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Nurses of Liaquat University of Medical and Health Sciences Hospital Hyderabad/Jamshoro are encountering difficulties in relationships with junior medical staff

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Aim: The aim of this study was to assess occupational stress among nurses working at Liaquat University Hospital Hyderabad/Jamshoro. Job related stress increasingly big disorder among nurses stress has a cost for individual in term of health, wellbeing and for organization in term of absenteeism and turnover which indirectly affect quality of patient care.

Objectives: To determine the sources of occupational stress and level of stress & to suggest measures to decrease level of occupational stress among the staff Nurses of Liaquat University Hospital Hyderabad/ Jamshoro.

Methodology: A study was conducted on 100 staff nurses of Liaquat University Hospital Hyderabad/ Jamshoro hospital using a data collection tool hospital consultant's job stress and satisfaction questionnaire (HCJSSQ) in February 2008. It is a structured personal interview questionnaire consisting of 25 sources of stress and each question have a scale of 0 (not at all), 1 (a little), 2 (quite a bit) and 3 (a lot), and requires 15-30 min to solve for each questionnaire.

Results: The mean age of staff nurses was 32.29 SD +7.025 years. Age ranged from 24 to 45 years. 10 (10%) was male and 90 (90%) was female nurse making male to female ratio 1:9. Majority of staff nurses 40.64% responded moderate stress followed by 35.48% of nurses responded severe stress than 16.32% of nurses responded mild stress. We found that older age group and more service length staff have highest frequency 61 (61%) belongs to above 30 years of age and majority of them were in severe or moderate stress level 26 (43%) nurses found in severe stage of stress and 24 (40%) nurses found in moderate level of stress. The prime sources of stress were found to be having too great an overall volume of work as 56% populations is in severe stress, 32% in moderate stress and 32% are in mild stress. Encountering difficulties in relationships with junior medical staff as 51% nurses are in severe, 36% are in moderate and 9% are in mild stress. Being involved with the emotional distress of patients as 50% population is in severe stress, 38% in moderate and 5% in mild stress; being responsible for the quality of the work of other staff level of stress as 38% are in severe, 50% are in moderate and 7% nurses are in mild occupational stress. Underpayment, inadequate staff and being involved in the emotional distress of patients, inadequate facilities, and disturbance of home life are causes of stress among nurses of Liaquat University Hospital, Hyderabad.

Conclusion: Nurses have to face frequent occurrence of stress which could have negative impact on organizational climate in the future. Out of all considered causes of stress, workload is major factors responsible for frequent occurrence of stress among majority of nurses. This stressor could be removed or minimized through workload management, job redesign, and by offering occupational health education, continue education.