

شبكة المعلومات الجامعية التوثيق الإلكتروني والميكروفيلو

بسم الله الرحمن الرحيم





MONA MAGHRABY



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شبكة المعلومات الجامعية التوثيق الالكتروني والميكروفيلم



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جامعة عين شمس التوثيق الإلكتروني والميكروفيلم قسم

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MONA MAGHRABY

Relationship between role strain and workplace support among staff nurses

AThesis

Submitted in Partial Fulfillment of the Master Degree in Nursing Administration

By

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(B.Sc. in Nursing)

Faculty of Nursing
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Under Supervision of

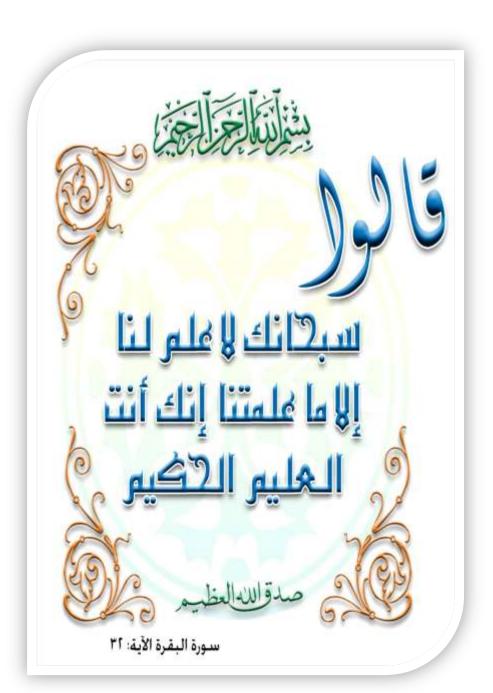
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List of Contents

Subject Page I	√o.
Introduction	1
Aim of the Study	7
Review of Literature	
Role strain	8
Role concept	8
Theories of role strain	12
Sources of role strain	19
Levels of role strain	21
Impact of role strain	24
Factors influence on role strain	27
Dimensions of role strain	32
Workplace support	42
Concept of workplace support	42
Importance of workplace support	44
Types of workplace support	47
Approaches of workplace support	49
Workplace support measurements	54
Relationship between role strain and workplace support	56

Subjects and Methods	59
Results	67
Discussion	92
Conclusion	110
Recommendations	111
Summary	112
References	118
Appendices	•••••
Protocol	•••••
Arabic Summary	<u> </u>

List of Abbreviations

Abbr. Full-term

CCU : Cardiac care unit

ER : Emergency room

ICU : Intensive care unit

NICU : Neonatal care unit

RN : Registered nurse

SD : Standard deviation

SPSS : Statistical package for social science

WRSI : Women's role strain inventory

List of Tables

Table No.	Title	Page No.
Table (1):	Socio-demographic data of the st sample	
Table (2):	Role strain scores among staff nurs	ses71
Table (3):	Role conflict level as perceived by nurses	
Table (4):	Role incongruity level as perceive staff nurses	•
Table (5):	Role incompetence level as perceby staff nurses	
Table (6):	Role ambiguity level as perceive staff nurses	
Table (7):	Role overload level as perceive staff nurses	-
Table (8):	Workplace support scores among nurses	
Table (9):	Organization resources level perceived by staff nurses	
Table (10):	Workplace conditions level perceived by staff nurses	
Table (11):	Opportunity for input level as perceby staff nurses	
Table (12):	Staffing resources level as perceiv staff nurses	
Table (13):	Supervisor support level as perceity staff nurses	

Table (14):	Coworker support as perceived by staff nurses	3
Table (15):	Comparing staff nurses' perception regarding role strain according to their demographic variables	34
Table (16):	Comparing staff nurses' perception regarding workplace support according to their demographic variables	36
Table (17):	Correlation between total role strain and workplace support dimensions	37
Table (18):	Correlation between role strain dimensions and total workplace support 8	88
Table (19):	Correlation between total role strain and total workplace support	9
Table (20):	Linear regression between total role strain and total workplace support	0
Table (21):	Linear regression between total role strain and total workplace support9	1

List of Figures

Figure I	Vo.	Title	Page No.
Figure (1):	Frequency dis	tribution staff nurses	' work
	department (n	= 100)	70

Relationship between role strain and workplace support among staff nurses.

Abstract

Background: Role strain is one such stressor that has been found to be positively associated with work stress and job burnout. Providing workplace support are most often considered in relation to preventing or alleviating stress and burnout. The aim of the study was to assess the relationship between role strain and workplace support. **Research design**: a descriptive correlational design. Subjects &Methods: The convenient sampling included all available staff nurses (100) are working in critical units. This study was conducted at critical care units in El Minia General Hospital which affiliated to Ministry of Health and Population at Minia governorate. Two tools were used to collect data namely; Role strain scales sheet included demographic characteristics and role strain scale & Work place support survey. **Results:** The total mean score of role strain dimensions was 63.14%. The total mean score of work place support was 63.5%. There was significant statistical weak negative correlation (r=-.275, p=.006) only between total role strain and coworker support. There was significant statistical weak negative correlation (r=-.207, p=.039) between total workplace support and role conflict. Conclusion: There was significant statistical weak negative correlation between total role strain and total workplace support. **Recommendation:** Continuous evaluation of nurses' role strain and workplace support. Further researches, about nurses' role strain with increasing sample size and different settings. Investigation of other factors predicting the level of role strain.

Keywords: Role strain, Staff nurses, Workplace support,

Introduction

As health care in the world undergo many changes, nurses are presented with the task of accomplishing much more than the traditional roles of caring for patients. These challenges are increasing the incidence of role strain within the nursing profession. Role strain has been intellectualized as the result of incongruences in the expectations of a particular role compared to what is actually being accomplished in the role. Understanding the influence of role strain on nurses is integral to the preservation of the profession (*Raffenaud*, *Unruh*, *Fottler*, *Liu & Andrews*, *2019*).

Role strain has been conceptualized as the consequence of disparity between an individual's perception of the characteristics of a specific role and what is actually being achieved by the individual currently carrying out the specific role. In other words, role stress/strain occurs when divergence exists between what are perceived to be the role expectations and what is actually being accomplished within the role (Boudrias, Trépanier, Foucreault, Peterson & Fernet, 2020).

Work-related strain exists among the public and in all occupation, but it is far more important in professions that deal with people's health. Job stress among health professionals and health care staff, especially nurses, is very prevalent. Due to the specific nature of the nursing profession, which requires high-