To Verify the Nature of Relations between Each of the Concepts of the Hardy Personality and the Psychological Distress of Nurses of the Province of Quebec

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Nurses of the Province of Quebec are practicing in a multi-stressor work environment.

Perhaps this explains why they are showing alarming symptoms related to occupational stress.

Several decades of research and discussion have been able to increase our awareness on the subject but still has not provided us with the information required to eradicate this scourge in Quebec.
background

Occupational Stress ➔ Psychological distress?
Previous career

• involved with working conditions of female staff ➔ Awareness of the negative effects caused by poor working conditions

New career

• Enduring poor working conditions
Nursing role

\[ RN^n = \frac{\text{management}}{\sqrt{\frac{\text{health} - \text{optimisation}}{(dr^n[\text{treatments}]^{x^2})}}} + \frac{\text{promotion}}{\text{prevention}} \]

Nurses... Supported by an inspirational management

... use specific knowledge to support individuals, groups, and community in managing their health (Roy, 2009)

...act as leaders, and specialists, on health promotion-prevention issues
Nursing reality

- Nurses admit that they feel stressed and demoralized;
- New graduates show signs of exhaustion and psychological distress;
- Some nurses choose to leave the profession.

\[ \int_{RN} = \sum_{Team-1}^{\infty} (??) \approx 06 05 13 \]

- Increased number of patients
- Lack of staff
- Overtime
- Increased workload
- Declining budget
- Accountability but devalued role
- Lack of management support

ØRN:
- Nurses admit that they feel stressed and demoralized;
- New graduates show signs of exhaustion and psychological distress;
- Some nurses choose to leave the profession.
Occupational stress

• Nurses → a group at high risk of occupational stress (Duxbury & Higgins, 2001; Brun, Biron, Martel & Ivers, 2002; Lemelin, Bonin & Duquette, 2009);

• Costs related to occupational stress are enormous (Berland, Natvig & Gundersen, 2007; Viens, Lavoie-Tremblay & Mayrand Leclerc, 2007; aiic, 2007);

• Main sources of occupational stress (CHSRF, 2006):
  – Workplace
  – Workforce
Nurses facing psychological distress

- Psychological distress often originates in the workplace (Duxbury & Higgins, 2001), one of the worst being the Health Facilities (Brun, Biron, Martel & Ivers, 2002; Lemelin, Bonin & Duquette, 2009);

- In Quebec
  - 85% of nurses work in hospitals (Marleau, 2009);
  - 35% of all health professionals providing direct care to the patients are nurses (Statistique Canada, 2006);
  - Hospital nurses suffer 6.2 times more psychological distress than the population in general (Brun & al., 2002);
  - 54% of hospital nurses are showing signs of high psychological distress (Brun & al., 2002; Watson & al, 2009);
  - (In one major hospital) 61% of nurses show significant symptoms of psychological distress + 4.4% need antidepressants to get through the day (Hamann, 1997);

- A stressed nurse poses a threat to the health of the patient... (Berland, Natvig & Gundersen, 2007)
Understanding the phenomenon of psychological distress among nurses of Quebec as related to their working environment
framework based on the Roy Adaptation Model, in the Self Concept mode (Roy, 2009)

INPUT

STIMULI
Lack of staff

Coping Strategies

RESULTING BEHAVIORS
Psychological distress

OUTPUT
Studies aimed at manipulating, or eliminating, external causes of stress.

Contextual threatening work situations (jeopardizes the quality of care provided to the population of Quebec)

Residual (sociodémographics)

Ineffective behavior
Most nurses still show signs of distress (CHSRF, 2006; Watson & al., 09)

Adaptive behavior
Yet, some nurses seem to have the ability to adapt...

Strategies

Focal

OUTPUT

INPUT
Integrating Maddi and Kobasa Theory of Hardiness (Maddi & Kobasa, 1984)

- **Focal**
  - work situations that are perceived as a threat to their professional ideal, values, and expectations (« hurts because it leaves no time to care for the patients. This was not the way I envisioned nursing… »)

- **Contextual**
  - Residual (sociodemographics)

- **Theory**
  - Hardy Personality (Maddi & Kobasa, 1984)

- **Adaptive behavior**
  - Nurses who possess a Hardy personality seem to adapt better ready for the challenge rather than feeling like a victim (Literature review to follow…)

**INPUT**

**OUTPUT**

1st buffer: Healthy lifestyle

2nd buffer: Hardy personality
Innate or acquired personality style
Hardy people demonstrate: Commitment, Control, Challenge
(Maddi & Kobasa, 1984)

3rd buffer: Transformational Coping

INPUT

OUTPUT
Research problem
• Quality of life of nurses in the workplace;

Research purpose
• Understand the impact of a Hardy Personality on psychological distress caused by occupational stress;

Results
• Seems that Hardy nurses adapt better to a multi stressor work environment;
• It is unlikely that these results may apply to nurses in Quebec...
**Research problem:** Lack of data concerning the nature of relations between the Hardy Personality and the Psychological distress of nurses in Quebec

**Proposed solution:** conduct a study...

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The choice of a research method depends primarily on the nature of the research question.... (Lepage & Dumas, 2010)

- **Research question**: What is the nature of the relations between each of the concepts of the Hardy Personality and the psychological distress of nurses of the province of Quebec?

- **Research design**: predictive correlational
There is an inverse relationship between each of the concepts of the Hardy Personality and the psychological distress of nurses in the Province of Quebec.

\[ H_1: \]
- The presence of hardiness causes a decrease in psychological distress.

Hypothesis:
- RESEARCH HYPOTHESIS
- X: The presence of hardiness
- \(-\): Causes a decrease
- Y: In psychological distress
Population
- Registered Nurses in the Province of Quebec;

Sample
- Nurses that are working a minimum of 14 hours/week in a public health institution;

Sampling method
- Nonprobability convenience sampling;

Sample size
- Recruited from 7330 email addresses;

Method of data collection
- Survey;

Data collection tool
- Self-administered questionnaire;

Method of distribution
- Electronic distribution via the Internet;

Research process:
- Cross-sectional study;
Questionnaire = three measures + one sociodemographic sheet

• **Perceived stress**: Échelle des Stresseurs en Soins Infirmiers (ÉSSI) (Kérouac & Duquette, 1992) → measuring the seven major sources of stress associated with three environments;

• **Hardy personality**: Échelle des Points de Vue Personnels (Kerouac & Duquette, 1992) → measuring the concepts of Commitment, Control and Challenge;

• **Psychological distress**: Indice de détresse psychologique (IDPESQ-14) (Préville & al., 1987) → measuring depression, anxiety, anger and cognitive problems;

• **Sociodemographic sheet**
2010-2011

- **July**: Ethics Approval Form (UQO) and Consent form;
- **August**: recruitment of the sample by emailing;
- **September**: first recall;
- **October**: second recall;
- **September – December**: data retrieval and compiling results using SPSS;
- **Beginning of 2011**: Submission of the Research Paper
Nurse involvement in promoting hardiness could result in...

Evidence about Hardiness that would contribute to the nursing knowledge base;

Specialized courses in stress management to prepare future nurses;

Nursing interventions to help individuals, groups, and communities increase Hardiness;

A group awareness in relation to the culture of Hardiness in the workplace
The purpose of this research is to collect data on the nature of relations between each of the concepts of the Hardy Personality and the psychological distress of nurses in the Province of Quebec.

If this research follows a familiar path, the size of the sample and the current conjuncture will justify this new approach.

Let us hope that the results will enrich the nursing knowledge base and contribute to a salutogenic vision of care...
• Références
SurveyMonkey : http://www.surveymonkey.com/

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