

Effects of Job Stress on Health, Personal and Work Behaviour of Nurses in Public Hospitals in Ibadan Metropolis, Nigeria

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ABSTRACT The study investigated the effects of job stress on the physical health, mental health personal and work behaviours of nurses in public hospitals in Ibadan Metropolis, Nigeria. It aimed at addressing the issue of how stress at work can be effectively managed, reduced, or prevented by the government and hospital management boards in order to enhance the health of the nurses, as well as improving their personal and work behaviours. The study was carried out among 153 nurses working in two public hospitals in Ibadan Metropolis, Nigeria. Expost-facto research design was adopted for the study. A single questionnaire tagged "Stress Assessment Questionnaire for Hospital Nurses (SAQFHN) was developed and used for the study. It contains 72 items, measuring demographic variables, job stress, physical and mental symptoms, personal and work behaviour. Two hypotheses were formulated and tested in the study, using analysis of variance and independent t-test. The study established that job stress has significant effect on physical and mental health of the nurses. It also established that there was a significant difference in personal and work behaviour of highly stressed nurses and less stressed nurses. Based on these findings, it was recommended that the government (Federal or State) and Hospital Management Boards should improve the welfare of the nurses. It was also recommended that their morale should be boosted by involving them in policy or decision-making concerning their welfare or care of their patients. Their salary should be reviewed and that they should be promoted as at when due.