

Occupational mental health among nurses: A conceptual and analytical framework

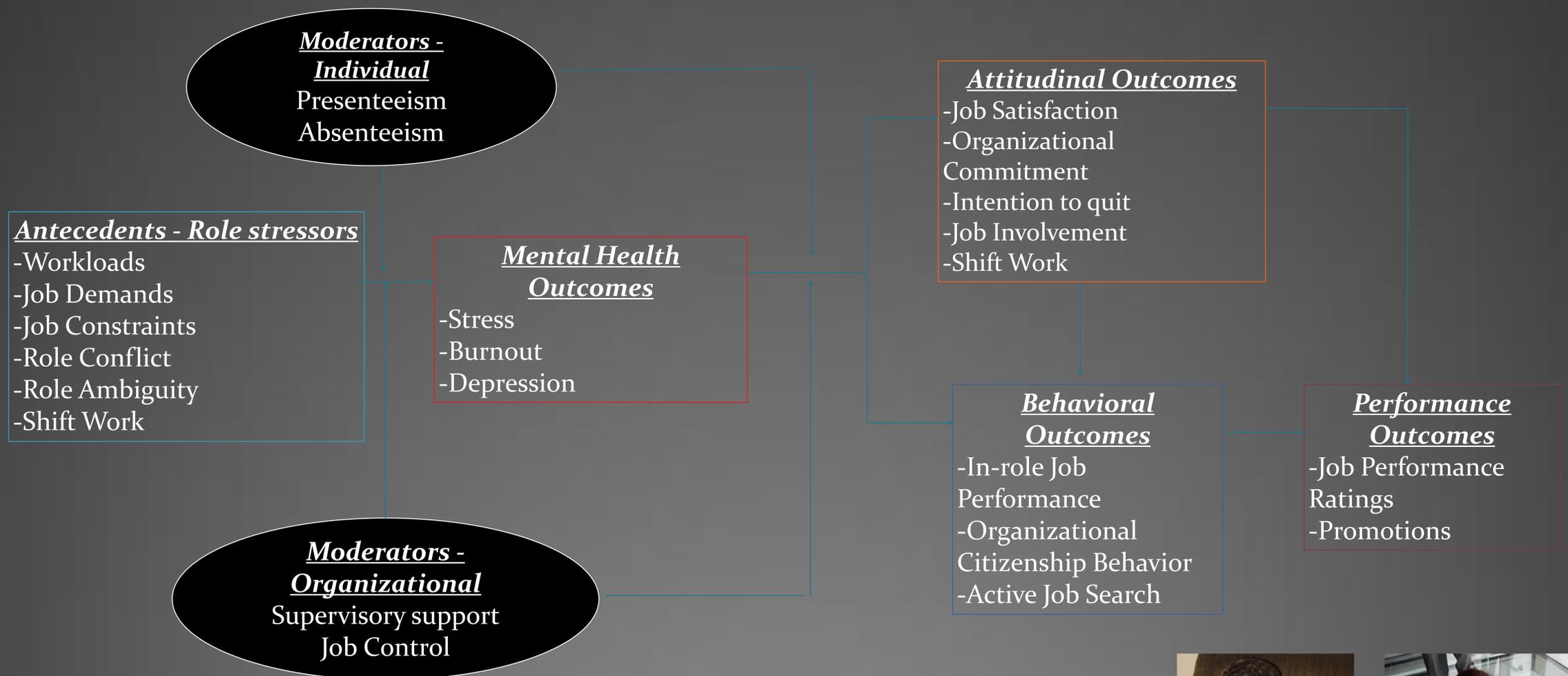
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Purpose of Study

- 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.



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

Moderators

- Likely moderate the relationship between each predictor and mental health variable
- Individual moderators
 1. Presenteeism - the act of showing up to work although ill
 2. Absenteeism - the act of not showing up to work while scheduled to be at work
- Organizational moderators
 1. Supervisory support
 2. Job control

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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