

Effectiveness of Positive Affirmation Therapy on Level of Stress and Job Satisfaction among Staff Nurses working in Hospitals of Selected Areas.

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Abstract

Nurses work in various units in hospitals they having various level of stress and job satisfaction job related stress and job satisfaction is an important issue in nursing profession. Many times we are facing many emergencies, in that situation we are unaware about further complications in that, something it happens unnecessarily stressful situation and we fell in trouble. As there many researches done to assess the level of stress and job satisfaction among staff nurses in different settings and locations. Stress in staff nurses is common issue among nurses; few experiments were carried out on positive affirmation therapy on staff nurses. So here researcher used positive affirmation therapy to reduce stress and improve job satisfaction level among staff nurses. It shows that positive affirmations are very useful to reduce stress and improve job satisfaction level in staff nurses.

Material and method: Quasi-experimental, nonequivalent, control group designs with quantitative research approach was used. Accessible population is staff nurse working in hospitals of selected areas. 60 samples were taken by non-probability convenient sampling techniques. They were divided in two groups as 30 in control and 30 in experimental group. A descriptive inferential statistics is used to analyses the data.

Result: In pre-test 37% staff nurses were having moderate stress, 63% were having severe level of stress, but in post-test 73% staff nurse has mild stress 27% has moderate stress. So it shows that after intervention experimental group's level of stress reduced. In consideration to the level of job satisfaction, In pre-test 27% staff nurses were satisfied and 73% staff nurses were dissatisfied, as compare to pre-test score post test score is high. In post-test 70% staff nurses are very satisfied 30% found to be satisfied

There was no association found between level of stress with demographic variables like gender, area of job and clinical experience, as well as level of job satisfaction with selected demographic variables.

Conclusion: Comparative study between pre-test and post-test level of stress and job satisfaction among experimental and control group shows positive affirmation therapy is effective to reduce level of stress and improve level of job satisfaction among staff nurses working in hospitals.

Keywords: Positive affirmation therapy, level of stress, level of job satisfaction, staff nurses, hospitals.

Introduction:

Before human evolution nursing care exists in the form of mother, nursing is caring for children of someone who needs care. Nurses are 24 x 7 hours with the patient. Nurses work in various units in hospitals they having various level of stress and job satisfaction job related stress and job satisfaction is an important issue in nursing profession.¹ Many times we are facing many emergencies in that situation we are unaware about further complications in that something happens unnecessarily and we fell in trouble. So stressful situations can happens in anywhere and everywhere, due to that stressful atmosphere our job satisfaction reduces.²

Many factors influence's stress and job satisfaction like respect, self-esteem, salary, work overload, promotion, and increments. Stress is everywhere in the universe. If individual is satisfied psychologically his or her performance and quality of work improves. Many nursing staffs have stress and most of them are unsatisfied with their job. It also negative affect on work performance and behavior.³ positive affirmations are sentences words which motives individuals to do work and reduce stress.⁴ positive affirmation therapy is effective to reduce the level stress and improve job satisfaction,. Many study carried out on stress among nurses. Positive affirmations are more effective among such conditions.⁵

Objectives:

1. To assess the pre-existing level of stress among staff nurses working in hospitals of selected areas.
2. To assess the pre-existing level of job satisfaction among staff nurses working in hospitals of selected areas.
3. To assess the post-test level of stress among staff nurses working in hospitals of selected areas.
4. To assess the post-test level of job satisfaction among staff nurses working in hospitals of selected areas.
5. To assess the effect of positive affirmation therapy on level of stress among staff nurses working in hospitals of selected areas.
6. To assess the effect of positive affirmation therapy on level of job satisfaction among staff nurses working in hospitals of selected areas.
7. To find the association between selected demographic variables with pre- test level of stress.
8. To find the association between selected demographic variables with pre- test level of job satisfaction.

Need of study:

job related stress is major problem among Indians and Indian employees. Hospitals are emergency units 24 x7 nurses needs to do work in any situations. It affects nurse's job satisfaction as well as it leads to job burnout and increases stress among nurses. In a single day, hospital staff deal with a variety of difficult situations, including birth, agony, and death. Therefore, determining the levels of occupational stress and associated variables may help provide appropriate solutions.⁶

Material and Method:

A quantitative research approach with Quasi-experimental, non-equivalent control group research design used to conduct study. Study conducted in hospitals of selected areas. Depending upon previous researches, study findings and by power analysis formula. 60 staff nurses were selected by using non-probability convenient sampling techniques. They were divided in two groups as 30 in control and 30 in experimental group. All ethical construction and clearance taken from respected hospital and authority. Obtained informed consent from samples/ participants after explaining details of the study. Pre-test taken from both experimental and control group. daily record keeping diary provided among participants of experimental group. Advised them to read and write three times daily positive affirmations which provided in diary.

Data gathering tools

A self-structured 4 point likert scale issued to assess the level of stress and job satisfaction. Part 1 consist self-structured 4 point likert scale to assess the level of stress part 2 consists self-structured 4 point likert scale to assess the level of job satisfaction. In part 1, 10 question related to stress given in tool , 4 points given for higher positive response, Very severe stress having score 1-10 ,Severe stress having score 11-20,Moderate were included in 21-30, from 31-40 were added in mild category. 10 different aspects were assessed in this tool like, stress, workplace environment, society, financial conditions, family, job conditions, and their present status during data collection time. In part 2 also 10 questions taken, each question given 4 points highest points. Responses divided in very satisfied, dissatisfied, satisfied, and very satisfied. Aspects assessed like, working hours, pay scale, co-workers, promotion, nature of work, job security, rules and regulations etc.

Data analysis

After collection of data from participant's data The data was analyzed, tabulated and interpreted using descriptive and inferential statistics. Data presented by using table, pie charts, bar diagrams. Paired t-test used to find out effectiveness of positive affirmation therapy on level of stress and job satisfaction among staff nurses working in hospitals of selected areas. Unpaired t-test used for compares the post-test level of stress as well as job satisfaction among experimental and control group. Chi-square test used to find association between demographic variables and study findings.

Result:

Section- I : It contains demographic data of participants.

In demographic background of samples we took five demographic variables. In age 35% staffs nurses were in between age group of 21-30, 23% were between the age group of 31-40. In age group of 41-50 there are 27% staff nurses. In age group 51-60 15 % staff nurses participated .In gender demographic variable 35% nurses are male , and 39 staff nurses are female i.e. 65% from total participants. In area of job 35% staff nurses were participated from critical care units , 25% are from emergency department and 40% are participated from the general wards. Here in salary 17 staff nurses have salary below 20000, 28% staff nurses have salary in between 20001- 30000 , remaining 30% staff nurses are have salary between 30001-40000, 14% staff nurses those have more clinical experience they have salary above 40001rupees. In clinical experience 24% staff nurses have below 5 years' experience, 28% staff nurses have clinical experience in between 6-10 years. Majority staff nurses were from 11-15 year experience. Remaining 16% staff nurses are above 16 years of experience in both control and experimental group.

Section –II

It contains assessment of the pre-test level of stress among staff nurses working in hospitals of selected areas.

Table 1: Contains frequency and percentage distribution of level of stress among control and experimental group.

| Sr.no. | Level of stress | Control group | | Experimental group | |
|--------|-----------------|---------------|-------------|--------------------|-------------|
| | | F | % | F | % |
| 1 | MILD | 0 | 0 | 0 | 0 |
| 2 | MODERATE | 9 | 30% | 11 | 37% |
| 3 | SEVERE | 21 | 70% | 19 | 63% |
| 4 | VERY SEVERE | 0 | 0 | 0 | 0 |
| | TOTAL | 30 | 100% | 30 | 100% |

In control group 30% staff nurses were having moderate stress and remaining 70% i.e. 21 staff nurses were having severe stress. In experimental group 37% staff nurses were has moderate stress and balance 63% were severe stress.

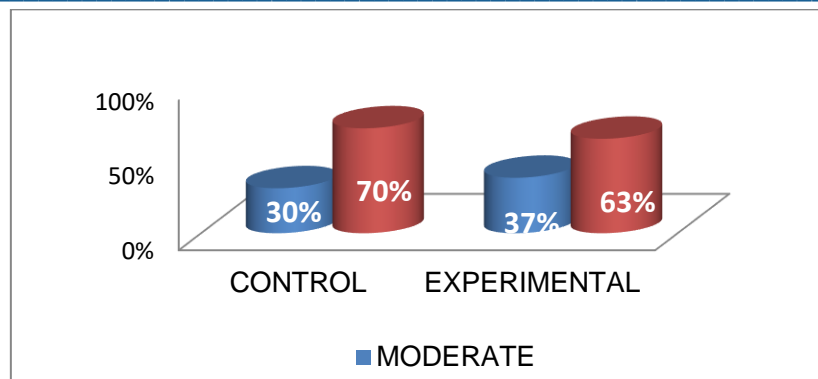


Fig.1. Contains bar diagram of pre-test level of stress among control and experimental group.

Section –III

Contains assessment of the pre-test level of job satisfaction among staff nurses working in hospitals of selected areas.

Table 2: It contains table of frequency and percentages of job satisfaction level among control and experimental.

| Sr.no. | Level of job satisfaction | Control group | | Experimental group | |
|--------|---------------------------|---------------|------|--------------------|------|
| | | F | % | F | % |
| 1 | Very satisfied | 0 | 0 | 0 | 0 |
| 2 | Satisfied | 10 | 33% | 8 | 27% |
| 3 | Dissatisfied | 20 | 67% | 22 | 73% |
| 4 | Very dissatisfied | 0 | 0 | 0 | 0 |
| | TOTAL | 30 | 100% | 30 | 100% |

In control group 33% staff nurses were satisfied and 67% were dissatisfied. In experimental group 27% staff nurses are satisfied, remaining 73% were dissatisfied.

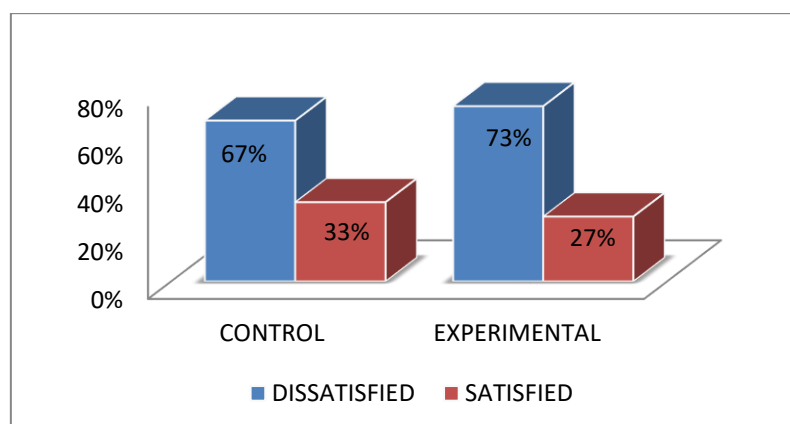


Fig.2. Contains bar diagram of pre-test level of job satisfaction among control and experimental group.

Section –IV

To assess the post-test level of stress among staff nurses working in hospitals of selected areas.

Table 3: contains frequency and percentage of post-test level of stress among control and experimental group.

| Sr.no. | Level of stress | Control group | | Experimental group | |
|--------|-----------------|---------------|------|--------------------|------|
| | | F | % | F | % |
| 1 | MILD | 0 | 0 | 22 | 73% |
| 2 | MODERATE | 10 | 33% | 8 | 37% |
| 3 | SEVERE | 20 | 67% | 0 | 0 |
| 4 | VERY SEVERE | 0 | 0 | 0 | 0 |
| | TOTAL | 30 | 100% | 30 | 100% |

In control group 10 staff nurses i.e. 33% staff nurses were having moderate level of stress, 67% were having severe stress. But in experimental group level of stress reduced from severe to mild. 73% staff nurses stress reduced they have mild stress. 37% having moderate stress.

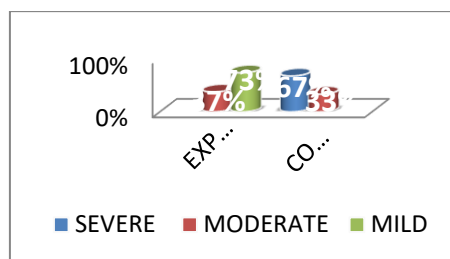


Fig.3. Contains bar diagram of post-test level of stress among control and experimental group.

Section – V

To assess the post-test level of job satisfaction among staff nurses working in hospitals of selected areas

Table 4: Contains frequency and percentage of post-test level of job satisfaction among control and experimental group.

| Sr.no. | Level of job satisfaction | Control group | | Experimental group | |
|--------|---------------------------|---------------|------|--------------------|------|
| | | F | % | F | % |
| 1 | Very satisfied | 0 | 0 | 21 | 70% |
| 2 | Satisfied | 11 | 37% | 9 | 30% |
| 3 | Dissatisfied | 19 | 63% | 0 | 0 |
| 4 | Very dissatisfied | 0 | 0 | 0 | 0 |
| | TOTAL | 60 | 100% | 100 | 100% |

In control group 11 staff nurses i.e. 37% staff nurses are satisfied, 63% are dissatisfied but in experimental group level of job satisfaction, 70% staff nurses are very satisfied 30% are satisfied.

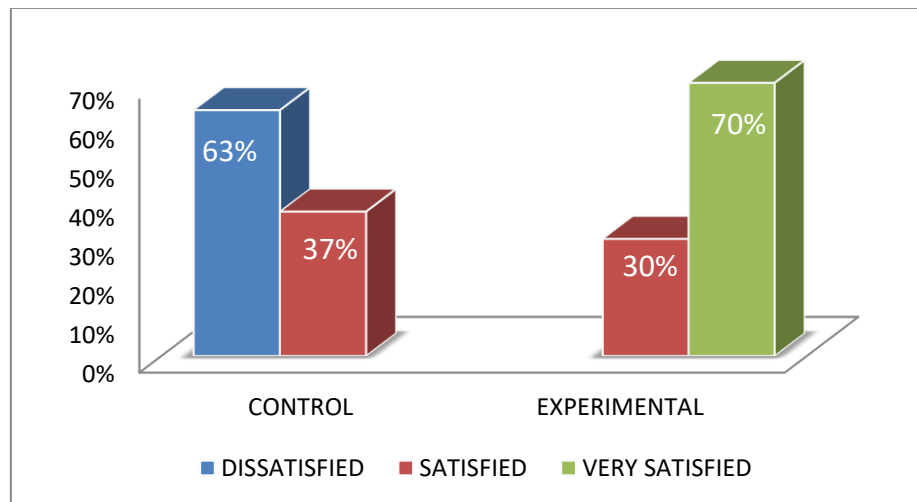


Fig. 4. Contains bar diagram of post-test level of job satisfaction among control and experimental group.

Section – VI

To assess the effectiveness of positive affirmation therapy on level of stress among staff nurses.

Table 5: contains frequency and percentage of effectiveness of positive affirmation therapy on level of stress among control and experimental group.

| Sr.no. | Level of stress | Pre-test | | post-test | | |
|--------|---------------------|----------|------|-----------|------|--|
| | | F | % | F | % | |
| 1 | MILD(0-10) | 0 | 0 | 22 | 73% | |
| 2 | MODERATE(10-20) | 11 | 37% | 8 | 27% | |
| 3 | SEVERE(20-30) | 19 | 63% | 0 | 0 | |
| 4 | VERY SEVERE (30-40) | 0 | 0 | 0 | 0 | |
| | TOTAL | 30 | 100% | 30 | 100% | |

In pre-test 37% staff nurses having moderate stress, 63% were having severe level of stress. In post-test 73% staff nurse has mild stress 27% has moderate stress. So it shows that after intervention on control group level of stress reduced.

Table 6: Paired t-test for the Effectiveness of positive affirmation therapy on level of stress among staff nurses working in hospitals of selected areas.

| | MEAN | SD | T value | df | P value |
|-----------|-------|------|---------|----|---------|
| PRE-TEST | 19.47 | 2.43 | 16.48 | 29 | 0.0001 |
| POST-TEST | 31.73 | 2.55 | | | |

Table value was found to be 16.48 at $p = \leq 0.05$. t value calculated to analysis difference in post-test stress level from experimental group. It shows highly significant as p value is 0.0001. This is laser than 0.05% level of significance.

Hence stated null hypothesis rejected as there is statistically significance difference between pre and post-test level of stress among experimental group.

Table 7: Two sample unpaired t-test for compares the post-test level of stress among experimental and control group.

| | MEAN | SD | T value | df | P value |
|-----------------|-------|------|---------|----|---------|
| Group-I (EXP) | 31.73 | 2.55 | 21.60 | 58 | 0.0001 |
| GROUP-II (CON.) | 19.73 | 1.66 | | | |

Unpaired t test shows that post-test mean score of experimental group is higher than control group , calculated p value is lesser than 0.05.so this is statically significant.

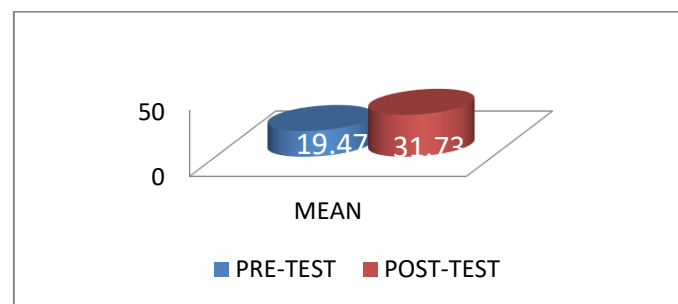


Fig. 5. Contains bar diagram of mean level of post-test stress among control and experimental group.

Section –VII

To assess the effectiveness of positive affirmation therapy on level of job satisfaction.

Table 8: contains frequency and percentage of staff nurses with level of stress in pre-test and post-test group

| Sr.no. | Level of job satisfaction | Pre-test | | post-test | |
|--------|---------------------------|----------|------|-----------|------|
| | | F | % | F | % |
| 1 | Very satisfied (0-10) | 0 | 0 | 21 | 70% |
| 2 | Satisfied (10-20) | 8 | 27% | 9 | 30% |
| 3 | Dissatisfied (20-30) | 22 | 73% | 0 | 0 |
| 4 | Very dissatisfied (30-40) | 0 | 0 | 0 | 0 |
| | TOTAL | 30 | 100% | 30 | 100% |

In pre-test 27% staff nurses were satisfied and 22 i.e. 73% staff nurses dissatisfied, as compare to pre-test score post test score is high. In post-test 70% staff nurses are very satisfied 30% satisfied.

Table 9: contains Paired t-test for the effectiveness of positive affirmation therapy on level of job satisfaction among staff nurses working in hospitals of selected areas.

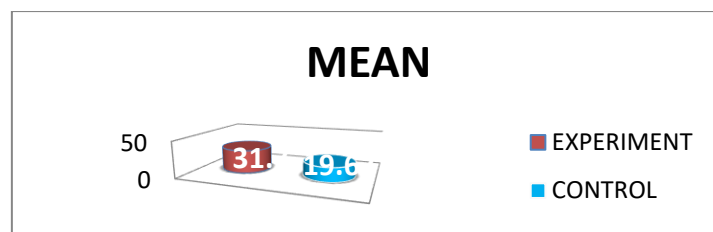
| | MEAN | SD | T value | df | P value |
|-----------|-------|------|---------|----|---------|
| PRE-TEST | 18.47 | 2.57 | 22.013 | 29 | 0.0001 |
| POST-TEST | 31.50 | 2.42 | | | |

Table value was found to be 22.013 at $p = \leq 0.05$. t value calculated to analysis difference in post-test job satisfaction level from experimental group. It shows highly significant as p value is 0.0001. This is lesser than 0.05 level of significance. Hence stated null hypothesis rejected as there is statistically significance difference between pre and post-test level of job satisfaction among experimental group.

Table 10: contains two sample unpaired t-tests for compares post test level of job satisfaction among experimental and control group.

| | MEAN | SD | T value | df | P value |
|-----------------|-------|------|---------|----|---------|
| Group-I (EXP) | 31.50 | 2.42 | 20.18 | 58 | 0.0001 |
| GROUP-II (CON.) | 19.67 | 2.11 | | | |

Unpaired t test shows that post-test mean score of experimental group is higher than control group , calculated p value is lesser than 0.05.so this is statically significant

**FIG. 6: Contains bar diagram of mean level of post-test job satisfaction among control and experimental group.**

Section –VIII

This section contains association between selected demographic variables with pre-test level of stress and job satisfaction among staff nurses. Here there is significant association found between level of stress and demographic variable like age and salary. As calculated P value is found to be less than $\leq 0.05\%$ of confidence interval. But there is no significant association identified between level of stress and demographic variables like area of job, gender, and clinical experience. As in pre test level of job satisfaction all calculated P values are greater than $P = 0.05$ so it shows there is no any significant association found between level of job satisfaction and selected demographic variables.

Discussion :

This part contains discussion regarding research study finding. Research findings are related to aims, variables, and related objectives with hypothesis testing. Present study was conducted to assess the effectiveness of positive affirmation therapy on level of stress and job satisfaction among the staff nurses at selected hospitals. Review of literature searched, reviewed and added in study. Sample size, research study design determined. Research study approach was quantitative approach. Study design was quasi-experimental non randomized control group design. Population for research study is staff nurses and samples are staff nurses at selected

hospitals. 60 samples were selected by non-probability convenient sampling techniques. 30 samples taken for experimental group and 30 for control group. Self-structured 4 point likert scale was prepared to collect data from samples. Scale contains section A for participants consent; section B for demographic data of samples and section C contains 4 point likert scale to assess level of stress and job satisfaction. Tool validity was done by 11 experts from different field of psychiatry, validity report prepared. Given suggestion added in tool and tool edited. Reliability performed by test retest method. Tool found to be valid and reliable. Ethical approval taken from ethical committee. Pilot study performed on 10 samples. they divided in two group. Analysis of pilot study done report prepared corrected from guide. Feasibility checked. Required changes did in tool and techniques. Before collection of data for main study consent taken from the all participants and purpose of study, interventions are discussed with participants. Confidentiality given to them. After consent pretest taken from both groups. Daily diary provided to experimental group, daily feedback and follow-up taken. After 28th day posttest taken from both group.

Master sheet of data prepared analysis of the study done by using descriptive and inferential statistics. Demographic data arranged tabulated form graphs, charts prepared. Paired' test used to show effectiveness of intervention on experimental group. Unpaired test used to test null hypothesis. Association between selected demographic variables and pretest level of stress and job satisfaction were checked by chi-square test. It found that there is no significant association between selected demographic variables and pretest level of stress and job satisfaction except in salary and age with level of stress. It shows that positive affirmation therapy is effective to reduce level of stress and to increase level of job satisfaction among staff nurses.

Limitation-

The study was carried out on a small population so that the findings cannot be generalized for large population.

- The study was limited to the staff nurses in selected areas
- The study was limited to the experience level of the researcher

Conclusion

This study come to conclusion that positive affirmation therapy is effective in the reduction of stress among the staff nurses as well as to improve job satisfaction level among staff nurses. Staff nurses those are undergone positive affirmation therapy, their level of stress reduced from severe to moderate and mild. And level of job satisfaction also improved a lot compared to control group. There is also no significant association demographic variables and pretest level of stress and job satisfaction except; among age, salary with level of stress

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