Effect of stress management interventions on job stress among nurses working in critical care units.

By
Irin Light

ABSTRACT

Stress in nurses affects their health and increases absenteeism, attrition rate, injury claims, infection rates and errors in treating patients. This is turning significantly increases the cost of employment in healthcare units. Proper management of stress requires an understanding of the stressors in the work environment and the efficacy of interventions formulated for the reduction of these stressors, thus ensuring greater efficiency at work place and improved wellbeing of the employee. Quasi experimental non equivalent pre test post test control group design was used to evaluate the effect of stress management interventions on job stress with work stressors inventory among 300 nurses working in four different critical care units in medical college hospitals. The interventions given were job stress awareness assertiveness training, time management and progressive muscle relaxation.

Majority of the sample consisted of nurses below 30 years of age and were female. Among the six different sources of stress the major sources were caring for patients, general job requirements and workload for both the groups even after the stress management interventions but the percentage varied. Senior nurses showed more stress than junior nurses. The stress management interventions were effective in reducing the stress of general job requirement, caring for patients, relationship with co workers, and relationship with supervisors and doctors, workload nurses and not the physical design dimension. Significant variables responsible for stress were age, sex, religion, marital status, general education before nursing, professional qualification, in service education attended, type of institution trained, experience in profession, experience in CCU and place of stay except shift work.

Stress management interventions are enjoyed and utilized by the nurses as it is the new adventure in nursing practice by decreasing the stressors perceived. The stress management interventions will necessarily result in improved well being of the individual as well as increased effectiveness of the health care system.