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**ABSTRACT**

Nursing is a stressful occupation (Harris, 1989). Many studies have been done focusing on the stressors of nurses working in the intensive care unit. However, non-intensive care nurses also suffer severe job stress (Jacobson & McGrath, 1983). Job stress may lead to low moral, absenteeism, low productivity, intention to leave and high turnover rate which has been identified as problems in western countries (Tsai, 1997). In Hong Kong, nurses become more stressful owing to the rapid changes of the health care system recently. However, studies focused on job stress of nurses were so rare. This study explored the stressors perceived by the geriatric nurses in a local setting.

The study was a descriptive, cross-sectional quantitative design. Sixty-two nurses included nursing officers, registered nurses and enrolled nurses who have been working in five geriatric wards in a public hospital in Hong Kong were invited to participate in the study. The 35-item Source of Stress Inventory, a Likert-type questionnaire developed by Wheeler & Riding (1994) was used as the instrument to identify the stressors. The Spearman Correlation Coefficient and Kruskal Wallis Test were used to determine the relationship between the demographic variables and the stress variables. The results indicated the stress factors which perceived by geriatric nurses were categorized into four underlying factors. They were: workload against time pressure, poor working conditions facilities, organizational and management problems and poor interpersonal relationship. Besides, the top ten stressors were identified and the relationship between the demographic variables and the stressors were explored that there were no significant relationship between those variables. Implications of the findings and limitation of the study were discussed. Finally, the recommendations aimed at reducing the job-related stress for geriatric nurses were made.