



Home > Journal > Social Sciences & Humanities > PSYCH

[Indexing](#) [View Papers](#) [Aims & Scope](#) [Editorial Board](#) [Guideline](#) [Article Processing Charges](#)

PSYCH > Vol.2 No.4, July 2011

OPEN ACCESS

Nurse' s Roles and the Mediating Effects of Stress on Job Performance in Low and Developing Economies

PDF (Size: 255KB) PP. 323-330 DOI: 10.4236/psych.2011.24051

Author(s)

Joshua Chiroma Gandhi, Wukatda Wokji Beben, Yohanna Gyarazama

ABSTRACT

The role of nursing is observed to have been associated with multiple and conflicting demands. This study was designed to examine nurse' s roles and the mediating effects of stress on job performance in low and developing economies. Participants were hospital-based Nurses (n = 373) measured with " Maslach Burnout Inventory- General Survey, Job Autonomy Questionnaire, Questionnaire on Organizational Stress-Doetinchem and Job Diagnostic Survey" . The role of work-home interference (WHI) and home-work interference (HWI) with respect to work characteristics, burnout, and gender were analyzed, using SPSS 15.01 version. No gender differences in burnout levels; WHI and HWI were found to mediate the relationship between work characteristics and burnout. Lack of significant gender difference regarding burnout might be due to the fact that men and women in Nigeria have similar working conditions. High workload and home roles seem contributory to high levels of exhaustion. Evidence indicate the need to lower the pace of work and number of patients per Nurse, to decrease workload thereby reducing emotional exhaustion. There is sufficient evidence to believe that work stress is a factor among health care personnel. To derive a better understanding of stress and burnout in the workplace, studies need to move beyond the tendency of using descriptive designs. Such studies would aid understanding the effect of stress and burnout on patient safety (outcomes).

KEYWORDS

Gender, Home-Work Interference (HWI), Job Performance, Nurse' s Roles, Nursing, Work-Home Interference (WHI), Stress

Cite this paper

Gandhi, J. , Beben, W. & Gyarazama, Y. (2011). Nurse' s Roles and the Mediating Effects of Stress on Job Performance in Low and Developing Economies. *Psychology*, 2, 323-330. doi: 10.4236/psych.2011.24051.

References

- [1] Bakker, A.B., & Geurts, S.A.E. (2004). Toward a dual-process model of work-family interference *Journal of Work and Occupations*, 31, 345-366.
- [2] Bakker, A.B., Demerouti, E., De Boer, E. (2003). Job demands and job resources as predictors of absence duration and frequency. *Journal of Vocational Rehabilitation*, 62, 341-356.
- [3] Dokotri, J. (2006). Job analysis, performance and satisfaction. Vocational Psychology Presentation. Jos: University of Jos.
- [4] Hackman, J.R., & Oldham, G.R. (1980). *Work redesign*. Reading, MA: Addison-Wesley.
- [5] Hammarstrom, A. (2003). The integration of gender in medical research and education-Obstacles and possibilities from a Nordic perspective. *Women & Health*, 37(4), 121-133.
- [6] Houkes, I., Winants, Y.H.W.M., & Twellaar, M. (2008). Specific determinants of burnout among male and female general practitioners. A cross-lagged panel analysis.
- [7] Jonge, J. de, Landeweerd, J.A., & Nijhuis, F.J.N. (1993). Constructie en validering van de vragenlijst ten behoeve van het project ' autonomie in het werk' [Construction and validation of the

• [Open Special Issues](#)

• [Published Special Issues](#)

• [Special Issues Guideline](#)

[PSYCH Subscription](#)

[Most popular papers in PSYCH](#)

[About PSYCH News](#)

[Frequently Asked Questions](#)

[Recommend to Peers](#)

[Recommend to Library](#)

[Contact Us](#)

Downloads: 258,587

Visits: 569,183

[Sponsors, Associates, and Links >>](#)

questionnaire for the ' job autonomy project]. Studies bedrijfsgezondheidszorg nummer 9. Maastricht, The Netherlands: University of Limburg.

- [8] Kato, G. U. (1994). Nursing and the Nurses' role A Conference Paper. Kaduna: School of Psychiatric Nursing.
- [9] Lazarus, R. S. (1984). Stress Appraisal and Coping. New York: Springer.
- [10] MacKinnon, D.P., Lockwood, C.M., Hoffman, J.M. (2002).A comparison of methods to test mediation and other intervening variable effects. Psychological Methods, 7(1), 83-104.
- [11] Schaufeli, W.B., & Enzmann, D. (1998). The burnout companion to study and practice: A critical analysis. Philadelphia: Taylor & Francis.
- [12] Shanafelt, T.D., Bradley, K.A., Wipf, J.E., & Back, A.L. (2002). Burnout and self-reported patient care in an internal medicine residency program. Annals of Internal Medicine, 136, 358-67.
- [13] Twellaar, M., Winants, Y., & Houkes, I. (2008). How healthy are Dutch GPs?
- [14] Selfreported (mental) health among Dutch general practitioners. European Journal of General Practice, 14(1), 1-6.
- [15] Wai, P. S. (2009). Nursing Profession in Nigeria A Paper Delivered During the Taraba State Nurses' Week Program. Jalingo: Nigeria Nurses Association.