

Nurses Research On Exposure to Stress

N-RES Newsletter

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N-RES Progress

We have created a new website that contains information about our N-RES research: <http://shell.cas.usf.edu/~pspector/Nurses/NursePage.html>. The site contains all of our newsletters, a bibliography of studies conducted by the N-RES team, and links to researchers involved in N-RES from USF and other universities.

Although N-RES began with the longitudinal study of newly graduated USF nurses, over time we added additional research projects with nurses, including Ashley Nixon's study to be discussed later.

The original newly graduated nurse study has enrolled 12 cohorts of USF BA-level graduates since the beginning in April 2010. Six cohorts comprised phase 1 that focused mainly on violence, and phase 2 has enrolled 6 cohorts, with a focus that has shifted more to workplace injuries. We have baseline, 6 month and 12 month surveys completed for all 6 cohorts from phase 1. Two papers have been written and submitted to peer reviewed journals. The first shows that violence prevention climate (organizational policies and practices aimed at reducing violence) can predict future violence experiences at work, mostly from patients. It also showed that violence prevention climate can help reduce the negative impact of being exposed to violence.

The second study investigated how political skill might help reduce violence. Political skill concerns how well an individual is able to influence others, generally in a positive way. This includes appearing sincere to others and being able to get others to like you. Our study showed that political skill in college predicted whether or not nurses were physically assaulted on the job after graduation.

Factors Affecting Stressfulness of Violence

Ashley Nixon, now a faculty member at Willamette University in Salem, Oregon, published a paper based on her doctoral dissertation at USF. She surveyed 579 nurses from one Florida hospital on their experiences with workplace aggression, both physical and nonphysical, and stress outcomes that might be associated with violence experiences. She found that being exposed to violence was associated with accidental infectious disease exposure (sharps injury), depressive symptoms, job dissatisfaction, and physical health symptoms (e.g., digestive upset or headache). She also found that the effects of violence were exacerbated by the perceived intensity of the incident or incidents, and whether or not the nurse felt the aggressor intended harm.

Source: Nixon, A. E., & Spector, P. E. (In press). Seeking clarity in a linguistic fog: Moderators of the workplace aggression-strain relationship. *Human Performance*.

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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.