

Original Research Article

Stressors and Strategies for Time Management among Healthcare Workers in Public and Private Medical Colleges

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Abstract: Objective: To uncover time management stress, coping strategies, and post-intervention intentions among diverse participants to improve practices and foster a healthier work environment. **Study Design:** Cross sectional study. **Place and duration of Study:** The study was conducted at the department of Pathology Fazaia medical college from Feb 15, 2024 to Feb 16, 2024. **Methodology:** using a questionnaire a survey was conducted and data was analyzed through SPSS software and by using graphs and tables results were illustrated. **Results:** the survey showed that female gender was more effected than males and participants from private sector medical colleges were more under stress and most of them belonged to province Punjab. Post work shop results were satisfying as the participants were agreed to adopt different ways for coping with stress. **Conclusion:** the study emphasizes the significance of tailored interventions and workshops in empowering individuals to address workplace stress of time management effectively. By recognizing stressors, employing diverse coping strategies, and fostering proactive attitudes, individuals can navigate and mitigate the impact of time management in the workplace.

Keywords: Stressors, time management, medical colleges, workshop, survey.

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INTRODUCTION

In the demanding landscape of healthcare, professionals in public and private medical colleges face a myriad of stressors impacting their time management. Balancing patient care, administrative duties, and continuous learning becomes an intricate challenge. Time constraints, heavy workloads, and the urgency of healthcare provision create significant stress. To navigate these pressures, healthcare workers employ various strategies, such as prioritizing tasks, implementing efficient scheduling techniques, utilizing technology for organization, fostering teamwork, seeking support networks, and embracing self-care practices. Understanding these stressors and effective time management strategies is pivotal for sustaining quality care and personal well-being in this critical sector

The intentional planning and control of time spent on specific tasks with the goal of boosting effectiveness, efficiency, and production [1] is referred to as time management. Despite the fact that it is always available and required for all operational activities, time is one of life's most expensive commodities [2]. It is particularly important for healthcare personnel since it has an impact on patient safety and service quality [3]. Quality in healthcare is the result of collaboration between patients and providers in a supportive environment [4, 5].

The industrial revolution gave rise to the idea of time management, which has since developed into the contemporary notion of carrying out tasks well and economically [6]. The first and most prevalent characteristic of quality patient care is timeliness, which

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is linked to seven observable aspects and raises the chance of desirable health outcomes [7]. Time management is essential since hospitals and medical schools are among the only institutions that offer healthcare around-the-clock [8-10].

Time management is an essential issue for students in higher education because it determines how they view and use time in order to balance their academic activities appropriately [11]. Students sometimes complain about having too many academic duties that require more time than they have during the semester. Students with hectic daily schedules may face stress while attempting to fulfil all deadlines. Increased scholastic duties can be stressful, especially if they are disorganized [12].

Numerous time management strategies may be used to promote effective time management behavior [13]. Time management errors and last-minute exam cramming are major contributors to stress and subpar academic outcomes. Increased perceived control over time has been shown to have a significant positive impact on students' perspectives and attitudes towards life and work, promoting productivity and reducing stress [14]. When Nonis *et al.*, looked at how students' perceived control over time affects their stress and other stress-related outcomes, they discovered that students with high perceived control over time had lower academic stress levels, superior academic performance, and problem-solving skills [15].

Managing time effectively is crucial in the healthcare sector, especially within the dynamic settings of public and private medical colleges. The demanding nature of healthcare roles in these environments demands meticulous organization, efficient time allocation, and effective task prioritization. In the distinct realm of medical colleges, healthcare professionals—ranging from physicians, nurses, administrative staff, to researchers—juggle a multitude of duties. These encompass providing patient care, fulfilling research commitments, meeting educational responsibilities, handling administrative tasks, and continually advancing their professional development. Balancing these multifaceted roles while ensuring high-quality care and meeting academic standards necessitates adept time management skills [16].

Recognizing the nuances of time management issues among healthcare workers in both public and private medical colleges is paramount. Tackling these challenges entails not just acknowledging the complexities of the healthcare environment but also implementing strategies and supportive frameworks that empower healthcare professionals to optimize their time efficiently. By diving into this subject, the goal is to explore the multifaceted dimensions of time management challenges and suggest practical solutions

aimed at enhancing the productivity and well-being of healthcare workers in these specialized settings.

The rationale of this study is to comprehensively assess and analyze the factors contributing to time management stress and strategies to cope with this stress among healthcare workers in public and private medical colleges.

OBJECTIVE

To uncover time management stress, coping strategies, and post-intervention intentions among diverse participants to improve practices and foster a healthier work environment.

METHODOLOGY

The study was conducted at the department of Pathology Fazaia medical college after getting approval from IRB Fazaia medical college (IBD/FMC/1341/1/IRB). It was cross sectional study and it was designed to conduct the Time management workshop in Fazaia medical college. All the faculty of basics and clinical sciences were the participants

The study was conducted from 15th Feb 25th 2024 to 16th Feb 2024. It was a cross sectional study and was designed to conduct the time management workshop. Questionnaire was designed and approval was taken. 68 participants were included in the study among which 68% are female and 32% are male. Non probability consecutive sampling technique was used. There are four questions that have been asked from the participants about time management to assess the status of the participants before and after workshop about time management issues. The answers percentages were calculated after the workshop. Following were the details of questions asked for study proceedings.

RESULTS

The results of survey are described as below:

The total participants of the work shop are 68 from which 68% are female (n=46) and 32% are male (n=22).

Different departments were involved in the study. The most frequent participants were from Pathology department comprising 51.5 percent of the total. The department wise information of the involved participants is being described in the Table 1 as described in the table, 6 major departments of medical were involved.

Table 1: Showing department wise frequency distribution of the participants

Department	Frequency n (%)
Anatomy	7(10.3)
Biochemistry	5(7.4)
Community medicine	7(10.3)
Pathology	35(51.5)
Medicine	6(8.8)

Physiology	8(11.8)
Total	68(100)

Survey showed that participants belonged to different provinces of Pakistan. The most of the

participants belonged to province of Punjab and second highest number of participants belonged to Federal Area and a minor number belonged to KPK province. Figure 1 justifies the mentioned results.

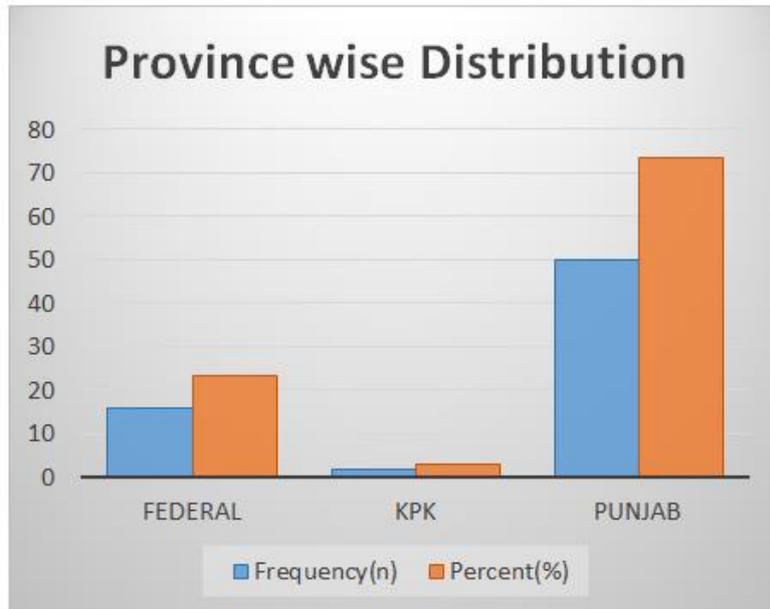


Figure 1: Shows the province wise distribution of the participants

The following Table 2 shows the private and public sector participation of the participants. The most

of the participants representing private sector, a minor number of participants belonged to public sector.

Table 2: Frequency distribution of public and private sectors

Sector	Frequency n(%)
Private	64(94.1)
Public	4(5.9)
Total	68(100)

Table 3 and figure 2 shows frequencies and percentages of respondents describing barriers in their time management at work. The most of the respondents mark social media (mobile phones, Whatsapp etc) is the major barrier at work place. The second major problem is multimedia issues in the class room, mean when instructor come in the class the multimedia is not in

working position and causes to start the class late. The problem of traffic while coming to work and parking of car at work place is another problem. The 19% respondents said that unexpected tasks at work place is also a barrier. The other barriers are Long class duration, less sleeping hours, lack of prioritization of work, sickness problem and tiredness during work.

Table 3: Showing barriers in time management at work place

Name	Frequency (%)
Social Media	48(71%)
Multimedia Issues of class room	22(32%)
Traffic/Parking Issues	14(21%)
Unexpected Tasks	13(19%)
Too much to cover in a Single Lecture	11(16%)
Long Class Duration	9(13%)
Hostels	9(13%)
Distractions	8(12%)
Sleep	8(12%)
Prioritization	6(9%)
Home sickness	5(7%)
Lack of Interest	4(6%)

tiredness	4(6%)
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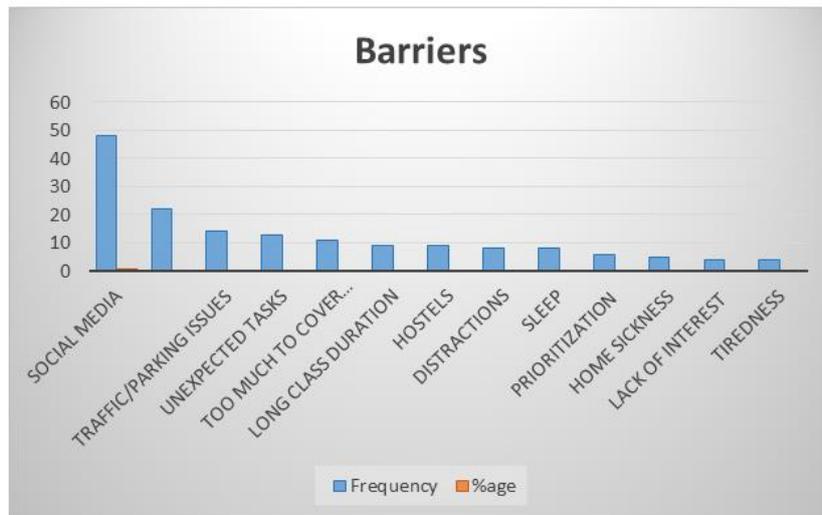


Figure 2: Bar chart description of barriers on workplace

The second question was about the strategies adopted by the respondent to overcome the barriers. The most of respondents i.e. 59% said that they are trying to spend less time on social media and adopted different measures like to stay away from it, keep mobile phone on silent etc. The 32% of the participants said they try to reach in class before time to overcome multimedia like issues in the class, so that class could be started on time.

Some participants said they divide work in parts to complete it on time. The other said they work in teams, some of them by making timetable and others are trying to plan and scheduled their work, some by try to focus on their work. The following table 4 shows the frequencies and percentages of strategies adopted by the participants to overcome the barriers.

Table 4: Showing Strategies adopted by the participants to overcome the barriers causes Time Management

Strategies Adopted to Overcome Barriers	Frequency n (%age)
Keep Trying to Spend less time On Social Media	40(59%)
Try to reach before time to keep arrangements before starting of class	22(32%)
Divide work in Parts	14(21%)
Prefer Team Work	13(19%)
Prioritizing Tasks	11(16%)
Making Time Table	9(13%)
Try to Sleep on Time at Home	9(13%)
Planning and Scheduling Activities	8(12%)
Try to be Focused on Work	8(12%)
By Doing Work with dedication	6(9%)
Do Exercise at home	5(7%)
Avoid Unimportant Meeting	4(6%)
Try to Work on Daily Basis	4(6%)

The last question: What strategy/strategies will be abandon and what new strategy will be added after attending this Time Management workshop?

After attending the workshop on time management, a number of participants i.e. 62% said they strictly follow the schedule, 51% said, they will prioritizing the task i.e. the task is more important will

do first and follow the work on the basis of their importance, 41% said they will keep calm and composed during work, 37% said they will keep difficult work first, 37% said they will be keep themselves calm and optimistic, 24% said they accomplish task wisely following by take short breaks, always mentally ready for work (Table and Figure 5).

Table 5: Showing New Strategies that will be adopted by the participants after attending the workshop

New strategies will be adopted after attending workshops	Frequency n (%)
Follow schedule strictly	42(62)
Prioritizing tasks	35(51)

New strategies will be adopted after attending workshops	Frequency n (%)
Be calm and compose	28(41)
Complete difficult things first	25(37)
Always be positive and optimistic	25(37)
Categorizing things	16(24)
Accomplish task wisely	15(22)
Take short breaks during work	12(18)
Always mentally ready for work	7(10)
Do work with potential	6(9)
Making dead lines	6(9)

DISCUSSION

Understanding the stressors and time management challenges faced by healthcare professionals is crucial in enhancing their productivity and well-being. The findings from this workshop underscored several prominent stressors and strategies adopted by participants to mitigate these challenges.

The gender distribution among participants—68% female and 32% male—reflects the existing demographic trends within the healthcare workforce, where women often constitute a majority in certain roles within the medical field [17]. This demographic insight is consistent with broader studies highlighting gender imbalances in healthcare professions.

Moreover, the dominance of participants from the MBBS department aligns with the central role of medical practitioners in healthcare settings. Such insights mirror the trends observed in studies emphasizing the significance of medical professionals in shaping healthcare practices [18].

Geographically, the concentration of participants from Punjab and the Federal Area mirrors regional disparities in healthcare access and educational opportunities within Pakistan [19]. These disparities highlight the need for targeted interventions to ensure equitable representation and access to training programs for healthcare professionals across regions.

The identified barriers to time management, including technological disruptions, commuting issues, unexpected tasks, and health-related concerns, resonate with prior studies highlighting these challenges among healthcare workers [20, 21]. These stressors impact productivity and overall job satisfaction among healthcare professionals.

Encouragingly, the strategies reported by participants, such as reducing social media usage, arriving early for classes, employing teamwork, and prioritizing tasks, resonate with effective time management practices advocated in the literature [22, 23]. These strategies demonstrate the proactive approach of healthcare workers in tackling time management challenges.

Post-workshop, participants' intentions to adopt structured schedules, prioritize tasks, and maintain composure align with evidence suggesting the effectiveness of these strategies in enhancing productivity and reducing stress [24, 25].

In conclusion, the workshop's outcomes underscore the multifaceted challenges faced by healthcare professionals in managing their time effectively. The identified strategies, backed by existing literature, offer promising avenues to address these challenges, potentially improving work efficiency and overall well-being among healthcare workers.

CONCLUSION

The workshop findings shed light on the diverse challenges faced by healthcare professionals, notably the prevalence of gender distribution, departmental involvement, and geographic representation across Pakistan. The data emphasized the dominance of MBBS participants and the regional concentration of attendees from Punjab and the Federal Area, reflecting the varied demographic spectrum. Distinctly, the issues hindering productivity encompassed technological disruptions, commuting challenges, unexpected tasks, and health-related concerns. Encouragingly, the survey highlighted proactive strategies undertaken by participants, such as reducing social media usage, arriving early for classes, and employing team collaboration and time management techniques.

Post-workshop, an encouraging majority expressed their commitment to implementing newfound strategies. A significant proportion aimed to adhere rigorously to schedules, prioritize tasks based on importance, maintain composure during work hours, and adopt a methodical approach, including task prioritization and short breaks. These intentions signify a positive shift towards better time management practices among healthcare professionals, promising a more organized and efficient work environment for enhanced productivity and well-being.

Conflict of Interest: None Declared

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