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Anticipators Job Stressors of Nurses Returning to the Workplace: A Mixed Methodology

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Anticipated Job Stressors of Nurses Returning to the Workplace

A Mixed Methodology

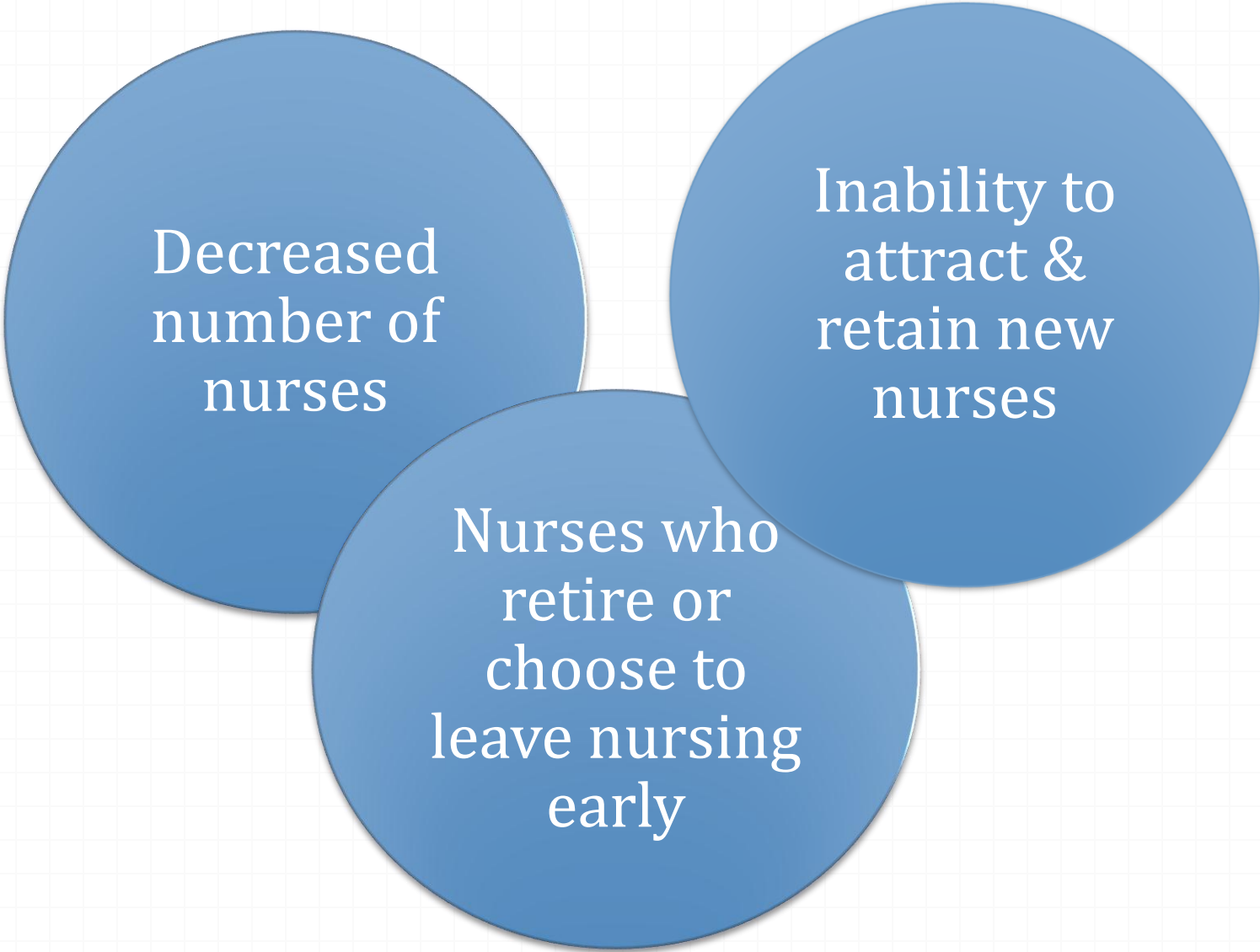


Carol Peterson, PHD, RN, MS. CCRN

INTRODUCTION

Despite 2.6M nurses, there is a shortage, which is described as moderate-severe in nature

Berlinger & Ginzberg (2006) model simplifies the shortage into 3 broad etiologies:



PURPOSE OF THE STUDY

Identify the anticipated job stressors that licensed registered nurses experience during the completion of nursing refresher course as they prepare to reenter nursing following a career break



METHODS

QUAN → quan embedded one-phase validating mixed methodology study

- Email survey format
- Embedded qualitative open-ended questions to identify additional stressors not identified in the ENSS

SAMPLE

- White Middle-Classed Females
- Married with Children
- Ages 35-60
- Family incomes > \$100,000
- Left for multiple reasons
- Had worked as a nurse from 1-15 years



RESULTS

Sources of Nursing Stress Identified on the ENSS



RECOMMENDATIONS

Accommodate the middle-aged adult in the classroom & clinical setting



Zero tolerance of workplace violence



Teach assertiveness & caring communications



Standardize admission & curricular requirements



Conduct a longitudinal study of refresher nurses



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DATA COLLECTION TOOL

- EXPANDED NURSE STRESS SCALE (ENSS)
- French, Lenton, Walters & Eyles (2000)

ENSS MEASURES 9 AREAS OF NURSING STRESS		
Patient Care Issues	Interpersonal Relationship Issues	Practice Issues