

Stress and job satisfaction in nurses

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Stress, including occupational stress can cause problems in mental and physical health and is known to be associated with high levels of sick leaves and work errors. Main stressors in nursing are often related to the unpredictability of their work, insufficient number of employees, poor work organization, overtime and night work, and inadequate reward and recognition. The aim of this research was to examine the sources of stress in nursing, as well as the levels of exhaustion, disengagement, resilience, and job satisfaction. The research was conducted online, 426 nurses participated in the study, of which 92.7% were women and 7.3% were men. The average age of the respondents was 38.45 years. The questionnaire consisted of sociodemographic questions, the Oldenburg Burnout Inventory, the Job Satisfaction Scale, the Brief Resilience Scale, and the Nursing Stress Scale. The results show that the biggest source of stress for nurses is the workload, i.e. the lack of staff at the workplace, then performing interventions that are painful for patients, not having answers to patients' questions and making decisions related to the patient when the doctor is not present. Nurses rate their job satisfaction as average, they show good resilience, disengagement is not high while exhaustion is average. The most frequently mentioned sources of stress emphasize the need to reorganize work in healthcare institutions in terms of additional employment of administrative and support staff so the nurses could have more time for direct patient care. Also, additional training is needed on specific topics in nursing.

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