NURSES’ OCCUPATIONAL COPING SELF-EFFICACY AND STRESS MANAGEMENT

Elizabeth Brown DNpc, MSN, RN
Objectives

- Participants will gain an understanding of:
  - the impact that Occupational Coping Self-Efficacy (OCSE) can have on nurses and organizations.
  - the importance of researching possible strategies to impact OCSE.
  - this research project including the results, and recommendations for future research based on the limitations.
Do early career registered nurses report improved occupational coping self-efficacy after completing an online stress management program?

Note: Early career nurses = ANA definition of less than 5 yrs. RN experience
OCSE is a nurse’s self-appraised confidence in coping with stressful work situations.

Research has demonstrated:
- negative correlations with OCSE and nurse burnout, turnover, emotional exhaustion and distress.
- positive correlations with OCSE and caring behaviors (assurance of human presence & connectedness), job satisfaction and personal accomplishment.

Gap in OCSE research related to interventions that may impact OCSE and original OCSE authors recommended future research into stress management.
Insufficiently defined procedures
• Doing a lot of tasks at the same time
• Physical tiredness
• Difficulties with patients
• Difficulties in deciding how to do the work
• Relational difficulties with a patient’s relatives
• Relational difficulties with your supervisor
• Relational difficulties with colleagues
• Relational difficulties with other healthcare workers (physicians, etc.)
Literature:

Stress Management Interventions

- Stress Management interventions
- Though widely incorporated into residency and orientation curriculum, little to no research to validate measurable impact to nurses.
- Research has shown that interventions can be effective in decreasing nurse burnout, stress and anxiety. These studies focused on all experience levels of nurses.

- Gap in research specific to early career nurses
Intervention

- BREATHE: Stress Management for Nurses
  - Web-based program designed for RNs.
  - Randomized trial demonstrated reduction in nursing stress and perceived stress r/t death & dying, conflict with MDs & other RNs, workload, inadequate preparation and uncertainty concerning treatment (Hersch et al., 2016)
Design & Recruitment

- One-group pre/post mixed methods
- 2 open-ended questions:
  - What are the sources of stress to you in your nursing role?
  - What could be introduced into your workplace that would make a difference to the stress levels you experience? (Happell et al., 2013)

- Recruiting: biggest challenge!
Results

- Sample size: $n = 9$ pre-survey; $n = 1$ post-survey
- Unable to answer PICOT
- Qualitative data revealed themes of opportunity to improve:
  - Orientation curriculum (policy/procedures; medication admin and drug reviews; mock drills/practice sessions)
  - Relationships/workplace culture to improve support
Results

- Pre OCSE-N results
  - Overall lowest confidence in ‘relational difficulties with other healthcare workers’ ($M = 2.67$) and ‘insufficiently defined procedures’ ($M = 2.78$)

- Overall highest confidence ($M = 4.22$) in ‘relational difficulties with supervisor’
  - $55.6\% < 1$ year RN experience
  - $88.9\% < 1$ year experience on current unit

- Positive correlation was found between years of RN experience and ‘relational difficulties with colleagues’ ($r_s = .814, n = 9, p < .01$) as well as ‘relational difficulties with other healthcare workers’ ($r_s = .719, n = 9, p < .05$)

- Negative correlation was found between years of RN experience on current unit and ‘relational difficulties with your supervisor’ ($r = -.688, n = 9, p < .05$)
Recommendations

- Further research r/t OCSE and stress management
- Further research with OCSE-N and BREATHE due to close content alignment
- Site recommendation – continue to utilize the open-ended questions for long-term monitoring of ECRNs and orientation
Lessons Learned

- Spend time on recruitment plan and involve experts in planning
- Incentivize participants
- Simpler is better for participants
- Don’t be scared of IRB and use the experts
What doesn’t kill you makes you stronger!

Hang in there!
QUESTIONS
References

