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Occupational stress among nurses in a hospital setting in Ghana

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Abstract
The prevalence of occupational stress among nurses is an endemic problem. The study sought to determine the current level of occupational stress experienced by nurses through the use of the Weiman Occupational Stress Scale as well as determining the most common occupational stressors and stress reduction strategies identified by the nurses.

Method and Main Results: A purposive sampling technique and a self-administered questionnaire were used to select 73 nurses from the nursing and midwifery departments of the Hospital. Weiman Occupational Stress Scale and other instruments were used to measure occupational stress levels. The mean score and individual average score of 27.53 and 24.47 indicating a 10% higher than the published Weiman Occupational Stress Scale mean score of 23.75 and individual average of 22. The study also found that the most common stressors were workload, inadequate resources and conflicting demands while the most common strategies were workload and managing stress were most frequently used.

Conclusion: Results from the study indicated the prevalence of stress of the St. Dominic Hospital in Accra, Ghana experienced work-related stress among nurses. It is recommended that the stress should be well addressed to understand that the high-quality specific occupational stressors are part of the job but that stressors that nurses can not influence continue to pose a risk and there can be handled through the institution of sustained peer support and clinical practice changes.

Introduction
Stress is a common problem [1]. It contributes to health problems in nurses and decreases their efficiency [2]. The nursing profession is known to be stressful throughout the world and has detrimental effects on the physical and psychological well-being of an individual's health [3]. Occupational stress is of key interest to employers because of the known adverse effects on employee performance, productivity, job satisfaction and health [4]. Stress has been found to be related to the relationship between individuals and their environment that are considered as challenging or exceeding their resources and jeopardizing their well-being. Because an ethical and creative stress management approach is required to deal with stress in high-stress roles, occupational stress management and psychological (e.g. anger) levels that occur when combined with a stressor [5]. World Health Organization has observed that stress is a worldwide epidemic because stress has recently been noted to be associated with 90% of non-communicable diseases [6].

Stressors resulting from the interaction between the nurse and her/his work environment when the demand of the job exceeds capabilities and resources [7]. Work stress is occupational work under a major challenge to workers' health and the well-being of their organizations [8].

The working environment is one of the most important sources of occupational stress [9]. Nurses' environment includes an enclosed atmosphere, time pressure, excessive noise, inadequate staff, limited to standard tasks, no second chance, unpleasant shifts and workload and long standing hours [10]. Nurses are trained to deal with these factors but stress takes a toll when there are additional stressors. Stress is known to cause emotional exhaustion to nurses and this leads to negative health-related illness in their job [11]. Stress is acknowledged to be one of the main causes of absence from work [12]. Anxiety, frustration, anger and feelings of inadequacy, helplessness or

Research for the past years shows that, signs of occupational stress appear to be being among nurses which has been related to several factors ranging from decreasing motivation, and wanting to quit, burnout and responsibility [13]. According to Chapman, occupational stress reduces productivity, increases management pressure and makes people sick by using time, eroding self-worth, and increasing [14]. Nurse stress declined as the emotional and physical

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