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Review of literature on occupational stress among staff nurses

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Abstract

Occupational stress is a the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the person .Nurses major causes of stress at work include working shifts, long hours, a lack of control, poor relationships with team members, low pay, and unfavorable working conditions. Nurses face emotional burden like as confront illness, mortality and grief, all of which can lead to emotional strain .Interacting with patients and families can be difficult: Communicating with patients. Nursing is considered a difficult job and their work stresses can have negative effects on health and quality of life. Nurses are in close contact with patient with variety of hospitalized cases, lack of manpower, forced overtime hours, and the attitude of the ward manager can impose tremendous stress on nurses in the hospital.

Keywords: Occupational stress, mortality, grief, strain, illness, stressors, tremendous, manpower

Introduction

Occupational stress is a harmful physical and emotional response when it effects their knowledge, capabilities, and abilities, making it difficult to cope with their job. Nursing is a stressful and high-risk profession. In many nations, nurses account for 50% of all health care professionals who care the patient in the hospital. The corona virus pandemic broke out in the country in March 2020. The Nurses treated Covid-19 patients during the pandemic with faced several mental health issues were fear, burnout, anxiety and fatigue, depression, insomnia.Covid-19 cases in India during the second wave, which shows more caseload in hospital was directly affecting the nurses' mental health. High-stress levels can affect a nurse's health with effect of their critical thinking. It may affect the quality of health services, especially among nurses profession. Nurses is the backbone of the health services. Nurses play a crucial role in maintaining patient safety, since they spend more time with patient.

Definition

Occupational stress is defined as a “pattern of emotional, cognitive, behavioral, and physiological reactions to adverse and harmful aspects of work organization, and the working environment.” These harmful physical and emotional responses occur when the requirement of the job does not match the capabilities, resources, or needs of the employees Nursing has always been recognized as a stressful profession.

Causes

Causes of stress in nurses are patient care problem, professional factor, Poor working environment, organizational factor, Personal factor.

Patient-related problem: Meet with the needs of the patient and provide care is the fundamental jobs of nurses. Specific patient-care situations have been found to be associated with stress for nurses in hospital like as dealing with death and dying, patient treatment, workload and inadequate preparation to deal with patient's emotional issues .within the patient–nurse relationship, patients' poor attitude towards treatment and care and their families also contribute to workplace stress in nurses.

Professional Factor: Conflict with other health-care professionals and discrimination

enhances stress at workplace. In addition, doctor's attitude towards nurses, conflict with physician and verbal abuse from physicians also affect the psychological well-being of nurses in hospital. Poor relationship among nurses also can cause stress.

- **Poor Working environment:** Stress generating from nursing work situations such as posting in busy areas (intensive care units, emergency) with tiring job and insufficient time for rest and meals in hospital area, heavy workload, pressure to complete work on time, staff shortage and lack of co-worker support and conflict with supervisors lead to stress
- **Organizational stressors:** Organizational stressors affect job performance and productivity. Inadequate pay, lack of organizational support, lack of resources including workforce, increased job demands, competition between hospitals for becoming best, use of poor technologies that lead to stress in nurses.
- **Personal factor:** The personal factors that were associated with stress for nurses in workplace include age more than thirty two, female gender, family structure, prolonged working duration in hospital and less experience in hospital area.

Signs and symptoms of stress

- **Physical symptom:** Physical symptoms of excessive stress include rapid heart rate, muscle tension, headaches, gastrointestinal Problem, difficulty breathing, nausea etc.
- **Sleep disturbance:** Nightmares, trouble falling asleep or struggling to stay as sleep Lack of sleep can cause everything from memory, problems to heart attacks.
- **Emotional responses:** Nurses feel anger, fear, frustration, anxiety, sadness that effect the emotional balance.
- **Social impacts:** Excessive stress affects the social life of nurses. It creates the problem and make conflicts with co-workers or family members by becoming or isolation because lack of communication.

Coping Strategies

Coping is a process which help to provide on psychological and physical well Nurses typically use problem-focused coping strategies to solving the problem in hospital and when nurses feel that the stressful events in itself is to be intervened, they may use emotion-focused coping strategies to reducing negative emotions. Occupational stress managing strategies is a vital part for nurses to enhance the physical, psychological wellness and improve work productivity. These are professional, psychological, organizational strategies.

- **Professional strategies:** Managing conflict in the workplace is a necessary task for the nurses and nurse managers or nurse administrator. Rotational shifts is an important way to decrease conflict among nurses in hospital Rotational shifts should be decided on the needs of the patient as well as nurse managers in the unit is essential before rotation the nurse any wards. Job rotation enhance nurses to perform well; permits for professional growth and opportunity to raise the skill and knowledge in other areas, Increase quality patient care in hospital and prevent job burnout at workplace.
- **Psychological strategies:** Psychological support interventions in nursing education helpful to teaching and training aspiring nurses about therapeutic strategies

that enhance patient mental well-being, such as counseling techniques, stress management techniques such as CBT (cognitive-behavioral techniques), deep-breathing exercises or mindfulness practices such as meditations,yoga help to provide the nurses with the necessary tools to independently manage their anxiety levels In stressful events, and effective use of social support structures also

- **Organizational strategies:** Organizational strategies are helpful for managing job stress among nursing pr health care professional. Organization also has the responsibility to manage working environment in best way. It can include formulating for stress policy, stress management, taking action and risk assessment at workplace is most important to decreases nursing burden in hospital. Effective nursing management is helpful for ensuring high-quality patient care and maintains a good work environment in hospital. This involves several key concepts, including organizing, delegation, motivation, supervision, coordination, and conflict management.

Conclusion

Stress is a major concern for individuals and organizations. Mindfulness practices include also helpful to reduce stress at workplace These are self-care for nurse practices that you can learn and use at nearly any time to help reduce stress, such as at work, on the drive home, or while taking care of family obligations.

Conflict of Interest

Not available.

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Not available.

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