

Best Evidence Topic (BET)

Name: Allison Peters

Question: Does job related stress (I) influence(C) job satisfaction (O) of nurses (P)?

Search Strategy: CINAHL, Science Direct, Medline, Cochrane database of Systematic Review. Key search terms: stress, job satisfaction, nurses. 2000-2010

Search Outcome: (215) CINAHL, (714) Science Direct, (347) Medline, (2) Cochrane for total of 1278 articles found, kept 5. 1273 articles excluded because did not meet all elements of the PICO.

Literature Evaluation

| Citation | Patient Group and Sample Size | Study Design and Level of Evidence | Outcome Variables | Key Results | Study Weaknesses |
|--------------------|--|------------------------------------|--|---|--|
| Chen, 2009, Taiwan | 112 OR Nurses Job satisfaction subscales: Work rewards, OR environment, Self-esteem, Administrative management, and Job ability Job stress subscales: Professional status, Patient safety, OR environment, Patient care, Administrative management, Interpersonal relationships, | Descriptive Level 6 | Work rewards OR environment Self-esteem Administrative management | Correlated inversely with all measure of job stress (-0.24 to -0.49, p<0.05 for all) Correlated inversely with all measure of job stress (-0.26 to -0.50, p<0.01 for all) Correlated inversely with patient care (-0.20, p<0.5), administrative management (-0.30, p<0.01), interpersonal relationships (-0.25, p<0.01), and administrative feedback (-0.22, p<0.05). Correlated inversely with all measure of job | Limited to OR nurses at mid-sized hospitals Limited sample size |

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| | and admin feedback. | | Job ability | stress (-0.31 to -0.50, p<0.01 for all) No correlation with any measure of job stress | |
| Bartram, 2004, Australia | 157 Registered Nurses in a private hospital | Descriptive Level 6 | Self –esteem Self- determination | Inverse correlation of -1.98, (p<0.05) job stress Inverse correlation of -3.72 (p<0.001) Job stress. | Limited to RN’s at private hospital in Australia Limited sample size |
| Tabak, 2007, Israel | 117 nurses of varying seniority in the largest hospital in Israel | Descriptive Level 6 | Job satisfaction | A strong significant negative correlation was found between degree of stress and job satisfaction (r=-0.30; p<0.01) showing as stress rises, job satisfaction falls | Convenience sample, may not represent all nurses Limited sample size |
| Stacciarini, 2004, Brazil | 461 RN’s Federal District of Brazil | Descriptive Level 6 | Job satisfaction | Direct, significant inverse correlation with job stress and job satisfaction -0.24 to -0.26 (p≤0.05) | Different job levels of participants Small sample size Instrument adapted for other cultures? |
| Zangaro, 2007, USA | 14,567 RNs 31 studies: RCT’s | Meta-analysis Level 1 | Job satisfaction | Job stress negatively correlated with job satisfaction 95% CI (-0.50 to -0.48) (p<0.001) Relationship of job | Differentiation of nursing practice from U.S. and non-U.S. nurses Generalized to RN’s |

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| | | | | satisfaction and job stress (r=-0.54 vs. r=-0.47) | in inpatient and outpatient settings Only published studies included |
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Comments: There are critical shortages in nursing. Job stress may be a factor in retaining and attraction of nurses and job burnout. Education, professional growth, improvement of nursing work environment and manager leadership style has been identified as key to increasing job satisfaction in nursing. Management of stress related to job satisfaction may be executed differently in other cultures.

Clinical Bottom Line: There is a negative inverse correlation between job stress and job satisfaction in nurses; as job stress rises job satisfaction falls.

References:

- Bartram, T., Joiner, T., & Stanton, P. (2004). Factors affecting the job stress and job satisfaction of Australian nurses: implications for recruitment and retention. *Contemporary Nurse: A Journal for the Australian Nursing Profession*, 17(3), 293-304. doi:10.5555/conu.2004.17.3.293. [CINAHL]
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- Zangaro, G., & Soeken, K. (2007). A meta-analysis of studies of nurses' job satisfaction. *Research in Nursing & Health*, 30(4), 445-458. doi: 10.1002/nur. [CINAHL]