

“A correlation study to assess the relationship between occupational stress and psychological wellbeing among staff nurses from selected hospitals”.

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Abstract

Nursing job requires emotional labour in order to manage the emotional demands of interacting with patients, relations, and co-workers. Developing nurses resilience is critical for minimising the burnout that may result from continued exposure to these demands. If nurses lack the necessary emotional regulation abilities, they will be unable to retain their composure while talking with patients, particularly in various crisis circumstances. **Material and Method:** A correlational research design quantitative research approach was used. Sample size consisted of 200 samples staff nurses and non-probability convenience sampling technique was used for the collection of data. The Srivastava and Singh (1984) Occupational Stress Index & The Psychological Public Well-Being Index (PGWBI) was established to assess felt well-being and distress in individuals was used as a tool for conducting the study **Results:** The study concluded that maximum participants that are staff nurses have moderate to high level of stress and low level of psychological wellbeing. The results also depicted correlation between occupational stress with psychological wellbeing among staff nurses. There is significant association of occupational stress with hospital administration variable. Age, area of work showed a significant association with psychological wellbeing. **Conclusion:** Findings of the study, suggestions for controlling the occupational stress of nurses and conclusions of the study are depicting that Researchers and nursing management think that by transforming work settings into healthy workplaces, increases in nurse recruitment and retention, career satisfaction across all health care workers, and patient outcomes particularly those linked to patient safety can be accomplished.

Keywords: correlation, psychological wellbeing, Occupational Stress, and Staff Nurses.

Introduction

Nursing job requires emotional labour in order to manage the emotional demands of interacting with patients, relations, and co-workers. Developing nurses' resilience is critical for minimising the burnout that may result from continued exposure to these demands.¹ Going to be a tough profession, or nurse practitioners face numerous stressful events on a daily and permanent basis in their work place, including overwork, individual quarrels, shift work, dealing to deaths, a degree of intellectual support, conflict with physicians, and ambiguity regarding their degree of authority, but they also experience a lot of stress on a daily basis. As a result, the

United States' National Organization of Safety Professionals has proposed intelligence. Emotional intelligence is a collection of non-cognitive talents, inefficiencies, and skills that contribute to an individual's capacity to cope with external pressures and aid him or her in overcoming environmental challenges and requirements.² mBecause nurses are physical and emotional exposed to diverse working settings than other vocations, they must develop their emotional skills in order to adjust to the anomalous working situations. If nurses lack the necessary emotional regulation abilities, they will be unable to retain their composure while talking with patients, particularly in various crisis circumstances. Those who

make effective use of their empathy are more in tune with their environment, possess better self-confidence, and are more conscious of their potential.³ Occupational stress is defined as a condition of tension that happens when an individual perceives a discrepancy between the difficulties of their work environment and their capacity to cope. While some work stress may be stimulating and energising, the issue becomes problematic when the stress is excessive or long-term, and there are few coping strategies available. When confronted with a novel or difficult scenario, or when faced with very stressful conditions, the human body initiates an adaptation or stress response. This is a neurochemistry process that, among other things, accelerates the heart rate, quickens the breathing, and sharpens the perceptions of the individual. These are critical responses in a circumstance when there are only two possible outcomes - fighting or fleeing. Adaptation, which has been shown to be beneficial in the past, does not defend itself in the face of prolonged stress, which is so prevalent in today's workplace – the body tired, and psychosomatic concerns manifest.⁴

Need of the study

Environmental unpredictability is a significant contingency element in transitioning organisations from conventional to organic structures and behaviours. In an organic and rapidly changing environment, businesses' primary concern is the increasing possibility of occupational stress. Because organisations are helpless to provide employment safety, they cannot predict employee loyalty and motivation. Competitive work environments where workers are constantly pushed to innovate result in job stress.⁵ Organizations are required to invest millions of dollars on work stress. Only in the United States have professional stress budgets been calculated in the billions of dollars each year. Job stress is described as "the incapacity of workforces to deal with job pressure as a result of a mismatch between job requirements and personnel skills to justify job requirements." Emotional intelligence is one of these personal characteristics that has a hidden protective impact against stress.⁷ Stress is totally dependent on the level of emotional

intelligence possessed by an individual. The positive effects that emotional intelligence may have on operational stress management and nursing well-being. When people cultivate positive feelings, their psychological and intellectual capacities improve, allowing them to feel more content with life, happiness, and the ability to seek and explore for new and novel ideas.⁸ Emotions have a significant part in the jobs we do on a daily basis. As the nursing profession requires psychologically oriented care, nurses' understanding of their motives, prejudices, and most importantly, their emotions, in addition to their technical abilities, is critical to their effective practises. Thus, the capacity to handle various emotions wisely in nursing is critical to the profession's continued development and evolution.⁹ Emotional intelligence (EI) has been characterised as a person's capacity to recognise his or her own and others' emotion, to recognise and properly label them, and to use emotional understanding to motivate thinking and behaviour. As a consequence, having a greater ability for self-regulation and control, as well as reactions to the moods of others. Other versions emphasised the possibility of using a variety of emotions to aid in emotional and intellectual growth and decision-making. Stress tolerance is often seen as a critical component of emotional intelligence. This component displays an individual's ability to cope with adversity and strong emotions without failing and to adjust to these situations or feelings.¹⁰ It is critical for new nurses to understand that stress cannot be avoided and may be seen as either a good or unpleasant experience requiring adaptation to numerous changes in one's existing routine. Nurses seem to need to control their emotions and reactions to stress in order to minimise the detrimental impact on their job and personal life. As a result, intern physicians must use all available tools to maximise the beneficial results of any stress they face and continue. These resources may include developing their interpersonal skills and experimenting with various coping mechanisms, as well as getting medical and/or social assistance and/or support.¹¹ Emotional intelligence is highlighted as a component that helps mitigate the negative consequences of emotional labour and improves employee well-being (Duran et al.

2004). This is because persons with a high level of social awareness are better equipped to discern proper behaviour in a variety of social circumstances. As a consequence, we sought to examine the relationship between emotional labour and empathy and nurses' well-being and occupational stress in this research. The bulk of research on emotional exhaustion among nurses has been conducted on hospital-based nurses; however, in this study, we will examine community-based nurses to evaluate if similar associations arise¹² The frequency and diversity of emotional displays may elicit either positive or opposing feelings (emotional dissonance), which can result in discontent. Emotional dissonance happens when an employee's stated emotions are deemed acceptable by the company yet do not accurately reflect the employee's genuine sentiments. The significance and advantages of emotional maturity are wide in terms of success in the workplace. It is a key talent in many occupations, may promote the development towards academic or professional achievement, strengthen relationships, and increase skills in communication, the list goes on.¹³

Method:

A correlational research design with quantitative research approach was used. Sample size consisted of 200 samples staff nurses and non-probability convenience sampling technique was used for the collection of data. The setting of the study was selected hospital of Pune city. The Srivastava and Singh (1984) Occupational Stress Index & The Psychological Public Well-Being Index (PGWBI) was established to assess felt well-being and distress in individuals was used as a tool for conducting the study. A prior formal permission was obtained from the concerned authority for conducting the study. Informed consent of all the participants was obtained prior to the study. **Reliability:** Reliability of the tool was tested by implementing the tool on 20 staff nurses. Test-retest method was used to test the reliability of questionnaire and the tool was found to be reliable. The tool was found reliable with 0.92.

RESULTS

Section I: To assess the level of occupational stress among staff nurses

The study results revealed that maximum participants that is staff nurses have moderate to shigh level of stress in pre intervention both in experimental as well as The mean score of participants was 152.84 with SD 24.701. This result may be because the nurse is the first person that the client usually comes in contact within any hospital setting. They were often confronted with the most difficult emotional circumstances and had to constantly satisfy the expectations of patients and family members. As a result, they are faced with a hefty task, which is among the major factors impacting their stress levels.

Section II: To assess the level of psychological wellbeing among staff nurses

The present study represented that most of the staff nurses has average level of the psychological wellbeing. Very few have good level of psychological wellbeing. The mean score of group was 70.81 with SD 16.814.

Section III: To correlate occupational stress with psychological wellbeing among staff nurses.

The study results showed correlation between occupational stress and psychological well-being among staff nurses. For correlation value was -0.412 with 0.0001 is the p value. This shows that occupational stress and emotional well-being have a slow negative association among staff nurses. As p value is smaller it shows that the correlation is significant.

Section IV: Association of occupational stress and psychological wellbeing with socio demographic variables

The results showed that the demographic variables age, gender, marital status, education, religion, type of family, place of residence, working experience, area of work and mode of transportation have no association with level of occupational stress whereas type of hospital administration showed a significant association with occupational stress.

Gender, relationship status, education, religion, family type, and location of residence, Type of hospital administration,

working experience, and mode of transportation have no association with level of psychological wellbeing. Age, area of work showed a significant association.

Discussion

The results are similar with SaffaAbd et al(3)who conducted a study to determine At Belkas Central Hospital, which is associated with the Ministry of Health, there is a link between job stressors and staff nurse performance. Staff nurses are suffering from significant levels of work stress, according to the report. The results are also in consistent with A Najimi et al(4) who conducted a study to examine the reasons of work stress in Kashan, Iran nurses, where they discovered that nurses experience a medium degree of stress. Occupational characteristics were more important than ethnic and other factors in determining job stress. by Vinay S et alwho looked at the mental health of nursing students They used the General Health Questionnaire to analyse their stress levels in relation to certain learning approaches and to identify their mental health - related condition (GHQ-28). The findings demonstrated that the lower the overall GHQ-28 score was, the more advanced that course was. The overall GHQ-28 score was significantly affected by the stress caused by various kinds of training exercises. These findings showed that a high academic burden might lead to increased stress and poor mental health. Tarlika et al (25)In a research done to investigate the connection between job stress and psychological well with many workers in the corporate sector, they found somewhat identical findings and showed a stronger link between economic stress and emotional well-being has been discovered in the high-stress group than in the moderate-stress and low-stress groups.

Conclusion:

Nursing is an emotionally charged job by nature, with nurses working on the front lines of healthcare in high-stress circumstances such as death and disease . The study adds to the current literature and research in the subject of positive psychology in a variety of ways. Findings of the study, suggestions for controlling the occupational stress of nurses

and conclusions of the study are depicting that Researchers and nursing management think that by transforming work settings into healthy workplaces, increases in nurse recruitment and retention, career satisfaction across all health care workers, and patient outcomes particularly those linked to patient safety can be accomplished. The empirically analysed research clearly demonstrated that nurses have a worse quality of life. This study also adds to the notion that nurses have a modest degree of positive psychological capabilities. Emotional intelligence is a prominent idea among nurses, and it has been linked to a variety of aspects including work satisfaction, psychological well-being, and professional success

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