

A CORRELATIONAL STUDY ON THE LEVEL OF STRESS AND JOB SATISFACTION AMONG STAFF NURSES DURING COVID19

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Abstract

Background: As Lu et al., (2019) [2] stated, nursing workers were mentally vulnerable regarding their vitality and mental health scores. Job training, families' positive attitudes to their job, and good relationships with clients were all protective factors for nursing workers' mental well-being.

Purpose: The study determined and assessed the relationship of Stress Indicators and Job Satisfaction of Staff Nurses during Covid-19 Pandemic.

Methods: A total of 310 nurses regardless of categories such as staff, supervisory, head of the department or even the chief nurse was invited to be part of the research who handled patients in this time of pandemic. The study utilized descriptive-correlational method to describe relationship between variables. Online survey forms were distributed, and data were retrieved and analyzed.

Results: There is a very low correlation between the level of stress and job satisfaction. The data indicates that the stress level and job satisfaction have low relationship.

Conclusion: During the COVID 19 pandemic, almost all of the indicators occur frequently among nurses who deal with the emotional needs of patients, watching their patients suffer from the virus, dealing with their patients approaching death, and eventually death of the patients with whom they have developed a close relationship.

Keywords: Stress, Job Satisfaction, Staff Nurses, COVID 19.

Background

Generally, stress is an inevitable part of the professional lives of employees in any health care settings since their main responsibility focuses upon providing help to patients who are usually encountering life crises. According to Muhawish, Salem & Baker (2019) [3] nursing has been identified as one of the most stressful professions. Although stress indicators can affect their administrative care or service, they are heartily giving their willingness to help patients survive from health issues. Job stress can positively influence individuals' work motivations however it is more typical for job stress to have adverse physical and psychological effects, which in turn undermine job satisfaction (Lee, et. al., 2019) [2]. While in health care setting nurses job satisfaction play great role in the delivery of services for the clients of variety of communities.

Job satisfaction has direct impacts on the performance of nurses in the form of absenteeism, turn over and level of stress, which on the other hand is also directly affected by the social aspect, poor working conditions and factors of the organization (Kousar, et al., 2018) [1]. The passionate side of nursing is not just about creating a modification in patients' lives. It could also be one of the vital reasons why a nurse chooses to pursue such a career and to meet their job satisfactions.

Many studies demonstrate that improving the transitional experiences of new graduate nurses with a focus on communication, organization, critical thinking, and stress management has, in turn, improved job satisfaction and nursing retention. On the other hand, skill discretion was found to moderate the effect of cognitive demands on turnover intention as well as the effect of quantitative demands on emotional exhaustion and job satisfaction only in conditions of low job demands (Viotti & Converso, 2016) [4]. The study has relevant practical implications. Particularly, from a job design point of view, the present study suggests that job demands and skill discretion should be balanced carefully in order to sustain job well-being and worker retention.

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Some study showed resilience is defined as a means of adapting to stress at the workplace, and could serve as a factor influencing job satisfaction (Zheng et al., 2017) [5]. The extent of emotional exhaustion experienced by the nurses varied with work location and was highest in surgical intensive care unit nurses. The level of job satisfaction in terms of opportunities for promotion differed significantly by race and the health status of the nurses.

The localization of a similar study through this research can further qualify the nurse stressors in Philippine healthcare delivery system during this pandemic and the data that will be extracted would better equip the organization and management to deduce and provide key strategies for the benefit of our health heroes focal to managing job satisfaction through career and psychosocial mentoring.

It is therefore imperative to study nurses' experiences and well-being during the current crisis in order to identify risk groups for ill sources of stress with direct effect on level of job satisfaction. Furthermore, the researcher became interested to conduct this study to find alternative solutions to the existing experiences of nurses in this hospital setting in this new normal situation. As Lu et al., (2019) [2] stated, nursing workers were mentally vulnerable regarding their vitality and mental health scores. Job training, families' positive attitudes to their job, and good relationships with clients were all protective factors for nursing workers' mental well-being.

Objective

The study determined and assessed the relationship of Stress Indicators and Job Satisfaction of Staff Nurses during Covid-19 Pandemic.

Methods

Research Design

This research utilized descriptive-correlational method. The research study design aligned with the primary aim to assess the stress indicators and job satisfaction of staff nurses during Covid-19 pandemic which served as the basis in the formulation of Career and Psychosocial Mentoring Competency. The premise of the descriptive correlational design required local and international studies relating to the assessment of the stress indicators and job satisfaction of Staff Nurses during Covid-19 Pandemic that supported the data analysis and framed the theoretical model appropriate that seeks to understand the multiple perspective and awareness in Career and Psychosocial Mentoring Competency.

Respondents of The Study

This study involved the total population of the nursing department of the said institution. A total of 310 nurses regardless of categories such as staff, supervisory, head of the department or even the chief nurse was invited to be part of the research who handled patients in this time of pandemic. This allowed the researcher to conduct the research study using a questionnaire. Eligible respondents were nurses working in the hospital during pandemic regardless of their work especially nurses working in the Emergency Room, Medical and Surgical Ward, Intensive Care Unit ward, Dialysis Ward and Isolation Ward. The inclusion criteria included staff nurses who are employed in the hospital for more than six months, ages 20 to 45, both male and female. Exclusion criteria are: Fresh graduate nurses that currently have mental health illness or comorbidities, Front liners who already resigned and are not currently working on the chosen institution and staff nurses who were not able to sign the informed consent, as well as those who didn't agree with the agreements on the orientation phase. Those who didn't agree with the aforementioned agreement are excluded from the study. Other Nurses who did not fall to the inclusion criteria was also not within the scope of this research, thus, excluded from this study.

Research Instrument and Data Collection

The researcher adapted and modified a questionnaire from Muhawish, Salem and Baker (2019) [3] entitled "Job Related Stressors and Job Satisfaction among Cultural Nursing Workforce" which was published in the Middle East Journal of Nursing and available online by the International Organization for Scientific Information (IDOS). A modification on questionnaires was tailored to the content of the current practices or the target population and to bring out a more precise and concrete answer from the respondents. The researcher formally asked the authors permission regarding modifying their questionnaire to be used for this study.

The modified questionnaire undergone pilot testing and it was submitted to Cronbach analysis to check for reliability and validity of the content to ensure the appropriateness of the questionnaire in measuring the stress indicators and job satisfaction of staff nurses during covid-19 pandemic.

Statistical Treatment of Data

Descriptive statistics (frequency and percentage) was used to describe the findings for the demographic profile. Students' t-test, analysis of variance (ANOVA) and Pearson's correlation were performed to determine the significant difference and relationship among the variables of the study.

A statistically significant $p < 0.05$ level was considered.

Ethical Consideration

The Ethics Review Committee of La Consolacion University of the Philippines reviewed this research study to ensure that it did not violate ethical considerations that should be observed.

Result

Relationship between the level of stress and job satisfaction of nurses during Covid-19 pandemic?

	Comput ed r	VI	Sig	Decisi on	V I
Job Satisfacti on	0.175	VL C	0.00 2	R	S

Legend: FR- Failed to reject VLC- Very Low Correlation R- Reject NS- Not significant S- Significant

There is a very low correlation between the level of stress and job satisfaction. The data indicates that the stress level and job satisfaction have low relationship. More so, the significant value was able to give a 0.002 which is lower than the alpha p-value of 0.05. This indicates that the two variables are related to each other.

Conclusion

During the COVID 19 pandemic, almost all of the indicators occur frequently among nurses who deal with the emotional needs of patients, watching their patients suffer from the virus, dealing with their patients approaching death, and eventually death of the patients with whom they have developed a close relationship. During the COVID 19 pandemic, nurses are coping with physician

absences during medical emergencies involving COVID 19 patients, a lack of information on medical issues, inadequate patient treatment, and, most critically, a physician not there when a COVID patient dies.

Conflicts of Interest Disclosure

The authors declare there are no significant competing financial, professional, or personal interests that might have influenced the performance or presentation of the work described in this manuscript.

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