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Reported work-related stressors among staff nurses in metro Manila, Philippines

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Introduction: Work-related stress became an increasing global problem affecting all categories of workers including healthcare professionals. World Health Organization reported that stress, specially related to work is currently the second most frequent health problem and is a significant problem of our times. Several studies revealed that nurses are under greatest work stress and highest physical, psychological, and emotional strain. This study also examined relationships between work-related stressors and selected socio-demographic factors. It utilized the Modified Expanded Nurses Stress Scale (ENSS).

Methodology: A descriptive-correlation, cross sectional design was used in this study. This survey study was conducted to 275 staff nurses in a tertiary public and private hospital in Metro Manila.

Results: The predominant work-related stressor that occasionally occurs in the work setting reported by the respondents in this study was workload while discrimination stressors never occur. Respondents reported moderate level of stress ($M=2.66$, $SD=0.85$) on the nine subscale. Work-related stressors is significantly related to age ($\chi^2 = 20.05$), civil status ($\chi^2 = 17.48$) number of patients ($\chi^2 = 16.11$) and length of service ($\chi^2 = 21.27$). Sixty-six (58.41%) respondents claimed that there is stress management program seminar offered in their hospital. Twenty-three (20.35%) respondents claimed that there is no stress management program being conducted in their hospital.

Conclusion: Nurses reported moderate level of stress in all subscale of the modified expanded nursing stress scale. Effective coping mechanisms and stress management program, and policies are emphasized. It is recommended to revisit the staffing and scheduling plan and provide enough staff to cover the unit to address workload stressors. It may be useful to consider teambuilding activities between nurses and physicians to strengthen team work and collaboration. A training program can be devised that culturally-fit and evidence based.

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