

STUDY REGARDING STRESS AT WORKPLACE IN A HEALTHCARE ORGANIZATION

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Abstract: *Stress management at organizational level is a central problem of healthcare systems. The inquiry we made in a small hospital (health centre) from a rural area, by applying a 39 items questionnaire between 1.06. - 30.06.2006 to all employees (which respect in number the Public Health Minister's normative for hospital staff), identified the main factors that induce stress at workplace: inadequate communication, too frequent legislative changes, job uncertainty, patient's attitude and their lack of information regarding healthcare services offer, high volume of work. For preventing supplementary stress factors at workplace, employees consider that they need: adequate distribution of tasks for avoiding job overwhelming or monotony at workplace; better communication and co-operation, as well at the same levels and between different levels; objective criteria for employees evaluation; finding alternative activities for improving relationships between team members*

Key words: *inquiry, stress, human resources management*

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