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## JOB RESOURCES MANAGEMENT IN INDIAN DENTAL PRACTICE

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### ABSTRACT

This study has taken male and female dentists and their working opinion in practice. **Objective:** To determine the working involvement of male and female dentists with their thought of working in Indian dental practice. The different opinion of male and female dentists in their practice is taken in to comparison. **Materials and methods:** Positive engagement among male and female dentists is under taken to assess the working criteria in dental practice. Subjects were assessing by Utrecht work engagement scale (UWES). **Results:** This study shows that dentists are 200. Out of 200 93 are males and 107 are females in the age group between 22 to 55 years. Mean age value is 37.5 years. Also shows that working as a dentists feeling proud, happy, continue to work and also it means a lot, these are the factors were found to be significant between males and female dentist. **Conclusion:** This study among the dentists considering male and female shows that female dentists having more occupational stress, professional burnout in their work as compared to the male dentists.

### KEYWORDS

Professional, Burnouts, Job inspiration, Patient care, Female professional and Male professional.

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### INTRODUCTION

In our dental practice while working we need both physical and mental activity simultaneously. Occupational stress is again very frequent problem among dentist<sup>1-4</sup>. On reviewing several studies it is well seen that worksite pressure, patient treatment, work force, Job aspects, are very much related to exhaustion of dentist. Professional exhaustion is one of the most unpleasant of dentist all-time problem<sup>5</sup>. This exhaustion among dentist may deal with their

mentally, emotionally and burnout also which develops negative thought towards the side of patient<sup>6</sup>. Exhaustion is a danger call for the professionals who were in the field of Dentistry in both work force and negativity in behavioral changes to the individual dentist. The study is based on dentist who is twenty two to fifty five years of age, with their engagement and positivity is taken in to consideration.

## **MATERIAL AND METHODS**

This study consists of 93 male 107 female dentists between the ages of 22 to 55 years and their engagement in dental practice. This study taken consideration the different zones of Chennai north, east, south and west out of all zones from north I have taken 25% of dentists, from east I have taken 30% of dentists, from south I have taken 20% of dentists and from west I have taken rest 25%. The study taken randomly 50 dentists from north zone whom I know, I have taken 60 dentists form east zone whom I don't know, I have taken 40 dentist from south zone who is practicing for more than 5 years and 50 dentists from west zone who is having their own clinics. This study taken questions according to the engagement with their attitude towards their work using Utrecht work engagement scale (UWES).

### **Inclusion and exclusion criteria**

This study taken in to consideration those dentists who are spending more than 8 hours' time in their profession. Dentist who gave written inform consent only were included in this study.

This study taken questions according to the engagement with their attitude towards their work using Utrecht work engagement scale (UWES).

### **Statistical Analysis**

Descriptive statistics was used. Chi square was used to analyze the association among variables. The alpha was set at 5%.

## **RESULTS AND DISCUSSION**

Table No.1 shows the gender wise different opinion answers among the dentist. Majority of the females 18% felt that time flies very often when they are working in comparison with males 14%. This

difference across the gender was found to be statistically significant. In general the females had a more positive attitude when compared to the males. This difference was found to be significant. This difference was found to be statistically significant. Chi square computed,  $P < 0.05$ , statistically significant.

Majority of the females 45% felt that they feel bursting with energy sometimes when at work when compared to males 25%. This difference was found be significant. Majority of the females 30% felt that they occasionally felt that the work they do is full of meaning and purpose, when compared to males 13%. Chi square computed  $p < 0.005$  not statistically significant.

Majority of males felt that they have immediate results in dental practice, pride in dental practice, long time patient result, craftsmanship and professional contacts, live doing patient care, material benefits, love going to job and love enthusiasm in job. The females answered more positively when compared to males. The result were not found to be statistically significant.

Out of 200 participants, 12 male and 6 female said never considered bursting with energy is an important aspect, also 30 male and 44 female said occasionally considered bursting with energy is an important aspect.

Full of meaning and purpose: Out of 200 participants, 9 male and 1 female said never, 13 male and 30 female said occasionally, 36 male and 55 female said sometimes, 19 male and 9 female said fairly often and 16 male and 12 female said very often.

Time flies when I am working: Out of 200 participants, 2 male and 2 female said never time flies when am working, also 29 male and 51 female said occasionally time flies when they are working, and 23 male and 34 female said sometimes times flies when working.

### **Discussion**

This study I have taken dentists from different zones of Chennai like north, east, south and west. Out of 200 dentists 93 male and 107 female are said that they were in a positive attitude towards their Dental

professionals and also in their work force about their Dental practice.

This study taken in questions word like idealism and their professional work feel, craftsmanship, entrepreneurship, patient contact and their results about their patient. Burnout is a criterion where a dentist shows different opinion among male and female. Professional burnout in my study shows that females are more frequently facing this problem as compare to males<sup>7</sup>. Important aspects like full of meaning and purpose, professional contacts, like doing patient care and professional burn out plays very important role in comparing the opinion among dentists. I also took in to consideration yes/no opinion to know the straight forward answers. These answer shows that there was a promising challenges were faced by the dental professionals.

Considering the social aspect of the dentist is the one which will be the well being towards their Dental professional work. Since 1970's stress among professionals were calculated in the field of their work based on their work timing, patient comfort were based on their social well being Positive engagement is actually mean positive energy involvement in work as I found in this study. In foreign countries like Finland dental professionals were surveyed according to their job work stress and their engagement levels were calculated among various variables<sup>8</sup>. Taking male and female dentists are the main criteria of comparisons in this study and the key words like doing patient care, professional burnout, working with full of meaning and purpose also plays very important role.

**Table No.1: Utrecht work engagement scale (UWES)**

S.No	Question	Never(n)		Occasionally (n)		Some times (n)		Fairly often (n)		Very often (n)		Total		P Value
		M	F	M	F	M	F	M	F	M	F	M	F	
1	Bursting with energy	12	6	30	44	25	45	16	7	10	5	93	107	0.005
2	Full of meaning and purpose	9	1	13	30	36	55	19	9	16	12	93	107	0.000*
3	Time flies when I work	2	2	29	51	23	34	21	6	18	14	93	107	0.002*
4	I feel strong and vigorous	4	4	10	19	41	63	18	15	20	6	93	107	0.002*
5	I concentrate only on my work	3	3	22	42	31	38	21	12	16	12	93	107	0.013*
6	My Job inspires me	4	1	26	33	30	50	16	10	17	13	93	107	0.067
7	I feel happy working intensely	3	1	36	58	22	24	14	11	18	13	93	107	0.062
8	I am proud of the work I do	3	2	12	18	36	55	19	27	23	5	93	107	0.001*
9	Immersed in my work	2	2	28	34	28	41	17	22	18	8	93	107	0.129
10	Continue working very long period	3	5	18	32	29	47	31	19	12	4	93	107	0.001*
11	My Job is challenging	2	2	38	38	22	49	21	13	10	5	93	107	0.011*
12	Carried away while working	4	7	16	29	41	53	20	14	12	4	93	107	0.003*

**Table No.2: Engagement with their attitude towards their work**

S.No	Question	Yes		No		Total		P Value
		Male	Female	Male	Female	Male	Female	
1	Idealism/pride in Dental practice	58	59	35	48	93	107	0.300
2	Immediate results esthetics in practice	61	58	32	49	93	107	0.101
3	Long time patient result	63	67	30	40	93	107	0.448
4	You have craftsmanship	64	71	29	36	93	107	0.711
5	Professional contacts	63	76	30	31	93	107	0.615
6	You have entrepreneurship	69	69	24	38	93	107	0.137
7	Like doing patient care	75	86	18	21	93	107	0.961
8	Have material benefits	72	79	21	28	93	107	0.556
9	Morning feel like going Job or not	68	76	25	31	93	107	0.742
10	Enthusiasm in your Job	76	87	17	20	93	107	0.940

## CONCLUSION

Dentists showing different opinion when they are assessed according to gender. It is also seen in this study that both male and female dentists are love to do patient care, but female dentists are more commonly facing the problem of professional burnout as compared to the male dentists. It is also seen that in dentistry age group plays very important role which shows dentists work.

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## CONFLICT OF INTEREST

We declare that we have no conflict of interest.

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