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## **Multiple Roles and Stress on Students of Transfer Program of 2019 STIKES Bina Usada Bali Nursing Study Program**

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### **ABSTRACT**

Nurse is currently being required to enhance their professional level of competency and qualification. This particular condition has formed a multiple type of nursing roles (education-profession-family). The adaptation in the previously said multiple roles, i.e. student-profession-family, is a requirement for the nursing students of transfer program. There comes different responsibility where none is to be neglected, following the respected roles being taken. Stress is a nonspecific individual response to the demands of each role. This research is purposed to see the correlation between multiple roles and stress on Students of Transfer Program of 2019 STIKES Bina Usada Bali Nursing Study Program. This research is using cross sectional design. The data were collected through questionnaire distributed to 134 nursing students of transfer program of STIKES Bina Usada Bali. The result showed 107 students (79.0%) of having a low degree of multiple roles where 87 students (64.9%) had a low level of stress. The result of the analysis with the Spearman's Rank Test equaled to 0.683, indicated a strong level of the relation with the value of  $p = 0.0001$  lower than  $\alpha = 0.05$  ( $p < 0.05$ ). The students with multiple roles are supposed to effectively manage their stress in order to properly carry out the roles

**Keywords:** Multiple Roles, Stress, Student, Nurse

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**BACKGROUND**

The development of knowledge and technology is as well impactful to the development of the practice of nursing in hand with the effort to give the top-quality nursing service. The quality of health service is dependent to the quality of the nurse. The qualified nursing staff be identical to the professional nurse; owning the capability in giving the nursing service in accordance with the standard - relevant to the ethical and moral principles in order to protect the community. As for one of the efforts initiating to fulfill the qualified nursing staff is to attend the higher education in nursing. Nursing education is an important required process every nurse has to take. The minimum education of professional nursing is to graduate from two stages of education program i.e. academic stage (Bachelor of Nursing) and thus continued to the stage of professional education (Professional Nurse). These previous stages are an obligatory regarding the integrated and inseparable educational stages (Lestari, 2014).

The number of nurses taking further education in STIKES Bina Usada Bali in the recent three years has increased moderately significant. In reference to the database, 159 nurses were recorded in the admission of first-year students of transfer program at STIKES Bina Usada Bali in 2017, meanwhile 168 nurses were in the record of 2018, and in the year of 2019 the admission increased to 202 nurses being enrolled (STIKES Bina Usada Bali, 2019). This particular condition indicates that the nursing staffs of hospital and public health center are managing to enhance their competency. These nurses who take the further education are defined as students with multiple roles. Multiple roles include two or more different roles for domestic and public measure taken at simultaneous time (Afrida et al., 2017).

Nursing students of transfer program indirectly take two or more roles in which the importance and responsibility between one role and another are overlapping and thus the performance of roles could be impacted. The students with multiple roles regularly encounter difficulty and become exceded in maintaining all the roles. The capability of adaptation in terms of the multiple roles i.e. student-profession-family is a requirement for nursing students of transfer program. Any different responsibility burdened to each role being taken is in the effort not to be neglected. This multiple state of roles tend to emerge conflict between one role and another (Hidayah, 2015).

Should the students experience contradiction between their responsibility and the duty they had to manage, the conflict between these roles emerges. This particular conflict occurs in reference to the expectation of roles leading to a broken time-management and the abandonment of a certain role caused by the presence of another role. The conflict of roles happens to be encountered by either male or female. An existed research resulted in the fact that female nurses experience a profession-family conflict, anxiety, depression, and somatization significantly higher. The significant difference in terms of gender emerges in relation between the profession-family conflict and the nurses' psychological health condition and moderating variable. A profession-family conflict is significantly linked to anxiety and depression endured by the male nurses. The two genders experience somatization (Zurlo et al., 2020).

A research on multiple roles (done by Khairiyah, Nur., Kusuma, Farida Halis Dyah; Rahayu, 2017) showed that most of nursing grantee students at the University of Tribhuwana Tunggaladewi Malang are categorized as students with multiple roles. A situation in which not only did a person take role as student, but they also take ones as parent and nurse at once. Further stated that multiple roles are strongly related to the occurrence of stress on nursing grantee students at the University of Tribhuwana Tunggaladewi Malang. (Batur & Nart, 2014)

revealed in their research that a conflict of multiple roles is potentially impactful to working stress on primary school teachers. It was further declared that multiple roles conflict and working stress are moderately influential to the commitment of primary school teacher organization. (Jamadin et al., 2015) as well stated that a conflict of multiple roles becomes the predictor on working stress.

Students with multiple roles under a certain condition of stress can lead to the degraded performance of nurse at the work place. Boles, Howard & Donofrio (2001) stated that a domestic conflict emerged in a family would normally give impacts on a person's field of work. A home-problematic worker would influence the working performance (Roboth, 2015). This certain situation threatens the organization for it causes distraction to the working. Thus, this is contradictive to the organization's objective in terms to allow the nurses in enhancing their nursing competency in order to increase efficiency and effectiveness of working in the organization.

A student among many of being interviewed found it difficult in managing time for fulfilling the three roles being taken. Hospital nursing service is done with intact responsibility, while in the other hand, taking the role as a student to attend university major classes in the effort to get the academic duty well-finished. This current pandemic of Covid-19 period has as well been impactful to nurses who fulfill the role as a parent, the role of being a student builds up at home. This definite condition causes them exhaustion in prioritizing the taken roles.

Based on the justification above, multiple roles could conclusively tend to trigger individual conflict that becomes the source of exhaustion. Uncontrolled exhaustion leads to stress on students with multiple roles, which seems appealing to the researchers to do research entitled the correlation between multiple roles and stress on Students of Transfer Program of 2019 STIKES Bina Usada Bali Nursing Study Program.

## **METHODS**

### **a. Design of the Research**

This research implemented the correlational research design and cross-sectional-designed research as a type of research emphasizing the time observational measurement of the independent and dependent variable data only once at a time (Nursalam, 2013).

### **b. Population and Sample**

In accordance with this research, the population was the entire students of transfer program of 2019 STIKES Bina Usada Bali nursing study program. Sampling was carried out using proportional simple random sampling technique. The number of sample used in this research was decided with Slovin equation. This research included 134 students as its sample.

### **c. Instrument of the Research**

Questionnaire was an instrument used in this research as the tool of data collection. This questionnaire consisted of multiple role based questionnaire and a level of stress based one, including 40 questions using Likert scale with the score category of: 4=Strongly Agree (SA), 3=Agree (A), 2=Disagree (D), 1= Strongly Disagree (SD).

### **d. Procedure of Data Collection and Data Analysis**

The data collection was done in September 2020. Meanwhile, the data analysis used in this researched was statistic nonparametric rho spearman test.

**RESULTS****Respondents' Characteristics**

Table 1. Respondents' characteristic frequency distribution in the transfer program of 2019 STIKES Bina Usada Bali

Characteristics	f	%
Age		
20 – 30 y.o.	13	9,7
31 – 40 y.o.	100	74,6
41 – 50 y.o.	19	14,2
> 50 y.o.	2	1,5
Marital Status		
Unmarried	15	11,2
Married	119	88,8
Gender		
Male	18	13,4
Female	116	86,6

Table 1 above displays that most of the respondents are 31-40 years old (74.6%), most are married by the number of 119 respondents (88.8%), and most respondents equals to 116 respondents are female (86.6%).

Table 2. Multiple roles of transfer program students of 2019 STIKES Bina Usada Bali variable frequency distribution

Multiple Roles	n	%
High	27	20,1
Low	107	79,9
Total	134	100

Table 2 above shows that most respondents own the low degree of multiple roles, equals to 107 respondents (51.4%).

Table 3. Level of Stress on Students of Transfer Program of 2019 STIKES Bina Usada Bali

Level of Stres	n	(%)
High	47	35,1
Low	87	64,9
Total	134	100

Table 4.3 above indicates that most respondents which equals to 87 respondents (64.9%) experience the low level of stress.

**Bivariat Analysis**

The result of bivariate analysis to the correlation between multiple roles and stress on the students is presented as follow.

Table 4. Result of Kendall's Tau Test

<b>Kendall's Tau</b>	<b>n</b>	<b>P value</b>
Correlation between multiple roles and stress on the students	134	0.683

Regarding the result presented in table 4, the correlation value equals to 0.683 with a significant and moderately strong rank of correlation with the value of  $p = 0.0001$  lower than  $\alpha = 0.05$  ( $p < 0.05$ ),  $H_a$  is accepted or  $H_o$  is rejected, meaning that there is a significant correlation between multiple roles and stress on nursing students of transfer program of 2019 STIKES Bina Usada Bali.

**DISCUSSION****The Illustration of Multiple Roles on Nursing Students of Transfer Program of 2019 STIKES Bina Usada Bali**

In reference to the result of the multiple roles frequency distribution, it is known that most of the students with the number of 107 students (51.4%) are having the low degree of multiple roles. Roles are part that an individual plays at every circumstance and how a person behaves to synchronize one's self with the circumstances. Roles are normally seen from a series of formulation that limits behaviors expected from holder of certain position. A person with multiple roles initiates that they have more than one role at the simultaneous period of time (Riskasari, 2016).

This research, in line with the previous research done by Khairiyah (2017) on nursing grantee students at the University of Tribhuwana Tungadewi Malang presents that students with usual multiple roles marked by the number of more than one role – as a working student and student with parental role (Khairiyah, Nur., Kusuma, Farida Halis Dyah; Rahayu, 2017). Working currently becomes an importance to adults as the force of fulfillment of economic needs, either for present or future time. Along with the fast development of economic and its growth, both males and females are encouraged to take part in the fulfillment of domestic needs. This particular state becomes the primary factor for adults to be willing to take higher education in colleges, especially in the field of professional major. The level of professional education for nurses is expected to help them in their career advancement in a future time in order to fulfill the increasing economic needs of the family (Nugrahaningtyas et al., 2019).

The women's position has also changed significantly in entering the world of working, in becoming a successful career women and a mother as well as a wife, all being done simultaneously (Akbar & Kartika, 2016). Men also experience the addition of roles when it comes to marriage and becoming a worker, a father, as well as a husband in a family. It reflects that respondents involved in this research are mostly having the multiple roles i.e. as workers, as husband/wife, and as students.

**The Illustration of the Level of Stress on Nursing Students of Transfer Program of 2019 STIKES Bina Usada Bali**

Based on the data refers to the result of the research, it is shown that most of the students endure a low level of stress, equaling to 87 students (64.9%). Should this low level

of stress being seriously uncontrolled, thus it would be strongly potential to cause high level of stress that could be influential to one's condition. Fulfilling two and even three roles at the same time definitely brings inconvenience. The demand of responsibility for each role is the cause of the emergence of any conflict. The conflict being unhandled in a wise way causes the probability of excessiveness, tiresomeness, and stress. In the event someone being faced by an urgent type of role while at the mean time another role needs as well to be done, leads to the scarification of the regular role, and thus tiresomeness along with the loss of one's temper and stress emerge to the surface. This particular condition is probable in lowering one's productivity (Luthfy, 2013).

The profession-family conflict is one form of conflict between roles where the pressure of working distracts the fulfillment of the family-role-playing. This conflict regularly happens to an individual who reduces their time on working and prioritizes it for the family. The pressure to develop those both roles can cause the emersion of stress. Thomas & Gangster stated that 38% of men and 43% of women, both being married, employed, as well as having children, are reported to encounter a profession-family and family-profession conflict on the working stress (D. A. Akbar, 2017).

Hamadi (2018) in his research figured that most of the University of Tribhuwana Tunggaladewi's students endured a high level of working stress for fulfilling another role as workers. This stated condition is coming along with the difficulties felt by the students in managing their time between working and studying. Students who failed in adjusting their activities both on studying and working, tend to experience a higher level of tiresomeness. In line with the research done by Yahya (2017), the studying-working conflict variable to the variable of stress have the strongest influence correlation, meaning that the conflict of multiple roles strongly trigger the emersion of stress on working students.

### **The Correlation between Multiple Roles with the Level of Stress on Nursing Students of Transfer Program of 2019 STIKES Bina Usada Bali**

Spearman analysis resulted in the correlation value of 0.683 with the significant and moderately strong rank of correlation with the value of  $p = 0.0001$  lower than  $\alpha = 0.05$  ( $p < 0.05$ ), meaning that the more roles a person, the higher the level of stress emerges on nursing students of transfer program of 2019 STIKES Bina Usada Bali. Nursing students of transfer program are of those having the multiple roles. Each role is accomplished with its own duty and responsibility that needs to be fulfilled by the students. The presence of any pressure from a certain role which contradicts the other pressure from the other role triggers the occurrence of conflict (Burhanuddin et al., 2018).

The condition in which students failing in organizing and balancing their time for the purpose of family, working, and studying could lead to the emergence of stress. Stress is a condition that causes tension that would influence one's state of emotion, process of thinking, and condition on doing activities. An unhandled high level of stress on a person is potential in threatening their capability on working as well as disturbing the execution of their duties. Students with multiple roles would definitely have a hard time in fulfilling their roles under stressful condition (Tjokro & Asthenu, 2015).

Kremer (2016) in a research entitled "The Relationship between School-Work-Family-Conflict, Subjective Stress, and Burnout" revealed that school-work-conflict (but not work-school-conflict) was the only role conflict being researched that contributes to subjective stress and tiresomeness, out of six role conflicts. Women experience a work-family-conflict bigger than a family-work-conflict. No differences found between men and women that involves school; in which gender does not play any role nor cause any conflict.

Afrida (2017) in her research on 5th semester postgraduate married student who worked as a teacher at a Senior High School in the city of Surabaya, showed the occurrence of role conflict caused by time-based conflict. The management of time became the cause of the emergence of role conflict to the respondent as a student and a parent. This distorted time-management prompted the delay-of-graduation conflict and the abandonment of respondent's duty at work. In line with the research done by Kalendaesang (2017) who opined that women who became wives and mothers as well as workers all at once, tend to bring them a work-family conflict. The research resulted in the correlation between female nurses' multiple-role conflict as care givers, and the working stress. Thus, nurses' ability in separating the working problem from the family one is highly expected.

Rosyad (2017) declared that a person fulfilling two roles is potential in experiencing working stress for the high intensity of multiple roles. His research on female nurses of inpatient rooms, Intensive Care Unit, and Emergency Room (ER) at Tugurejo Regional General Hospital of Semarang portrayed the presence of positive correlation between multiple-role conflict and the working stress. Further explained that a person with multiple roles must have the ability to manage the encountered role conflict for it not to be the trigger of the occurrence of working stress. Zakaria & Ismail (2017) in their research entitled "The Consequences of Work-family Conflict and The Importance of Social Supports to Reduce Work-family Conflict among Employees" also mentioned that a work-family conflict contributed in giving negative impacts on an individual, such as emotional tiresomeness which eventually emerged stress and distracted the psychological well-being.

## CONCLUSION

Multiple roles give significant and moderately strong rank of correlation between with the level of stress on nursing students of transfer program of 2019 STIKES Bina Usada Bali. This means that the more roles a person has, the higher the level of stress that appears in the nursing students of the 2019 STIKES Bina Usada Bali transfer program.

STIKES Bina Usada Bali is expected to consider this research as nursing educational material that could be distributed to health especially nursing students for a better quality of human resources in health field i.e. nurse. The future researchers are expected to develop researches on multiple roles and the level of stress. The other researcher is possible to do research on proper coping mechanism to reduce stress or individual's readiness to take multiple roles.

## CONFLICTS OF INTEREST

The authors have no conflicts interest to disclose.

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