

The Role of Nursing Between Work Performance and Job Stress

Amal.A.Jambi¹, Ramlah.Z.Barnawi², Fadwa.S.Alsharif³, Ayat.F.Sembilan⁴,
Fatimah.N.Alyamani⁵, Nedaa.A.Aman.Bin Omar⁶, Majid.F.Dahlawi⁷,
Fatima.H.Hawsawi⁸, Norah.M.Khateeb⁹, Sittiy.S.Almalay¹⁰,
Kholud.N.Alraiy¹¹, Azza.A.Al-Mubarak¹², Ashwaq.H.Alammari¹³,
Saadia.M.Alyamani¹⁴, Rawan.M.Alhazmi¹⁵

Nursing specialist at King Abdulaziz Hospital -Mecca¹

Nursing specialist at King Abdulaziz Hospital -Mecca²

Nursing specialist at King Abdulaziz Hospital -Mecca³

Nursing technician King Abdulaziz Hospital -Mecca⁴

Nursing technician at King Abdulaziz Hospital -Mecca⁵

Nursing technician at King Abdulaziz Hospital -Mecca⁶

Nursing technician at King Abdulaziz Hospital -Mecca⁷

Nursing technician at Almansour PHC-Mecca⁸

Nursing specialist at Alkaakih PHC-Mecca⁹

Nursing technician at Kudai and Alhejrah PHC-Mecca¹⁰

Nursing specialist at Maternity and Children Hospital-Mecca¹¹

Nursing specialist at Maternity and Children Hospital-Mecca¹²

Nursing specialist at Maternity and Children Hospital-Mecca¹³

Nursing technician at Maternity and Children Hospital-Mecca¹⁴

Patient care technician at Maternity and Children Hospital-Mecca¹⁵

Abstracts

The study aimed to examine the importance of the role of nursing in work performance and work pressure, the role of the manager in distributing work and tasks among employees, and the importance of nurses knowing their job duties in the health facility. A questionnaire was created and designed via Google Drive and distributed on the social network (WhatsApp). 500 questionnaires were distributed, and responses were obtained from 480 targeted people (residents of the city of Mecca, aged 25-55 years). It is concluded from this study that, the opinions of the participants, we find that they welcome a little more work, while the vast majority do not welcome it. This indicates that most of them are exposed to great pressure at work and inequality in the distribution of work tasks by their manager.

Keywords: the role of nursing, work performance, job stress.

1. Introduction

Nursing is a profession in the health care sector that focuses on caring for individuals, families, and communities so that they can achieve, maintain, or strive for optimal health and quality of life (1). Nurses can be distinguished from other health care providers such as health practitioners by their approach to patient care, training, and scope of their work. Nurses practice in many specialties and their authority and ability to give prescriptions varies. Female nurses constitute the largest component of most health care settings (2)(3). There is evidence of a shortage of qualified nurses worldwide (4). Occupational stress is a state of stress and psychological pressure related to work. Occupational stress often stems from the accumulation of responsibilities and pressures that do not match the person's skills or expectations, which hinders their ability to deal with them. Occupational stress can increase for workers who do not feel supported by their supervisors or colleagues, or who feel as if they have little control over the course of their work (5). Occupational stress is a concern for both employees and employers because stressful work conditions are associated with employees' emotional well-being, physical health, and job performance (6)(7). Stress is considered an integral part of our daily life, and therefore its causes cannot be ignored or overlooked, especially after the increase in the complexity of life and the increase in its requirements and the constant tension that accompanies it, and rapid and continuous change in all aspects and fields of life, and in view of what our world is witnessing today, the individual's needs and requirements have increased in an accelerating and diverse environment, creating a set of psychological, health, and social effects at the level of individuals and organizations (8). Work pressures result in positive and negative effects. They differ from one individual to another. Some of them are driven by work pressures to achieve achievement and sharpen their motivation, and some of them are accustomed to it with negative psychological, intellectual and behavioral effects. In addition, work pressures affect the performance of employees, and one of the most important manifestations of this effect is the decline in The level of their productivity and professional performance, as they often make errors and are slow in achieving the required tasks, increasing rates of absenteeism at work, and low morale for workers (9). Job commitment is one of the important phenomena in human life in general, and organizations in particular. Job commitment is a vital element that achieves organizational goals and enhances stability and trust between the management of institutions and employees. Job commitment represents the extent of employees' connection and integration into the organization, and is based on belief in the organization's goals and acceptance, and the desire to Making an extra effort at work and staying at work (10). If workers are exposed to pressure, whether of a high, medium, or low level, it may affect their job commitment, as workers will expend their energies trying to control and adapt to these pressures. In addition, these pressures cause feelings of tension, psychological burnout, and inaccuracy in performing and performing the required tasks (11). A landmark study by the World Health Organization and the International Labor Organization found that exposure to long working hours, which is presumed to act through increased psychosocial occupational stress, is the occupational risk factor with the greatest disease burden, according to these official estimates causing an estimated 745,000 workers due to ischemic heart disease and stroke in 2016(12). A number of disciplines in psychology are interested in occupational stress including occupational health psychology (13), human factors and ergonomics, epidemiology, occupational medicine, sociology, industrial and organizational

Amal.A.Jambi, Ramlah.Z.Barnawi, Fadwa.S.Alsharif, Ayat.F.Sembilan, Fatimah.N.Alyamani, Nedaa.A.Aman.Bin Omar, Majid.F.Dahlawi, Fatima.H.Hawsawi, Norah.M.Khateeb, Sittiy.S.Almalayo, Kholud.N.Alrai, Azza.A.Al-Mubarak, Ashwaq.H.Alamari, Saadia.M.Alyamani, Rawan.M.Alhazmi

psychology, and industrial engineering (14). Because stress results from complex interactions between a large system of interconnected variables, there are many psychological theories and models that address occupational stress. There are a number of psychological theories that at least partially explain the occurrence of occupational stress. Theories include the demand-control support model, the effort-reward imbalance model, the person-environment fit model, the job characteristics model, the stress model, and the job demands-resources model (15).

2. Material and Methods:

The is begun in (the holy city of Mecca in Saudi Arabia), writing the research and then recording the questionnaire in January 2024, and the study ended with data collection in July 2024. The researcher used the descriptive analytical approach that uses a quantitative or qualitative description of the social phenomenon (The role of nursing between work performance and job stress). This kind of study is characterized by analysis, reason, objectivity, and reality, as it is concerned with individuals and societies, as it studies the variables and their effects on the health of the individual, society, and consumer, the spread of diseases and their relationship to demographic variables such as age, gender, nationality, and marital status. Status, occupation (16), And use the excel 2010 Office suite histogram to arrange the results using: Frequency tables Percentages (17). A questionnaire is a remarkable and helpful tool for collecting a huge amount of data, however, researchers were not able to personally interview participants on the online survey, due to social distancing regulations at the time to prevent infection between participants and researchers and vice versa (not coronavirus participation completely disappearing from society). only answered the questionnaire electronically, it is consisted of twelve questions, all were closed.

3. Results discussion:

The participation rate in the research questionnaire was 100%. The ages of the participants were as follows: from 25-34 years old, their percentage was 12,5%, from 35-44 years old, their percentage was 62.5%, from 45-55 years old, their percentage was 25%. Their gender was male: 46.4%, and female: 53.6%. Their nationalities were 100% Saudi, and their occupations were as follows: student 0%, professional 0%, government employee 100%, private sector employee 0%, housewife 0%, freelancer 0%. . As for their educational status, it was as follows: neither read nor write 0%, primary 0%, intermediate 0%, secondary 0%, diploma 42.9%, university 37.5%, master's 17.9%, doctorate 1.7%. As for the research questionnaire questions, they were: The first question is: Are you comfortable dealing with your manager currently? Yes 76.8% and no 23.2%. The second question is: Are you comfortable in your current job? Yes 76.8% and no 23.2%. The third question: Are you currently suffering from work pressure? Yes 58.9%, 41.1%. The fourth question: Does your manager give you comfort in performing your work with ease? Yes 67.9% and no 32.1%. The fifth question: Does your manager interfere in your work performance? Yes 48.2% and no 51.8%. The sixth question: Is there fairness in the distribution of work between you and your colleagues by your manager? Yes 60.7% and no 39.3%. The seventh question: Is there equality between you and your colleagues in your manager's appreciation for setting the

annual job performance evaluation? Yes 73.2% and no 26.8%. The eighth question: Does your manager motivate his employees to improve their job performance at work (complete their studies, enroll them in training courses)? Yes 58.2% and no 41.8%. The ninth question: Do you suffer from job pressure, inequality and injustice at work? Yes 46.3% and no 53.7%. The tenth question: Are you one of the employees who attends their work regularly? Yes 98.1% and no 1.9%. The eleventh question: Do you have good relationships with your colleagues and superiors at work? Yes 94.6% and no 5.4%. The twelfth question: If you are surprised by working a lot on this day? Do you welcome him? (Choose a paragraph between the following)? Yes, a lot 29.1%, yes, a little 43.6%, I do not accept it 7.3%, yes, I accept it 20%.) table.NO.1)(figure NO.1)

Table.no.1: percentage of males and females

males	females
46.4%	53.6%

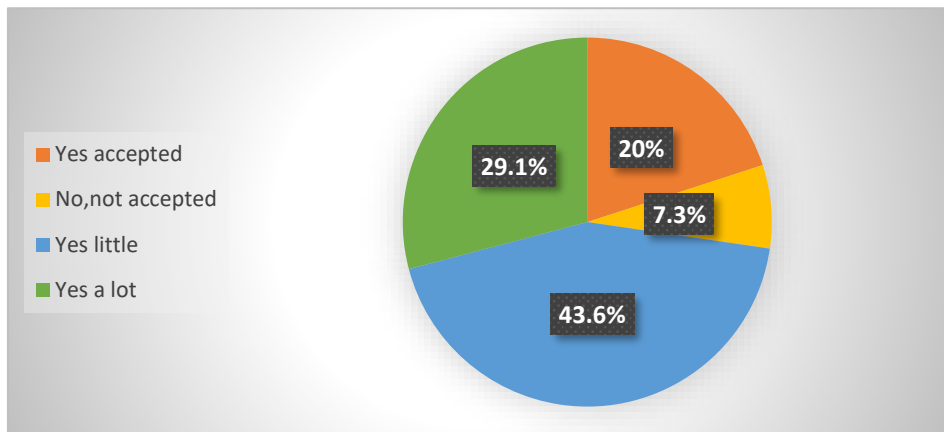


Figure No.1: Views of research survey participants in nursing role between work performance and work stress

4. Conclusion:

The extent of your comfort in dealing with your manager currently: 76.8%. Your comfort in your current job: Yes, 76.8%. Currently suffering from work pressure 58.9% The manager gives comfort in performing your work with ease for the employee Yes 67.9%, the manager's intervention in work performance 48.2%, fairness in distributing work among employees 60.7% There is equality between the employee and his colleagues in his manager's appreciation for setting the annual evaluation of job performance 73.2 %. The manager motivates his employees to improve their job performance at work (complete their studies, enroll in training courses) 58.2% Suffering from work pressure, inequality and injustice at work 46.3%, you are one of the employees who attend their work regularly 98.1%, you enjoy good relationships with your colleagues and superiors at work Yes 94.6%.

Amal.A.Jambi, Ramlah.Z.Barnawi, Fadwa.S.Alsharif, Ayat.F.Sembilan, Fatimah.N.Alyamani, Nedaa.A.Aman.Bin Omar, Majid.F.Dahlawi, Fatima.H.Hawsawi, Norah.M.Khateeb, Sittiy.S.Almalayo, Kholud.N.Alrai, Azza.A.Al-Mubarak, Ashwaq.H.Alamari, Saadia.M.Alyamani, Rawan.M.Alhazmi

Acknowledgment:

To start with, I would like to Praise God and thank and the researchers who make the project come to light.

WORKS CITED

- 1-Nursing | The SAGE Encyclopedia of Economics and Society - Credo Reference".
search.credoreference.com (in English). Archived from the original on 2023-03-14. Retrieved 2023-05-22.
- 2- Sohail, M. Sadiq (2020), Maymoun, Nazneen;. "Who Wants to be a Nurse? Understanding Emirati Female Students' Knowledge and Attitudes About Nursing as a Career". Nursing Education Perspectives. C. 41 p. 3: E14-E19. DOI:10.1097/01.NEP.0000000000000659. PMID:32310910. S2CID:216046198.
- 3- Burlew, Deussom, Rachel , Fort, Alfredo L Nelson, David (2017). Gilroy, Kate, Randy; "The Human Resources for Health Effort Index: A tool to assess and inform Strategic Health Workforce Investments." Human Resources for Health. C. 15 p. 1: 47. DOI:10.1186/s12960-017-0223-2. PMC:5518138. PMID:28724381
- 4- Winter, Skrzypczak, Zofia Haczyński, Józef;; Małgorzata (2017). "Nurses in Poland — Immediate Action Needed". Engineering Management in Production and Services. C. 9 p. :2 DOI:10.1515/emj-2017-0019.104-97.
- 5-WHO | Stress at the workplace". www.who.int. Archived from the original on 05-23-2019. Accessed on 05-29-2018.
- 6- Occupational health: Stress at the workplace" (in English). Archived from the original on 2023-03-31. Retrieved 2023-04-10.
- 7-Stress at work" (in American English). Archived from the original on 2023-03-19. Retrieved 2023-04-10.
- 8- Ali, Nasir and Miralam, Mohammad Saleh. (2019). "The Effect of Job Stress and Need Deficiency." on Performance", Management Science Letters. 9. 945-956.
- 9- Alimat, Khaled (2012). Work pressures and their impact on the performance of administrative rulers in Jordan: A field study. Al-Manara Magazine. Volume (18), Issue (4): 73-105.
- 10- Al-Shalfan, Adel Ahmed Muhammad (2012). "The role of the learning organization in job commitment. A survey study on employees of the Saudi Credit and Savings Bank in the city of Riyadh." The Jordanian Journal of Business Administration. Volume (8) Issue (1): 82-105.
- 11- Jing, Lizhen (2008)."Faculty's job stress and performance in the Undergraduate Education Assessment in China: A mixed-methods Study. "Educational Research and review,3(9),294-300.
- 12- Global, regional, and national burdens of ischemic heart disease and stroke attributable to exposure to long working hours for 194 countries, 2000-2016: A systematic analysis..." Archived from the original on 03/06/2023. Retrieved on 2023- 04-10.
- 13-Occupational Health Psychology (OHP) / NIOSH / CDC" (US English). Archived from the original on 2023-04-05. Retrieved 2023-04-10.
- 14- Occupational Stress" (in English). Archived from the original on 2023-04-10. Retrieved 2023-04-10.
- 15- Theories of Job Stress" (in British English). Archived from the original on 2023-02-06. Retrieved 2023-04-10.
- 16- Alserahy, Hassan Awad, et al (2008), The thinking and scientific research, Scientific Publishing Center, King Abdul-Aziz University in Jeddah, the first edition
- 17- Al Zoghbi, Muhammad and AlTalvah, Abas (2000), Statistical system understanding and analysis of statistical data, first edition, Jordon- Amman