Occupational mental health among nurses: A conceptual and analytical framework
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Purpose of Study
- Assess the level of stress, burnout, and depression among nurses by collecting filled questionnaires and then analyzing the data.
- Assess the working conditions based on several antecedents
- Develop insights on mental health outcomes by analyzing stress, burnout, and depression and related attitudinal outcomes
- Develop insights on how organizational policies could affect the level of stress to provide guidelines for stress management programs.
- Obtain insight on Hispanic nurses
  - We posit that they may respond to working conditions differently

Major Hypotheses

Hyp. 1: There is a direct relationship between working conditions such as role stressors, workloads, job demands, and job constraints and the accumulation of stress, burnout, and work-related depression as well as job attitudes.

Hyp. 2: Stress, burnout, and work-related depression are moderated by quality of supervision, job control, and personality.

Hyp. 3: Job involvement, presenteeism, absenteeism, and working hours moderate stress, burnout, and depression.

Hyp. 4: Organizational Citizenship Behavior (OCB) is influenced by stress, burnout, and depression.

Hyp. 5: In-role job performance, opportunity for promotion, and performance ratings are influenced by stress, burnout, and depression.

Hyp. 6: Job attitudes such as job satisfaction, organizational commitment, and job involvement and behaviors such as in-role job performance and OCB affect performance such as job performance ratings and opportunity for promotion.

Antecedents - Role stressors
- Workloads
- Job demands
- Job constraints
- Role conflict
- Role ambiguity
- Shift work

Mental Health Outcomes
- Stress
- Burnout
- Depression

Moderators - Individual
- Presenteeism
- Absenteeism

Moderators - Organizational
- Supervisory support
- Job control

Predictors
- Our model proposes that several antecedents predict occupational mental health.
- Directly related to occupational mental health
- They include role stressors such as: 1. Role overload 2. Role conflict 3. Role ambiguity 4. Job demands 5. Job constraints 6. Workloads 7. Shift work 8. Number of hours worked

Outcomes
- Attitudinal, behavioral, and performance outcomes are all direct results of the prior mentioned antecedents and moderators

Current Work
- Currently contacting medium-sized hospitals to conduct our research
- We are hoping to find a hospital with several Hispanic nurses in order to test our hypothesis that Hispanic nurses respond to working conditions differently.

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