

Hardiness and Work Related Stress among Staff Nurses at Maternity Hospital

Thesis

Submitted in Partial Fulfillment of Master Degree
in Nursing Science (Nursing Administration)

By

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B.Sc., Nursing

**Faculty of Nursing
Ain Shams University
2016**

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

قالوا

لسبب انك لا تعلم لنا
إلا ما علمتنا إنك أنت
العليم العظيم

صدقة الله العظيم

سورة البقرة الآية: ٣٢



Acknowledgments

*First and foremost, I feel always indebted to **Allah**, the Most Beneficent and Merciful.*

*My most sincere gratitude is also extended to **Dr. / Mona Mostafa Shazly**, Assistant Professor of Nursing Administration, Head of Nursing Administration Department, Faculty of Nursing – Ain Shams University, for her enthusiastic help, continuous supervision, guidance and support throughout this work, I really have the honor to complete this work under her supervision.*

*Words fail to express my appreciation to **Dr. / Hemat Abd Elazeem Mostafa**, Assistant Professor of Nursing Administration, Faculty of Nursing - Ain Shams University, for her great help, valuable suggestions and directions throughout the whole work,*

*Last but not least, I can't forget to thank all members of my **Family**, especially my **Mother** and the soul of my **Father**, my **Husband** and my **kids** for pushing me forward in every step in the journey of my life.*

 **Samah Shaaban Hassan**

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List of Abbreviations

<i>Abbr.</i>	<i>Full-term</i>
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APA	: American Psychological Association
CERT	: Community Emergency Response Team
HSE	: Health and Safety Executive
SMP	: Stress Management Program
SOC	: Sense of Coherence

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Abstract

Work related stress is therefore a serious problem and tackling it can result in significant benefits for organizations. Hardiness has beneficial effects and buffers the effect of stress on health and performance. **Aim:** The aim of this study was to identify the relationship between hardiness and work related stress among staff nurses. **Study design:** Descriptive Correlational design. **Sample:** simple random sampling technique was used in 140 recruiting staff nurses in the study sample. **Study setting:** the study conducted at Maternity hospital, affiliated to Ain Shams University. **Tools:** two tools were used for data collection, first tool Hardiness Scale to assess a degree of hardiness among staff nurses. It was included two parts: the first for assessing socio demographic characteristics, the second part for assessing a degree of hardiness among staff nurses, the Second tool to assess levels of work related stress among staff nurses. **Result:** the finding of this study demonstrate a statistically significant weak positive correlation between nurses' hardiness and stress scores **conclusion:** Nurses in the Maternity Hospital have high levels of stress along with a low level of hardiness. Stress and hardiness are inter-related, particularly regarding the commitment domain of hardiness. **Recommendations:** Continuous training and education for nurses to improve hardiness level among nurses, and about stress coping strategies.

Key words: staff nurses, hardiness and work stress

Introduction

Hardiness has come forth as a positive mediating variable in an otherwise negative field of stress and illness research. The hardiness characteristic is derived from existential personality theory and has been identified as a personality resource that buffers the negative effects of stress. Individuals remain healthy under stressful situations and benefit if they perceive the events as opportunities for master and personality growth (*McAllister and McKinnon, 2009*).

Stress is an important factor affecting health and wellbeing of a person. Specific associations between perceived stress and hardiness can reflect the characteristics of workers in particular professions (*Sindik et al., 2014*). The negative effects of occupational stress on health have been extensively reported (*Bayram and Bilgel, 2008*), and all the reports indicate that escalating, profound and rapid changes in organizations are increasingly causing occupational stress to affect the workforce (*Killam et al., 2012*).

Though such effects concern all professions, the professionals of services and health attention seem to be particular victims of this situation. Among the different health professions, nursing has been considered a profession highly susceptible to stress. Nursing stress is considered a problem that affects the practice worldwide (*Montgomery et al., 2013*),

The effect of stress has been considered an important cause of decreasing health and reduction in the level of efficiency of nursing (*He et al., 2012*).

Nursing is a profession highly vulnerable to stress, and it is considered that the stressors nurses are exposed to a problem that affects the practice worldwide (*Ladstatter et al., 2014*). The rapid changing health care environment has put enormous strain on Healthcare workers at all levels. Downsizing, restructuring, and right sizing have become popular words in most health care organizations. This has been especially true in hospitals, where a crushing push toward economic viability and survival has occurred (*Sindik et al., 2014*).

One of the reasons for the great variation of stress among nursing professionals is their diverse configurations of personality and coping. One of the personality aspects considered a protection factor has been "Hardiness"¹ or "Hardy personality" (*Guido et al., 2012*). Personality hardiness is one resistance resource (*Zander et al., 2010*). Individuals who remain healthy after experiencing high degrees of life stress exhibit a constellation of attitudes, beliefs, and behavioral tendencies that distinguish them from those who become ill. This constellation is labeled hardiness; it comprises three dimensions: commitment, control, and challenge (*McCann et al., 2013*).

Significance of the study

Studying the relationship between Hardiness and work-related stress is important for several reasons. First, the study may provide information to staff nurses regarding the association between improved hardiness levels and work-related stress. This is especially important when coupled with the knowledge that hardiness can be learned. Secondly, educators who provide continuing education in hospitals may find this study as they seek to understand the association of hardiness and work-related stress and assist staff nurses to learn hardiness skills and thereby reduce stress. Thus, although most nurses are exposed to stress, increasing hardiness may help. The main goal of the research was to analyze sets of correlations between aspects of hardiness and experienced stress among nurses.

Aim of the Study

This study aims at identifying the relationship between hardiness and work-related stress among staff nurses at Maternity hospital through:

1. Determining the degree of hardiness among staff nurses at maternity hospital.
2. Assessing the level of work-related stress among staff nurses at maternity hospital.
3. Finding out the relationship between hardiness and work-related stress among staff nurses at maternity hospital.

Research questions

1. What is the degree of hardiness among staff nurses at Maternity Hospital?
2. What is the level of work-related stress among staff nurses at Maternity Hospital?
3. Is there a relationship between hardiness and work-related stress among staff nurses at Maternity Hospital?