

JOB STRESS AND SATISFACTION: HEALTH PROMOTION BEHAVIORS MATTER!

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- Caring for Atlanta for 135 years
- 410-bed, acute-care, faith-based hospital
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JOB STRESS AND JOB SATISFACTION: DO HEALTH PROMOTION BEHAVIORS MATTER?

- Job stress and job satisfaction have a well defined relationship in research
- Little research exists to determine the relationship between healthy behaviors performed by the nurse and job stress and job satisfaction



Burton & Stichler, 2010; Lu et al., 2012; Tabak & Kaprak, 2007; Toh et al., 2012; Zangaro & Soelken, 2007



LITERATURE REVIEW

- Less job stress and/or higher job satisfaction associated with best patient care
- Increased job satisfaction associated with nurse retention

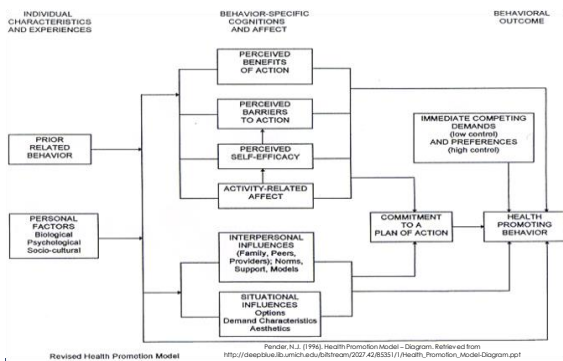
Bogaert, Clarke, Roelant, Meulemans, & de Heyning, 2010; Burton & Stichter, 2010; Gultic, Milosevic, Knezevic, & Mustajbegovic, 2009; Hayes et al., 2012; Ning, Ubo, & Grijen, 2009; Toh, Ang, & Devi, 2012; Tangaro & Soeken, 2007; Laschinger, Leiter, & Glin, 2009; Lu et al., 2012



LITERATURE REVIEW

- Job stress contributes to poor job satisfaction, burnout, and nurse turnover
- Health Promotion Behaviors (HPB) related to compassion fatigue, compassion satisfaction, and burnout

DeVeer, Francke, Struijs, & Willems, 2013; Neville & Cole, 2013



RESEARCH GOALS

- Examine relationships between HPB and job stress
- Examine relationships between HPB and job satisfaction
- Examine whether age, sex, and race predicted job stress



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METHODOLOGY STUDY DESIGN AND SAMPLE

- Non-experimental, descriptive, correlational design
- Sample (N = 142)
 - 142 of 750 RN's participated
 - 18.9% response rate
 - Open to RN's at Emory Saint Joseph's Hospital



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INSTRUMENTS



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DEMOGRAPHIC QUESTIONNAIRE

- Age
- Gender
- Race
- Education
- Employment Status
- Area of Employment
- Length/time of shift
- Missed Shifts
- Overtime



ADAPTED JOB STRESS SCALE

- 49-item, 4-point Likert scale
- 8 Subscales:
 - Competency
 - Work Environment
 - Staffing
 - Team Respect
 - Time Priorities
 - Emotional Support
 - Patient Outcomes
 - Feeling of Competence

Hinshaw & Atwood, 1985



MCCLOSKEY-MUELLER SATISFACTION SCALE (MMSS)

- 31-item, 5-point Likert scale
- 8 Subscales:
 - Extrinsic Rewards
 - Scheduling
 - Family/Work Balance
 - Co-workers
 - Interaction
 - Professional Opportunity
 - Praise/Recognition
 - Control/Responsibility

Mueller & McCloskey, 1990



HEALTH-PROMOTING LIFESTYLE PROFILE (HPLP) II

- 52-items, with 4-point response format
- Based on Health Promotion Model (HPM)
- 6 Subscales:
 - Health Responsibility
 - Physical Activity
 - Nutrition
 - Spiritual Growth
 - Interpersonal Relations
 - Stress Management

Walker & Hill-Polerecky, 1996



DATA COLLECTION

- NRC & IRB study approval
- Electronic Survey
 - Informed consent
 - Open for one month period
- RN's invited via work email, flyers, reminders
- Healthy snacks given to promote study
- Drawing for free one year membership



DATA ANALYSIS

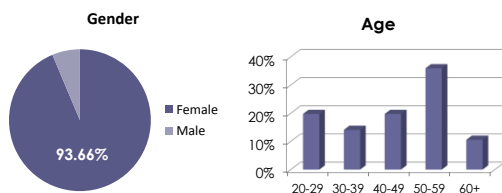
- SPSS (Version 22.0) used for data analysis for each research question
- Pearson's r used to analyze relationships between HPB, job stress and job satisfaction
- Multiple linear regression used to examine whether age, sex, race, and HPB predicted job stress



RESULTS



SAMPLE CHARACTERISTICS



SAMPLE CHARACTERISTICS

Race		Years Experience	
N = 142		N = 142	
Caucasian	73.24%	< 2 years	16.20%
African-American	10.56%	2 to 5 years	12.68%
Asian	11.97%	5 to 10 years	6.34%
Other	4.23%	10 to 15 years	4.93%
Specialty Area		15 to 20 years	7.75%
N = 142		Over 20 years	52.11%
Acute Care	41.55%	Education Level	
Critical Care	16.20%	N = 142	
Emergency	2.11%	Diploma	5.63%
Outpt/Surgical/Procedural	27.46%	Associate's Degree	14.79%
Other	12.68%	Bachelor's Degree	69.01%
		Master's Degree	10.56%



DESCRIPTIVE STATISTICS

N = 142	MMSS Total	JS Total	HPLP Total
Mean	3.7260 (Range 1-5)	2.9690 (Range 1-4)	2.7424 (Range 1-4)
Std Error of Mean	.04690	.02791	.03527
Median	3.7419	3.0000	2.7788
Std Deviation	.55889	.33262	.42031

- What does this mean???
 - Overall satisfaction with job reported
 - Moderate levels of job stress reported
 - Participants reported a moderate level of HPB



CORRELATIONS

HPB are associated with decreased job stress
($r = -.410$; $p < .001$)



HPB are associated with increased job satisfaction
($r = .25$; $p = .003$)

Greater job stress is strongly associated with lower job satisfaction ($r = -.732$; $p < .001$)



HPLP II, JOB STRESS & JOB SATISFACTION

Health Promoting Behavior	Job Stress	Job Satisfaction
Health Responsibility	$r = .28$	Not Significant
Physical Activity	$r = .25$	Not Significant
Nutrition	$r = .33$	$r = .19$
Spiritual Growth	$r = .45$	$r = .27$
Interpersonal Relations	$r = .40$	$r = .30$
Stress Management	$r = .38$	$r = .27$

Results indicated statistically significant relationships ($p < .001$) between all of the HPLP subscales and job stress, and four of the six HPLP subscales with job satisfaction. Those with the highest significance are circled in red.



HPLP II AND JOB STRESS SUBSCALE CORRELATIONS

Greater total HPB were associated with lower job stress, especially in the area of competence.

Job Stress Subscale	Correlation	p value
Competence	r = .53	<.001
Emotional Support	r = .22	.01
Feeling of Competence	r = .25	.003
Patient Outcome	r = .22	.007
Physical Work Environment	r = .26	.002
Staffing	r = .27	.001
Team Respect	r = .27	.001
Time Priorities	r = .24	.005

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REGRESSION MODEL: PREDICTORS OF JOB STRESS

Predictor	B	Std of Error	Beta	t	p value
Age	.07	.019	.260	3.49	.001
Sex	.002	.103	.001	.02	.986
Race	-.039	.058	-.053	-.68	.499
Health Responsibility	-.007	.076	-.010	-.09	.930
Physical Activity	-.069	.058	-.140	-1.19	.234
Nutrition	.038	.085	.054	.45	.653
Spiritual Growth	.185	.093	.276	2.00	.048
Stress Management	.101	.081	.158	1.25	.212
Interpersonal Relations	.079	.081	.113	.97	.313

$R^2 = .289$, Adjusted $R^2 = .241$, $F = 5.972$, $p < .001$

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DISCUSSION OF STUDY RESULTS

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HPB AND TOTAL JOB SATISFACTION

- Strong and significant relationship between HPB and job satisfaction
- Interpersonal relations (HPLP II subscale) most strongly correlated with job satisfaction
- Spiritual growth also an important predictor in determining total job satisfaction



HPB AND JOB STRESS

- Job Stress subscale of competence was most strongly associated with total HPB
- Competence measured by the nurses' perceptions of how well they provide care, make decisions, and if they feel their decisions are respected by others



HPB AND JOB STRESS

- Spiritual growth, as a subscale of the HPLP II, was the strongest predictor of total job stress



HPB AND JOB STRESS

- Interpersonal relations (HPLP II subscale) was a strong predictor of total job stress
- Interpersonal relations: communication achieving a sense of intimacy and closeness within meaningful, rather than more casual, relationships with others
- Nurses uniquely trained to:
 - Communicate well with others
 - Develop meaningful relationships with patients through thoughtful discussion and communication



AGE AND JOB STRESS

- Increased age correlated with less job stress perceived
- Younger and/or less experienced nurses reported more job stress
- Greater age and greater engagement in the health behavior of spiritual growth were associated with significantly better job stress



LIMITATIONS

- Single hospital surveyed
- One month time frame
- Single observation by each nurse
- Invitation out to all nurses, instead of only direct-care nurses as intended
- Length of and inability to save progress of survey
- Survey fatigue
- Recent partnership of hospital with Emory Healthcare
- HPLP II based on US model of health
- Assumed electronic survey would yield more results
- Unable to uniformly promote survey in all areas of hospital (i.e. surgical/procedural areas)
- Minimal participation from ED staff



IMPLICATIONS



IMPLICATIONS FOR NURSING & NURSING LEADERSHIP

- Job stress and job satisfaction relationship reinforced
- Empirical support for relationships among HPB, job stress and job satisfaction suggest promoting HPB in nurses could:
 - Increase quality of patient care
 - Increase retention
 - Counteract compassion fatigue and/or burnout



IMPLICATIONS FOR NURSING & NURSING LEADERSHIP

- Greater HPB correlated with decreased job stress on all subscales, especially in the area of competence
- Prompts the question:
 - Are healthier nurses more competent nurses?



IMPLICATIONS FOR NURSING RESEARCH

- How do HPB among nurses relate to patient safety, patient outcomes, and patient satisfaction?
- Would younger and/or less experienced nurses report less job stress with support systems, such as residency programs?
- Is significance of spiritual growth behaviors the same in hospitals that are not faith based?
- Promotion of which HPB most cost effective for organizations?
- Are nurses more likely to stay at organizations focused on their health?



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CONCLUSIONS

- HPB significantly impact nurses' job stress and job satisfaction, specifically related to competence in the workplace
- Younger nurses demonstrated greater job stress than older nurses and thus may require focused support to meet their needs



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CONCLUSIONS

- HPB related to interpersonal relations and spiritual growth had greater impact than other commonly recognized practices such as diet and exercise
- Hospitals seeking to promote a healthy nursing workforce should consider how to best support HPB, especially among younger nurses



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THANK YOU FOR YOUR TIME!

ANY
QUESTIONS?



SPECIAL THANKS

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