

Self Efficacy and Work Stress among Nursing Teaching Staff Member and their Assistants.

Thesis

*Submitted for Partial Fulfillment of the
Requirements of the Master Degree in
Nursing Administration*

By

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Dedications

I would like to dedicate this thesis to

My parents

Brothers

Sisters and

My Husband

*for Their Love, care, support and
encouragement that allowed me to
accomplish this work*

Dr. Reda Ragab Mohamed

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LIST OF ABBREVIATIONS

<i>Abbreviation</i>	<i>Meaning</i>
CTS	Cybernetic theory of stress
JDC	Job demand-control
JSM	Job strain model
SE	Self efficacy

Self Efficacy and Work Stress among Nursing Teaching Staff Members and their Assistants.

Abstract

Background: Self-efficacy is people's beliefs about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives. **Aim:** the present study aimed at exploring self efficacy and work stress among *nursing teaching staff member and their Assistants*. **Design:** A descriptive correlational design was used. **Setting:** This Study was conducted in faculty of nursing, which affiliated to Ain Shams university **Tools of data collection:** two tools were used namely self efficacy questionnaire, work stress questionnaire. **Subject:** Subject of this study was (88) teaching staff members and (68) assistants **Results:** The majority of teaching Staff members and thier assisstant had high total self efficacy. Less than quarter of teaching Staff members had high levels work of stress. One fifth of assistant faculty staff members had high levels of work stress. There was no statistically significant relationship between total Self Efficacy level and demographic characteristics of two study subject. **Conclusion:** there were highly statistically significant negative correlations between self efficacy dimensions and work stress among teaching staff members and their assistants. **Recommendations:** Faculty management have to initiate faculty staff members and their assistants participation in decision making and put into consideration the valuable opinion. Faculty management must develop strategies to create positive and safe work environment, supportive administration and career development.

Keywords: Self efficacy, Work stress, Nursing teaching staff members and their assistants.

Introduction

The goal of every organization, whether profit or non-profit oriented, is to work towards achieving the goal and objective for its existence. For example, the major goal of any educational setting at any level is towards attainment of academic excellence by the students. The extent to which this goal can be actualized depends principally on the workforce most especially the teaching personnel. They constitute the oil that lubricates the factors of academic performance and educational enterprise as a whole. Teachers, like other employees in various organizations, are crucial in the actualization of the school goals and objectives (**Adeyemo & Bola Ogunyemi, 2015**).

Self-efficacy is people's beliefs about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives. Strong self-efficacy enhances human accomplishment and personal well-being in many ways; people with high assurance in their capabilities approach difficult tasks as challenges to be measured rather than as threats to be avoided. They approach threatening situation with assurance that they can exercise control over them. Such an efficacious outlook produces personal accomplishment, reduces stress and lowers vulnerability to depression (**Bandura, 2000**).

In educational field, teacher's self-efficacy refers to the beliefs teachers hold regarding their capability to bring about desired instructional outcomes (**Ruble, Usher & McGrew, 2011**). Teachers' sense of self-efficacy plays a key role in influencing important academic outcomes. It is related to higher levels of student achievement and motivation, and has been shown to influence teachers' instructional practices, use of innovative teaching methods, enthusiasm, commitment, and teaching behavior (**Skaalvik, 2007**).

Self-efficacy affects their lives' beliefs, life choices, level of motivation, quality of functioning, resilience to adversity and work stress and depression. People's beliefs in their efficacy are developed by four main sources which include (Mastery experiences, vicarious experiences, social persuasion, and Physiological responses to experiences). Mastery experiences are situations in which people perform successfully. Vicarious experiences are situations in which people observe others perform successfully, compare themselves to that performance, and form beliefs about their own competencies. Social persuasion is feedback from others that is judged to be authentic and a reasonable match to one's personal assessment of capabilities. Physiological responses are physical and emotional reactions to situation (**Bandura, 2012**).

Self-efficacy affects the level of work stress and pressure and the depression caused from threatening situations. Individuals with high self-efficacy, reduce their stress level (**Schwarzer & Hallum, 2008**). Stress in the workplace has described as the twentieth century disease. Over 70% of employees world-wide describe their jobs as stressful with more than one in five reporting high levels of stress at work on a daily basis. Stress occurs when one is faced with events or encounters that him/her physical or psychological well-being (**Kamal, 2012**). Stress is an experience of being over whelmed that can be either positively or negatively valued by the worker (**Barnett, 2013**).

Work stress is considered one of the leading causes of work-related health problems in almost all professions around the world (**Khurshid, Butt, Malik, 2011**). Work stress can be defined as the experience of unpleasant, negative emotions such as tension, anxiety, frustration, anger and depression resulting from aspects of work (**Salami, 2010**).

Work related stress has negative effects on the efficiency of an organization, since; persons working under stressful conditions are not able to appropriately fulfill their duties. Experiencing long term work stress in the workplace leads to decline job satisfaction, inefficient job