

Abstract:

This study was cross –sectional research done in Sudan river Nile state Shendi locality in Elmek Nimer university hospital (January April 2012) to know impact of stress on nurses performance . The study includes sixty nurses whom working in El Mek Nimer University Hospital selected randomly. The data was collected by close ended interview questionnaire composed of nineteen questions.

The study reveal that ,most important reason of stress was staff shortage (48.3%) , this mean that the hospital have to increase staffing number. Also , tow third (78.3%) of nurses know effect of stress on job satisfaction, while majority (95.7%) of them the effect was decrease of job satisfaction and more than half (60%) of nurses the stress are effect job satisfaction perhaps lead to decrease quality of patient care and this corresponding with the study issue in health science journal which reveal high levels of stress result in staff burnout and turnover and adversely affect patient care.

The study come out by recommendation include: The nursing director must to increase control and participation in the decision making .Hospital management should be increased income of nurses.

Key wards: Nursing - job satisfaction – stress – performance.

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Introduction

Stress has powerful effect on the mind and therefore a significant effect on one health and well-being. Stress is linked to leading causes of death, including heart disease, suicide, accidents and cancer.

Chronic stress can double a person's risk of having a Myocardial infraction seventy five percent of visits to doctor's offices concern stress-related ailment.

Thus the study of stress is very important in understanding its role in relationship to physical and emotional health.

Defined of stress as occurs when individuals perceive that they cannot adequate cope with demands being mad on them or with the threats to their wellbeing. Many different events, factor, or stimuli can be called stressors.

They can be physiologic or emotional psycho logic (**Lewis Heitkemper Dirksen O'Brien Bucher 2007**). 70,5% of nurses cited the acute and chronic effect of stress and that 75,8% of surveyed nurses report that unsafe working conditions do. The factors commonly causes of stress as role conflict, under staffing ,inadequate resources, excessive noise and lack of administrative rewards lack of control and participation in planning and decision making. (**American Nurses Association/ www.ahna.org/resources**)

The outcomes of job stress exceeds productivity and quality of employees performance, its' psychological influence inverts into a bad lifestyle habits like smoking, over eating, drinking alcohol and lead to serious chronic diseases like hypertension and heart diseases (**Owolabi et al., 2012**).

Research studies on stress in nursing have identified a variety of stressors that depend upon the clinical specialty. However, some common stressors across nursing specialties include poor working relationships between nurses and doctors and other health care professionals, demanding communication and relationships with patients and relatives, emergency cases, high workload, understaffing and lack of support or positive feedback from senior nursing staff (Nakakis Konstantinos, Ouzouni Christina ,2008).

Objectives

General objective:

The main aim of the study to evaluate the impact of the stress on nurse's performance.

Specific objectives:

1. To determine causes of stress among staff nurses.
2. To asses knowledge of nurses about specific coping strategies of stress
3. To identify the relation between stress & job satisfaction.

Methodology and Material

Study design:

This study was descriptive- cross sectional hospital study based research, done at El Mek Nimir University Hospital in period from(January to April 2012).

Study area:

The research was done in Sudan in Shendi locality it's in the river Nile state, which is located 174 K.M north of the capital Khartoum, the population was about 65 thousand living in more than 386 blocks. The majority of population profession is farmer and trading beside other works. Shendi has three big hospitals, the teaching hospital ,the military hospital and Elmek Nimer University Hospital.

Setting:

El Mek Nimer University Hospital was established in the year 2002 and includes different department. Pediatric ,obstetric, ENT, Renal, Ophthalmic ,Dental unit, major and minor theaters ,Emergency room ,Chemotherapy, Radiation ,Endoscopies ,Coronary care unit Intensive care unit, Dialysis room, Blood bank Laboratory, Pharmacies ,Referred ,Surgery and Medicine.

Study population:

This study include all nurses working in Elmek Nimer university hospital.

Sampling and sampling technique:

By simple random method from the total sample (125) nurses.

Sample size:

Sixty of nurses work during three shifts.

Data collection tool:

Stander closed questionnaire was design by the researcher based on the available literature composed of 19 questions.

Data collection technique:

The data was collected during three shifts-every respondent filled questionnaire by him/herself. Each questionnaire take about (5-10) minute.

Ethical Consideration:

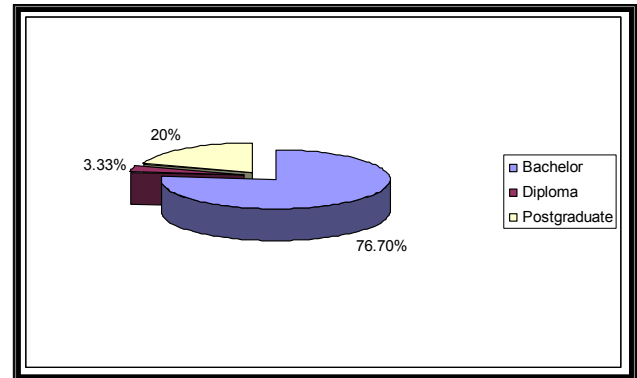
Permission has been taken from original director of the hospital, from the head nurse of the unit and the purpose of the study was explained to each respondent.

Data analysis:

The data was analyzed manual by using simple technique and represented in from table and figures.

Results

Figure "1" Level of education for the study population.



Table"1" Years of experiance of study population

Years of	Frequency	percentage
1-2 years	20	33.3%
3-5 years	25	41.7%
5and more	15	25%
Total	60	100%

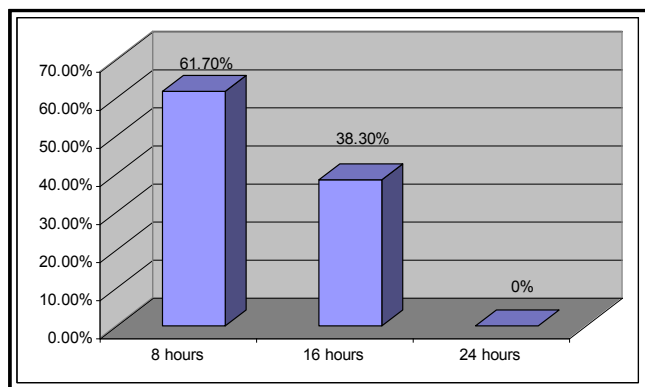
Table"2" Distribution of study population relation to the sex.

Sex	Frequency	Percentage
Male	4	6.7%
Female	56	93.33%
Total	60	100%

Table"3"disrbution of the work area among the study population

Unit	Frequency	Percentage
Pediatric	10	16.7%
Medicine	17	28.33%
Obs	10	16.7%
Surgery	10	16.7%
Intensive care	10	16.7%
Oncology	3	5%
Total	60	100%

Figure"2" Number of the work hours in the study population.



Table"4" The work off hour among study population

The work in off hours	Frequency	Percentage
Yes	21	35%
No	39	65%
Total	60	100%

Table"5" Payment according to the effort in the work among the study population

Paid according to effort in work	Frequency	Percentage
Yes	12	20%
No	48	80%
Total	60	100%

Figure "3" Coping with the workload by the study population.

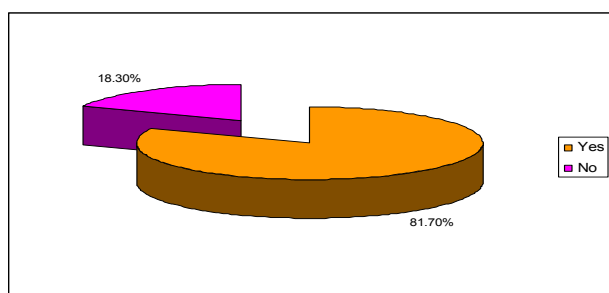
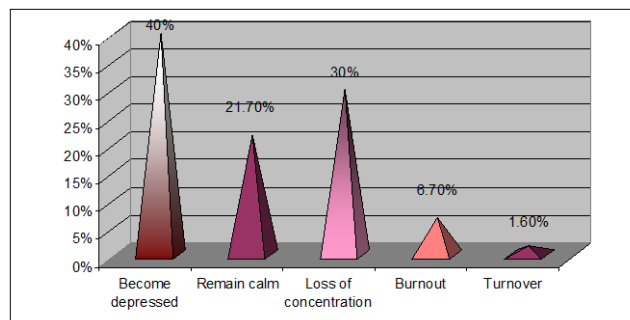


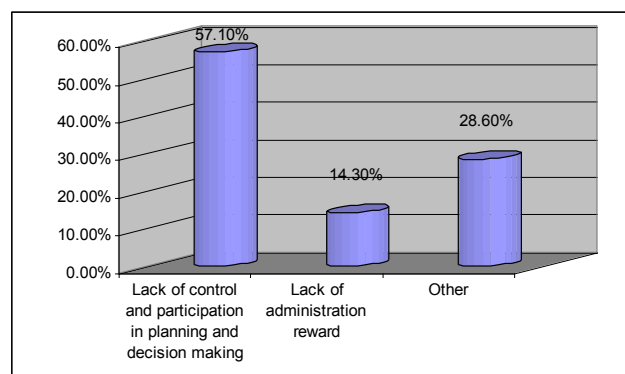
Figure "4"Distribution of nurses knowledge regarding coping strategies .



Table"6" The problems of nurses with their nursing director

Problem with nursing director	Frequency	Percentage
Yes	35	58.3%
No	25	41.7%
Total	60	100%

Figure"5" Type of problems with nursing director in study population



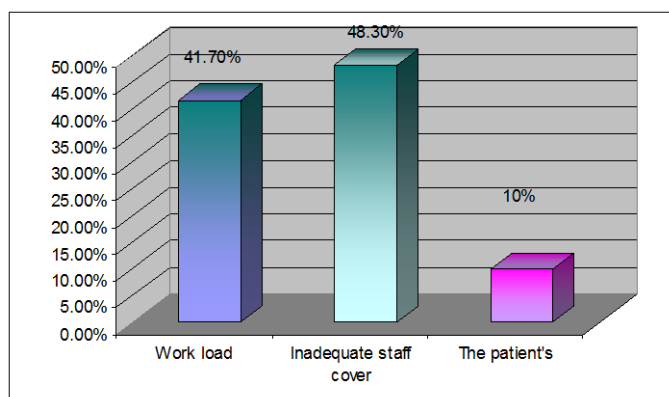
Table"7" Stress symptoms in the study population

Stress symptoms	Frequency	Percentage
Excess muscle	14	23.3%
Loss of appetite	4	6.7%
Depression	42	70%
Total	60	100%

Table"8" Time spend with family in the study population

Time spend with	Frequency	Percentage
Yes	30	50%
No	30	50%
Total	60	100%

Figure "6" Most important reason of stress among the study



Table"9" The response of study population to the stress

Response to stress	Frequency	Percentage
Become depressed	24	40%
Remain calm	13	21.7%
Loss of concentration	18	30%
Burnout	4	6.7%
Turnover	1	1.6%
Total	60	100%

Table"10" Stress effect on job satisfaction in the study population

Stress effect on job satisfaction	Frequency	percentage
Yes	47	78.3%
No	13	21.7%
Total	60	100%

Table "11" Type of effect on job satisfaction in the study population

Type of effect on job Satisfaction	Frequency	percentage
Decrease the job satisfaction	45	95.7%
increase the job satisfaction	2	4.3%
Total	47	100%

Figure "7" Common stressor in the work in the study population

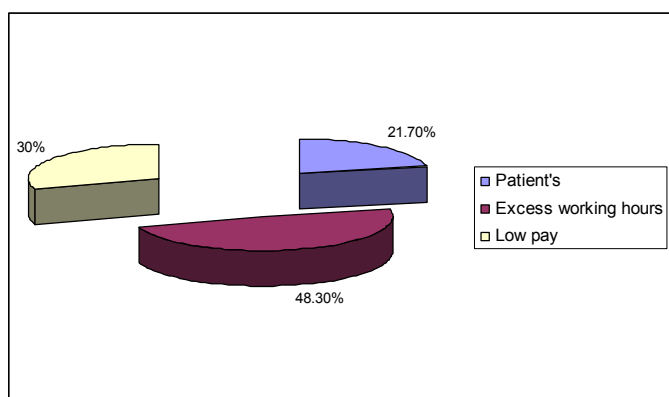
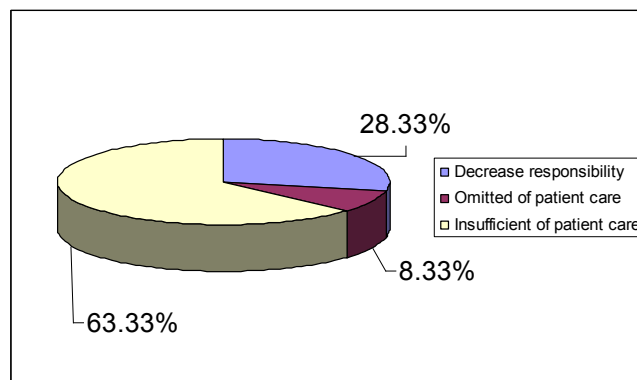


Figure "8" Impact of stress on patient care among study population



Discussion

Nursing stress can no longer be considered an occasional, personal problem to be remedied with palliatives. It is becoming an increasingly global phenomenon, affecting all categories of nurses, all workplaces and all countries. This study was cross –sectional research done in Sudan river Nile state Shendi locality in El Mek Nimer University Hospital (January April 2012) to know impact of stress on nurses performance.

The study found that two third (76.7%) of nurses educational level are bachelor and 41.7% years of experience of nurses was rang between three to five years. The majority (93.3%) of the study population are female.

Also the study found more than half (61.7%) of nurse work in one shift (eight hour) .about 38% work in tow shaft this mean the nurse which working in two shaft have high risk to be stressed than the nurses which working in one shift so that usually the excessive work hours lead to more stress. Also represent more than half (65%) of nurse do not work in off hours this good attitude that promotes to prevent from stress.

The study of **Vijay and Vazirani (2012)** found also that low salaries and other incentives, long working hours and increased no of patients were the main stressors in Indian hospitals. moreover tow third of nurse(80%) do not receive enough paid according to effort in work which is the one of the reason for stress.

The study found more of tow third (81.7%) of nurses coping with work load in spite of two fifth (40%) of study group coping with stress by the coping strategies but have bad strategies performance. In this regards, finding are not agree with **Haybatollah, 2009** which stated that work overload is a substantial stressor in the relation with cognitive coping. Work overload appeared to have a negative association with cognitive coping .The more there is application of coping strategies, the less there perceived work overload. Considering transactional stress theory, one might speculate that among hospital nurses, role overload is such a strong stressor that applying a coping strategy enables a shift towards appraising it as less stressful.

Also knowledge of nurses regarding coping strategies reveal good knowledge about coping strategies and also found more than half of nurses (58.3%) faces problem with nursing director. Moreover more than half (57.1%) faces lack of control and participation in planning and decision making this finding is same as a survey conducted by the **American nurses association** which reveal common factors that causes of stress is lack of control and participation in planning and decision making .

Also found most important reason of stress inadequate staff cover (48.3%) and common stressors in work excess working hours and this mean that the hospital most improve staffing covering the duties but only (40%) of study population are response of stress as depression.

The study reveal tow third of nurses know the effect of stress on job satisfaction. Majority (95.7%) of them know the effect is decrease of job satisfaction and more than half of nurses the stress effect the job satisfaction perhaps lead to decrease quality of patient care (60%) and this corresponding with the study issue in health science journal which reveal high levels of stress result in staff burnout and turnover and adversely affect patient care.

Conclusion

The study reveal majority of nurses whom working in two shift which are affect by stress decrease their job satisfaction and more than half of nurses the stress have impact on their work and lead to decrease of productivity (provide in sufficient patient care),and most of nurses do not receive paid according to their effort in the work .

Recommendations

The nursing director must be increase control and participation in planning and decision making in the nurses.

- Hospital management should be increase income of the nurses.
- The nurse have to adapted specific coping strategies as exercise, social support to reduce stress.

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