Relationship Between Work-Related Stress, Resilience, and Job Performances of Clinical Nurses: A Preliminary Study

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Purpose:
Nursing has been identified as one of the professions with high incidence of work-related stress (WRS) (Park & Park, 2017) and it is expected that they have certain degree of resilience (Guo, *et al.* 2018) for effective job performances (Li, *et al.,* 2017). However, in the developing nations such as Nigeria, it's been documented that WRS of nurses is high due to high nurse/patient ratio most especially in Teaching Hospitals. The resilience capacity of these nurses and job performances as they relate to WRS is scarcely researched hence, this study. The study compared and examined the relationship between WRS, resilience, and job performances of nurses working in Federal, State, and Private Teaching hospitals in South-West, Nigeria.

Methods:
The study adopted cross-sectional descriptive design and was conducted among 73 nurses (Federal = 24; State = 29 Private = 20). Data collection was by the use of adapted and validated questionnaire containing items from; Modified Nursing Stress Scale (Gray-Toft & Anderson, 1981); 5-point Connor-Davidson Resilience Scale (Connor & Davidson, 2003); and Modified Six Dimension Scale of Nursing Performance (Schwirian, 1978). Institutional Review Board approval and Informed consent was obtained. Data analysis was by descriptive and inferential statistical methods

Results:
Findings showed that nurses in the State (26.79±7.26) and Federal (26.27±7.02) Teaching Hospitals experienced frequent WRS more than nurses in Private Hospitals (24.35± 8.36). However there is no statistically significant difference in their WRS (p = 0.51). Also, nurses in Federal (30.79±5.46) and private (29.00±8.36) Teaching Hospitals had higher level of resilience compared to nurses in State Teaching Hospitals (25.97±6.84) with a statistically significant difference among them (p = 0.04). Findings further revealed that job performances of nurses in Federal (57.46±19.82) and Private (53.65±17.46) Hospitals were higher than that of the State (43.45±14.02) and a statistically significant difference occurred among them (p = 0.01). Overall, a statistically significant relationship was observed between resilience level of the nurses and their job performances (p =0.00) but no statistically significant relationship was found between WRS and Resilience (p = 0.36); and job performances (p = 0.58).

Conclusion:
In conclusion, Nurses in State Teaching Hospitals experienced higher level of WRS with low resilience and low job performances compared to others.

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Keywords:
Job performances, Resilience and Work-related stress

Abstract Summary:
This study is a preliminary one which employed descriptive cross-sectional design. Overall, a significant relationship was observed between resilience level of the nurses and their job performances (p =0.00) but no significant relationship was found between WRS and resilience (p =0.36); and job performances (P = 0.58).

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