A COMPREHENSIVE REVIEW OF LITERATURE ON JOB STRESSORS AND EFFECTIVE COPING SKILLS AMONG NURSES

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Abstract:

Nurse's role has changed in the past three decades and is growing ever more. Nurses have become independent leading change in their clinical, education and entrepreneurship. They grow with expanding technology, knowledge and grow in the current challenges. Nursing is a program which is a combination of art and science, at the core concept we have fundamental respect for a human being. This leads to the responsibility to preserve human life and uphold human dignity during patient care. Nurses are under constant pressure for making the right assessment for patient needs, priorities and relevant judgments for nursing actions. The main concept is that the nurse is available twenty four hours at the bedside of the patient, knowing each person's personal health needs, providing care, acknowledging their emotions and monitoring their health status. These studies shed light of the situation of job stress and coping methods used by successful individuals. There needs to be a larger investigation into methods used by nurses in the Indian Subcontinent while practicing in the clinical area.

Keywords: Nurse's role, current challenges, nursing actions.

INTRODUCTION:

Nursing is a noble profession which requires an elaborate education and the necessary clinical experience. Nurses require a nursing license or registration in the country they live in to work as a licensed nurse. The basic nursing curriculum includes basic sciences like anatomy, sociology, psychology, and nursing science specialties like medical-surgical, pediatrics, obstetrics and gynecology. Likewise nurses are prepared for general clinical practice, education roles, specialized roles and advanced roles. (International Council of Nurses, 2020).

Nurse's role has changed in the past three decades and is growing ever more. Nurses have become independent leading change in their clinical, education and entrepreneurship. They grow with expanding technology, knowledge and grow in the current challenges. There are more options for continuing nursing education, professional development opportunities, new medical technology and products. (Gwynedd Mercy University, 2020).

Nursing is a program which is a combination of art and science, at the core concept we have fundamental respect for a human being. This leads to the responsibility to preserve human life and uphold human dignity during patient care. Nurses are under constant pressure for making the right assessment for patient needs, priorities and relevant judgment for nursing actions. The main concept is that the nurse is available twenty four hours at the bedside of the patient, knowing each person's personal health needs, providing care, acknowledging their emotions and monitoring their health status. Nurses also need to assess critical changes in health status and report them in a timely manner for the necessary interventions. (American Nurses Association, 2020).

These factors show that even though there are high levels of stress in the nursing field and it's a growing concern for the profession. This literature review looks at the many studies done earlier related to job stress and coping strategies.

REVIEW OF RELATED LITERATURE:**Studies related to Job Stress in nursing:**

Hans Selye, coined the term "stress", in 1936, and described it as a, "the non-specific response of the body to any demand for change".

Selye noted in numerous laboratory experiments that animal's subjected to acute stress had major changes in the functions and behaviour. It demonstrates that if an individual manages stress, he can adapt and change. (The American Institute of Stress, 2020)

The newer emerging technological advances, third party insurance payments, the electronic patient records and documentation have emerged as an influential factor to determine patient care standards. Nurses sometimes report that, working with patient who has multiple chronic diseases, newer accreditation policies, the insurance schemes and new technological demands add to the work stress. (Greenwood, 2019).

In 2018, a study done in Tamil Nadu, India on 125 nurses, found that severe stress was experienced by 40 % of them, leading to burnout and forcing them to quit their jobs. Severe stress owing to high workload, procedural injustice, conflicts in family, workplace and environment which affected their job performance was reported by 61.5% of them. (Sasikala, 2018).

The conditions worldwide, shows that as compared to past years, currently nursing is undergoing a massive shortage, worldwide. In USA a survey was done, by RN network which showed that 46 % of the nurses felt overburdened and 27 % of them felt the need to leave the profession. This predicted a shortage of 1.2 million for registered nurses between 2014 and 2022. (RN, 2017).

A variety of job-related, socio-cultural influences, interpersonal, organizational and working environment factors influence a person's level of occupational stress.

Studies related to effective coping skills among nurses.

Below is a review of the studies on stress and coping skills.

A study done in China on 1044 registered nurses in 11 hospitals in various nursing departments showed that there are several factors associated with compassionate satisfaction, burnout and secondary traumatic stress. Among all these factors lower job satisfaction was associated with lower compassion and higher burnout. The lower work hours per day was associated with higher burnout and higher traumatic stress. Finally nurses who were married were found to have lower stress. The results showed that some targeted interventions and some coping methods were effective. (Wang, Okoli, & He, 2020)

Psychological distress and coping methods was studied on 657 health care workers in New York during the COVID_19 pandemic. A cross sectional study was done among physicians, practice providers, residents, fellows and nurses to assess the stress they faced especially during the global pandemic COVID-19 situation. The results showed that 57 % of health care workers reported acute stress, depression was faced by 48 %, anxiety symptoms was faced by 33 % of them. The participants reported using it was an extremely exhausting situation adjusting to new personnel protective equipment, the fear of transmission and also severe insomnia for less

than 6 hours. The need for social distancing from family, lack of control on their life situation and even some reported to treatment of clinical depression. Almost 80 % of the health professional in the clinical roles expressed the need to use an active method of coping during these unprecedented times. Physical activity topped the list showing up to 59% among all the health workers, followed by self-reassurance, individual counseling therapy, and online clinician support groups. A small number of participants found solace in meditation, faith practice and mental wellness videos online. This study successfully shows that using active coping methods can improve the quality of life among even stressful individuals. (Shechter, Diaz, & Moise , 2020)

A cross sectional study done in 2017, in a public hospital was done in Emergency department in Australia, where the nursing staff reported a high rate of workload, moderate realization and high levels of conflicts. This led to poor skill mix and high stress due to daily high exposure. Death of a child, child sexual abuse and inability to provide the expected care was found to be the most stressful among the daily activities. Nurses were found to use coping methods like trying to keep normal health, limited exposure to stress to decrease their stress.

(Xu, N.B. Johnson, Greenslade, & Wallis, 2019)

In Iran a study was done on 67 nurses working in cancer care units. Burnout and loss of coping strategies, increasing burden of care, impending death, and frequent contact with critical patients, all led to lowered quality of life and reduced work efficiency. This study showed that increased peer group relationships, empathy to critical life situations can decrease stress and burnout. (Teleghani, Ashouri, & Saburi, 2017)

A study done in GAZA on 275 nurses using random sampling method to understand work stress, coping strategies and resilience factors showed that the nurses felt comfort in using religious practices and faith seeking. They also found that helping others, doing works of charity, taking pride in small achievements, and prioritizing needs support them positively. It showed that the highest negative emotion was criticism which caused increased stress and poor coping skills. Human resource managers should look into the area of stress and lead to professional development activities for management of stress. (AY, Thabet, & Vostanis, 2017)

In Delhi, a study done among 365 Indian nurses, in 2015 showed that nurses reported high levels of occupational stress, suggesting increased need for frequent screening of stress and burnout. The development of policy was suggested to close gaps in access to mental emotional and behavioral care. The study also suggested measures to improve occupational health environment and have a balance in work life. Support among peer group supervisors and autonomy was suggested to maximize coping and minimize suffering during work. (Mugdh, Sandeep, Shanta, Kelling, & Khurana, 2016)

The lower prevalence of posttraumatic stress disorder, decreased burnout and decreased anxiety was associated with presence of high resilience in nurses. In 2011, a study was done on 744 nurses in USA, among them high resilience was shown by twenty-two percent of nurses. This study suggested strongly that increased coping methods were used by nurses with high resilience. (Mealer, Jones, Newman, McFann, & Rothbaum, 2011).

These studies shed light of the situation of job stress and coping methods used by successful individuals. There needs to be a larger investigation into methods used by nurses in the Indian Subcontinent while practicing in the clinical area.

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