**Table 3. Relationship between participants' characteristics and causes of stress**

| Variables | Std. Error | Standard Coefficients Beta | t | Sig. |
|---|---|---|---|---|
| Model 1 | Lack of break period during shift $F_8 = 1.940$ p=.05, $R^2 = .063$ | | | |
| Constant | .254 | | 6.195 | .000 |
| Age group | .041 | -.007 | -.062 | .950 |
| Marital status | .049 | .057 | .801 | .424 |
| Religious affiliation | .058 | .006 | .087 | .930 |
| Designation | .029 | -.121 | -1.231 | .219 |
| Gender | .044 | -.204 | -3.078 | .002* |
| Unit | .008 | -.480 | -.735 | .463 |
| Type of facility | .032 | -.050 | -.745 | .457 |
| Basic qualification | .039 | -.052 | -.750 | .454 |
| Model 2 | Inadequate resources to work with [$F_8 = 2.002$, p<.05, $R^2 = .064$ | | | |
| Constant | .212 | | 6.279 | .000 |
| Age group | .035 | .146 | 1.379 | .169 |
| Marital status | -.041 | .003 | .037 | .971 |
| Religious affiliation | .049 | -.156 | -2.406 | .017* |
| Designation | .024 | -.034 | -.348 | .729 |
| Gender | -037 | -.153 | -2.308 | .022* |
| Unit | .007 | -.034 | -.529 | .597 |
| Type of facility | .027 | .008 | .124 | .901 |
| Basic qualification | .033 | -.020 | -.280 | .780 |
| Model 3 | Family issues [$F_8= 1.635$, p> .05, $R^2 = .054$] | | | |
| Constant | .354 | | 3.969 | .000 |
| Age group | .058 | -.033 | -.304 | .761 |
| Marital status | .068 | .050 | .700 | .484 |
| Religious affiliation | .080 | -.064 | -.978 | .329 |
| Designation | .040 | .048 | .482 | .630 |
| Gender | .062 | -.156 | -2.319 | .021* |
| Unit | .011 | -.078 | -1.181 | .239 |
| Type of facility | .045 | .134 | 1.973 | .050* |
| Basic qualification | .054 | .008 | .110 | .912 |
| Model 4 | Heavy workload [$F_8 = 1.855$, p >.05, $R^2 = .060$ | | | |
| Constant | .219 | | 3.420 | .001 |
| Age group | .034 | .100 | .940 | .348 |
| Marital status | .040 | .082 | 1.144 | .254 |
| Religious affiliation | .086 | .112 | 1.711 | .088 |
| Designation | .043 | -170 | 1.726 | .086 |
| Gender | -.055 | -.095 | -1.417 | .158 |
| Unit | .016 | .149 | 2.279 | .024* |
| Type of facility | -.031 | -.075 | -1.112 | .267 |
| Basic qualification | .007 | -014 | .203 | .839 |
| Variables | Std. Error | Standard Coefficients Beta | t | Sig. |
| Model 5 | Belief system [$F_8 = 1.068$, p > .05, $R^2 = .036$] | | | |
| Constant | .362 | | 6.077 | .000 |
| Age group | .060 | -.101 | -.921 | .358 |
| Marital status | .070 | -.002 | -.026 | .979 |
| Religious affiliation | .083 | -.056 | -.849 | .397 |
| Designation | .041 | -.130 | -1.281 | .201 |
| Gender | .064 | -.151 | -2.217 | .028* |
| Unit | .011 | -.068 | -1.008 | .314 |
| Type of facility | .046 | .035 | .508 | .612 |

| | | | | |
|---|---|---|---|---|
| Basic qualification | .056 | .028 | .384 | .701 |
| Model 6 | Inadequate support from management [$F_8 = 1.613$, $p > .05$, $R^2 = .053$] | | | |
| Constant | .210 | | 6.490 | .000 |
| Age group | .034 | -.053 | -.492 | .623 |
| Marital status | .041 | .149 | 2.071 | .039* |
| Religious affiliation | .048 | -.118 | -1.800 | .073 |
| Designation | .024 | -.085 | -.861 | .390 |
| Gender | .037 | -.149 | -2.233 | .026* |
| Unit | .007 | -.010 | -.160 | .873 |
| Type of facility | .027 | -.032 | -.469 | .640 |
| Basic qualification | .033 | -.041 | -.580 | .562 |
| Model 7 | Poor communication system [$F_8 = 1.234$, $p > .05$, $R^2 = .041$] | | | |
| Constant | .279 | | 3.860 | .000 |
| Age group | .046 | .029 | .270 | .788 |
| Marital status | .054 | .066 | .908 | .365 |
| Religious affiliation | .065 | -.020 | -.299 | .765 |
| Designation | .031 | .021 | .210 | .834 |
| Gender | .049 | -.055 | -.809 | .419 |
| Unit | .009 | -.116 | -1.763 | .079 |
| Type of facility | .036 | .143 | 2.102 | .037* |
| Basic qualification | .043 | -.029 | -.407 | .684 |
| Model 8 | Lack of incentives for overtime [$F_8 = 1.589$, $p > .05$, $R^2 = .052$] | | | |
| Constant | .262 | | 4.333 | .000 |
| Age group | .043 | .084 | .785 | .433 |
| Marital status | .051 | .061 | .856 | .393 |
| Religious affiliation | .060 | .069 | 1.059 | .291 |
| Designation | .030 | .007 | .074 | .941 |
| Gender | .046 | -.193 | -2.884 | .004* |
| Unit | .008 | .025 | .382 | .703 |
| Type of facility | .033 | .027 | .401 | .689 |
| Basic qualification | .041 | -.032 | -.458 | .647 |
| Model 9 | Death and dying [$F_8 = 1.837$, $p > .05$, $R^2 = .063$] | | | |
| Constant | .373 | | 5.170 | .000 |
| Age group | .062 | -.134 | -1.246 | .214 |
| Marital status | .072 | -.011 | -.156 | .876 |
| Religious affiliation | .085 | .109 | 1.631 | .104 |
| Designation | .042 | -.147 | -1.471 | .143 |
| Gender | .065 | -.168 | -2.461 | .015* |
| Unit | .012 | -.049 | -.049 | .467 |
| Type of facility | .047 | .068 | .068 | .326 |
| Basic qualification | .058 | .006 | .006 | .936 |
| Model 10 | Stress [$F_{(6,241)}=2.676$, $p=0.016$, $R^2=0.064$] | | | |
| (Constant) | 2.378 | | 7.837 | .001 |
| Age | .44 | -.057 | -.56 | .576 |
| Marital Status | .536 | .158 | 2.242 | .026* |
| Religious Affiliation | .638 | .206 | 3.204 | .002* |
| Rank | .31 | .062 | .645 | .52 |
| Gender | .484 | .018 | .273 | .785 |
| Unit | .086 | -.026 | -.4 | .69 |

Source: field data                     Criterion level= .05