordinal scale was used. It will be used the technique of the survey and as instrument he questionnaire shaped with 37 items with a Likert-type measurement scale.

#### **Variable 2:**

The variable Conditions of Life of the Staff of health HE will measure with 4 dimensions and HE the ordinal scale was used. The survey technique will be used and the questionnaire made up of 20 items with a Likert-type measurement scale will be used as an instrument.



## 2.2. Population, sample and Population sampling

HE took of base to the total of staff, being 80 people, to the same that HE solicitous voluntarily participate in the study, the sampling was non-probabilistic for convenience.

### Procedure

He procedure of execution of the investigation consisted initially in inform to the Nursing staff of a Public Hospital, Lima 2022-1, on the objective of the research work. Then, the survey was applied, using the two selected instruments, with the data collected the information was consolidated in a database in MS Excel sheets. Later, it was passed to SPSS Version 22 where tables were prepared to determine the reliability of the instruments, then information will be obtained and graphics descriptive for the results, finally HE They did the contrasts of hypothesis. HE employment he analysis inferential: For he contrast of hypothesis HE employment the Spearman Rho correlation test with a significance of 0.05.

## III. Results

**General hypothesis:** There is relationship between the Overwork and Conditions of Life of the health personnel of a hospital in Lima, during the period 2022-1.

Table 1.

*Rho Spearman correlation test for the Overwork and Working Conditions Life of the health personnel of a hospital, during the year 2022-1.*

		Overworked workload	D1: Management support	D2: Burden of work	D3: Intrinsic Motivation	Quality of life labor	
Spearman's Rho	Overworked workload	Coefficient of correlation	1,000	-,449**	-,378**	-,367**	-,615**
		Next (bilateral)	.	,000	,001	,001	,000
		N	80	80	80	80	80
	D1: Management support	Coefficient of correlation	-,449**	1,000	-,016	,165	,580**
		Next (bilateral)	,000	.	,888	,145	,000
		N	80	80	80	80	80
	D2: Workload	Coefficient of correlation	-,378**	-,016	1,000	,381**	,506**
		Next (bilateral)	,001	,888	.	,000	,000
		N	80	80	80	80	80
	D3: Intrinsic Motivation	Coefficient of correlation	-,367**	,165	,381**	1,000	,448**
		Next (bilateral)	,001	,145	,000	.	,000
		N	80	80	80	80	80
Quality of life labor	Coefficient of correlation	-,615**	,580**	,506**	,448**	1,000	
	Next (bilateral)	,000	,000	,000	,000	.	



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N	80	80	80	80	80
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\*\* . The correlation is significant in he level 0.01 (bilateral).



It is observed that, in all the outputs, the value of the significance obtained was lower than the proposed one ( $p < 0.05$ ), having sufficient evidence to reject all the null hypotheses having to note the following:

General hypothesis: There is a relationship between the work overload and the quality of life of nursing staff in the hospitalization service of a Public Hospital, Lima 2022-1, observing that the relationship was inverse or negative and of moderate level ( $r = -0.615$ ;  $p = 0.000 < 0.05$ ), indicating that, to elderly over-demanding labor, the conditions of adequate life outcomes are lower for these professionals.

***Besides:***

There is relationship between the over-demanding labor and he support executive of the staff of a Public Hospital, Lima 2022-1, observing that the relationship was negative and at a low level ( $r = -0.449$ ,  $p = 0.000 < 0.05$ ), indicating that, with greater work overload, managerial support decreases according to the perception of these professionals.

There is a relationship between the Work overload and workloads of staff at a public hospital in Lima 2022-1, seeing that the relationship was reverse, and of low level ( $r = -0.378$ ,  $p = 0.001 < 0.05$ ), indicating that to elderly overload labor then minor diversity of workload of these graduates.

There is a relationship between the work overload and intrinsic motivation of the staff of a Public Hospital, Lima 2022-1, seeing that the relationship was negative or inverse, and of low level ( $r = -0.367$ ,  $p = 0.001 < 0.05$ ), indicating that the greater the work overload, the lower the intrinsic motivation in these people.

#### **IV. Discussion**

On the other hand, regarding the demonstration of the general hypothesis, it was determined that there was a relationship between the work overload and the living conditions of the healthcare staff of a Public Hospital in Lima, observing how it affects the Negative workload in the conditions of life of the worker causing a of the causes further Stress and physical and mental exhaustion are frequent, increasing the vulnerability to contracting diseases. This result is consistent with the reality observed within this entity, being also consistent with the theories referred to in this research (Patlán, 2013; Chiavenato, 2004; Heads, 2000), by it so much, is current he result and the relationship fulfills with the explanation of this reality. No However, is accurate to point out that, to weigh of the coherence From the results obtained, the topic is not yet exhausted and research with a qualitative or mixed approach can be developed for both variables in similar or analogous contexts.

For an extension of this hypothesis, it was also demonstrated that there was a relationship between job over-demand and the managerial support of the nursing care staff, seeing that the relationship was negative and of a low level, which indicates that the worker perceives that there is no support in this dimension, where their needs are not heard, working in an environment of pressure due to the overload of functions and patient demand not being recognized. their efforts by toast a attention comprehensive and keep a quality of life. This is indeed disturbing, since, in contrast to the observed reality, if the manifesto is true, this perception, position that he support executive is of addition importance in a institution since it provides support at all levels to workers within an organization. Thus, Victoria (2003) pointed out that “Well-being psychological arises from the balance between the expectations and achievements that the individual acquire in his “work area” for that so much, this aspect No only is



relevant to the worker, but it is also extremely healthy for the proper functioning of the entity, since the manager-worker binomial is the key to good management (Chiavenato, 2004). By other part, going further to the result in Yeah same, this is consistent with it Found by Mejia and Street band (2019) and with what was indicated by Of the Pink *et al* (2018), when he indicated that the support executive No only HE translate in regulations but in a commitment warned as genuine on the part of the workers.

## V. Conclusions

**First:** It was demonstrated that there was a significant, inverse and moderate relationship ( $r = -0.615$ ) between the overload labor and the quality of life of the staff care of Nursing in the hospitalization service of a Public Hospital, Lima 2022-1.

**Second:** It was demonstrated that there was a significant, inverse and moderate relationship ( $r = -0.449$ ) between work overload and the managerial support perceived by the nursing care staff. in the service of hospitalization of a Public Hospital, Lima 2022-1.

**Third:** HE demonstrated that was relationship significant, reverse and moderate ( $r = -0.378$ ) between work overload and the workloads of nursing staff in the hospitalization service of a Public Hospital, Lima 2022-1.

**Quarter:** HE showed that There was a significant, inverse relationship and moderate ( $r = -0.367$ ) between overload labor and the motivation intrinsic of the staff care of Nursing in the hospitalization service of a Public Hospital, Lima 2022-1.

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