



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكروفيلم

بسم الله الرحمن الرحيم



MONA MAGHRABY



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكرو فيلم



شبكة المعلومات الجامعية التوثيق الإلكتروني والميكرو فيلم



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التوثيق الإلكتروني والميكروفيلم

جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

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MONA MAGHRABY

Relationship between role strain and workplace support among staff nurses

A Thesis

Submitted in Partial Fulfillment of the Master Degree
in Nursing Administration

By

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

قالوا

سبّحانك لا علم لنا
إلا ما علمتنا إنك أنت
العليم العليم

صدق الله العظيم

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✍ Ahmed Mohamed Hassan

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List of Abbreviations

<i>Abbr.</i>	<i>Full-term</i>
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

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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-