

Nurses Research On Exposure to Stress

N-RES Newsletter

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N-RES Progress

The N-RES Project has now enrolled 8 cohorts of USF BA-level graduates since the beginning in April 2010. We have been following USF nursing alumni for up to 2 years from graduation about their experiences with accidents, injuries, and violence. We presented papers with preliminary results at Academy of Management conference in Boston in August 2012, and Southern Management Association in Ft. Lauderdale in October 2012. Over the next few months we will begin preparing papers for publication in research journals.

The papers we have so far focus primarily on violence exposure. They point to two areas that show promise for reducing violence. First, we looked at individual nurse characteristics, measured when they were students, that might predict subsequent violence experience on the job. One of the measures we included assessed people's view of their own political skill. Political skill is the ability to influence other people at work. It consists of four dimensions, one of which predicted violence exposure at both 6 and 12 months after graduation. Nurses who are good at appearing sincere were less likely to be physically assaulted. The next step is to see if we can develop a way to train sincerity that reduces violence.

A second finding concerned the violence prevention climate of the nurses' organizations, in almost all cases, hospitals. Climate is the policies and practices concerning violence prevention engaged in by management. We found that the climate the nurses reported at the 6 month follow-up survey predicted whether or not they would be assaulted in the following 6 months. Eventually we hope to develop interventions that might improve climate and reduce violence.

Hospital Violence

Our N-RES team and two USF Occupational Health Nursing MA graduates (Mary Gallant-Roman and Julie Powell), published a paper concerning the link between violence prevention climate and violence exposure in two Florida hospitals. Surveyed twice over 6 months, 176 nurses completed measures of violence prevention climate and violence exposure. Results showed that climate was able to predict violence from the first to second survey, but violence was not able to predict changes in climate. This is important because it is possible that nurses' view of climate is affected by their being assaulted, that is, the reason there is a relationship between climate and violence is that those nurses who are assaulted report poorer climates than those who are not. This study showed that this possibility is unlikely, but that it is the climate that leads to violence.

Source: Yang, L.-Q., Spector, P. E., Chang, C.-H., Gallant-Roman, M., & Powell, J. (2012). Psychosocial precursors and physical consequences of workplace violence towards nurses: A longitudinal examination with naturally occurring groups in hospital settings. *International Journal of Nursing Studies*, 49, 1091-1102.

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The N-RES newsletter is designed to keep our research community and participants in our research informed about our research, as well as research by others concerning stressful working conditions of nurses, including workplace violence. In future issues we will provide updates to our research on nursing graduates. To contact us, either e-mail or phone Professor Paul Spector pspector@usf.edu, 813-974-0357.