



NURSES' OCCUPATIONAL COPING SELF-EFFICACY AND STRESS MANAGEMENT

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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.

PICOT

- 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

Literature:

OCSE

- 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.

Occupational Coping Self- Efficacy for Nurses Scale (OCSE-N)

(Pisanti, et al. 2008)

- 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

- Pisanti, R., Lombardo, C., Lucidi, F., Lazzari, D., & Bertini, M. (2008, April). Development and validation of a brief occupational coping self-efficacy questionnaire for nurses. *Journal of Advanced Nursing*, *62*, 238–247. <https://doi.org/10.1111/j.1365-2648.2007.04582.x>
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