

# Occupational Stress amongst Professional Nurses at a Tertiary Hospital in the Capricorn District of the Limpopo Province

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## Occupational Stress for Nurses

Nursing is a rewarding and satisfying profession but worldwide this profession has been described as demanding and stressful which negatively affects their physical and psychological well-being. Importantly occupational stress affects the behavior of nurses when rendering patient care in the wards. This study was conducted to determine factors associated with occupational stress on professional nurses' in a tertiary hospital, Capricorn district, in the Limpopo province. Data for the study were gathered from professional nurses working in tertiary hospital wards. Convenience sampling technique was used in the study, only 70 professional nurses volunteered to form part of the study. The results from the data indicate that work overload, shortage of resources, shortage of staff, long working hours, unsupportive managers, not being appreciated for the work one does and also dealing with a patients' death is another cause of occupational stress in professional nurses at the tertiary hospital. It was established from the research that occupational stress affects output and quality of work which leads to poor nursing care. Occupational stress has a negative relation with the performance of nurses. Preventive measures are suggested based on the findings on how to diminish occupational stress among nurses and thereby contribute to retaining them. Word related pressure is mental pressure identified with one's activity. Word related pressure regularly comes from pressures that don't line up with an individual's information, aptitudes, or desires. Employment stress can increment when remaining tasks at hand are unnecessary. Word related pressure can happen when laborers don't feel bolstered by directors or colleagues, feel as though they have little command over work procedures, or find that their endeavors at work are disproportionate with the activity's rewards. Occupational stress is a worry for the two representatives and bosses in light of the fact that distressing activity conditions are identified with representatives' enthusiastic prosperity, physical wellbeing, and employment execution. Various controls inside brain research are worried about word related pressure including clinical brain research, word related wellbeing brain science, human components and ergonomics, and mechanical and hierarchical brain science. The interest control-support model is the most persuasive mental

hypothesis in word related pressure research. The DCS model advances that the mix of low degrees of business related choice scope (i.e., self-governance and command over the activity) and high mental outstanding tasks at hand is unsafe to laborers. High outstanding tasks at hand and low degrees of choice scope either in blend or independently can prompt employment strain, the term frequently utilized in the field of word related wellbeing brain research to reflect more unfortunate mental or physical health. The model has been stretched out to incorporate business related social segregation or absence of help from colleagues and administrators, which additionally prompts less fortunate health.

## Exertion reward lopsidedness model

The Exertion Reward Lopsidedness (ERL) model spotlights on the connection between the laborer's endeavors and the business related prizes the worker gets. The ERI model recommends that work set apart by elevated levels of exertion and low rewards prompts strain (e.g., mental manifestations, physical medical issues). The awards of the activity can be substantial like compensation or impalpable like gratefulness and reasonable treatment. Another aspect of the model is that overcommitment to the activity can fuel imbalance.

## Individual condition fit model

The individual condition fit model underlines the match between an individual and his/her workplace. The closeness of the match impacts the person's wellbeing. For solid working conditions, it is important that representatives' mentalities, aptitudes, capacities, and assets coordinate the requests of their activity. The more prominent the hole or maverick (either abstract or goal) between the individual and his/her workplace, the more noteworthy the strain. Strains can incorporate mental and physical medical issues. Nonconformist can likewise prompt lower profitability and other work problems. The P-E fit model was mainstream during the 1970s and the mid 1980s; in any case, since the late 1980s enthusiasm for the model has wound down as a result of troubles speaking to P-E inconsistencies scientifically and measurable models connecting P-E fit to strain have been problematic.

### Occupation attributes model

The activity qualities model spotlights on components, for example, expertise assortment, task personality, task criticalness, independence, and input. These activity factors are thought to mental states, for example, a feeling of importance and information obtaining.

### Conclusion

The hypothesis holds that positive negative occupation attributes psychological and conduct results, for example, degree of laborer inspiration, fulfillment, and non-attendance. Built up the Job Diagnostic Survey to evaluate these activity qualities and help authoritative pioneers settle on choices with respect to work redesign.