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Occupational mental health among hospital nurses in China and India

This presentation focuses on the occupational mental health and job attitudes of hospital nurses in China and India. It presents analyses enlightening how job stress, emotional exhaustion, absenteeism, organizational commitment, turnover intention and job satisfaction are a function of understaffed units and shift work. A cross-sectional study method was employed to collect the data using a survey instrument that was identical in content in both countries. The survey was first developed in English and then translated to and back-translated from the language in which the survey was administered to ensure accuracy of meaning. We obtained 550 completed questionnaires from Chinese nurses and 683 from Indian nurses. Descriptive statistics and graphic illustrations are used in order to compare the variables between countries. Regressions are employed to analyze the impact of job stress and emotional exhaustion on job attitudes while comparing across shifts and levels of understaffing. In China, emotional exhaustion has a much stronger impact on turnover intention and job satisfaction when nurses work on fixed shift and in understaffed units. Absence is associated with lower organizational commitment among fixed shift nurses. In India, nurses who work rotating shifts have lower levels of commitment as their job stress increases. Rotating shift nurses use absence as an indicator of a decrease in organizational commitment. Nurses on fixed shift report lower job satisfaction when working understaffed and experiencing high job stress and high emotional exhaustion. Findings are discussed in light of the current shortage of nurses in Asia. Recommendations regarding the role of Human Resources in managing the occupational mental health of nurses are provided. Avenues for future research are offered.

Biography

Louise Tourigny has completed her PhD at Concordia University, Canada in 2001. She is a Professor of Management at the University of Wisconsin-Whitewater. Her work has been published in several journals including the *International Journal of Human Resource Management*, *Cross-cultural Management: An International Journal*, the *International Journal of Cross-cultural Management*, the *Canadian Journal of Nursing Research* and *Canadian Psychology* among others. She has presented her work at several international conferences including the European Congress of Psychology, the European Academy of Occupational and Health Psychology, Work, Stress and Health and the Academy of Management where she has received the Best International Paper Award from the Health Care Management Division in 2009 and the Highly Commanded Paper Award from Emerald journal in 2014.

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