



KEY POINT SUMMARY

OBJECTIVES

The goal of this study was to identify, from the nurses' perspective, the:

- (1) nurse occupational stressors, including aspects of the design environment, and
- (2) ways in which the organization can reduce nurse occupation-related stress.

DESIGN IMPLICATIONS

While no direct cause and effect relationship can be inferred from this study, many of the findings point to the importance of designing supportive spaces for nurses to aid in the reduction of stress. The author's note, "The majority of participants in this research suggested the need for a space for nurses to meet and interact."

Nurses and Stress: Recognizing Causes and Seeking Solutions

Happell, B., Dwyer, T., Reid-Searl, K., Burke, K. J., Caperchione, C. M., Gaskin, C. J. 2013 / *Journal of Nursing Management* Volume 21, Issue 4, Pages 638-647

Key Concepts/Context

Nursing is a stressful job. This occupational stress can have negative consequences in terms of nurses' physical and psychological health as well as for healthcare organizations and the community. Yet little is known about identifying sources of occupational stress and reducing it.

This study took place in Australia.

Methods

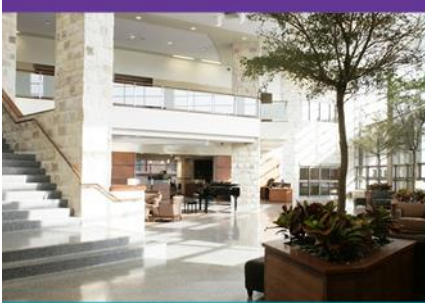
Happell, B., Dwyer, T., Reid-Searl, K., Burke, K. J., Caperchione, C. M. & Gaskin, C. J. audio-taped the interviews and transcribed them verbatim. They used the transcripts and field notes as the material for the analysis. They used inductive content analysis to provide a rich description of participants' experiences.

Findings

The study identified the following sources of stress: high workloads, unavailability of doctors, unsupportive management, human resource issues, interpersonal issues, patients' relatives, shift work, car parking, handover procedures, no common area for nurses, not progressing at work, and patient mental health.

The study identified the following ways to reduce stress: workload modification, non-ward-based initiatives, changing shift hours, forwarding suggestions for change, music, special events, organizational development, ensuring nurses get breaks, massage therapists, acknowledgement from management, and leadership within wards.

In addition the study findings point to the need to understand local perspectives and the importance of involving nurses in creating initiatives to reduce occupational



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stress. Increased understanding of occupational stressors and engaging nurses in developing stress-reduction initiatives can enhance healthcare environments.

Limitations

The authors note that the qualitative nature of this research limits the extent to which the results can be generalized, particularly because the research setting was located in a regional area. They recommend that future research focus on a range of geographical locations to better understand environmental factors on nursing stress.