

Relationship between Self Esteem and Coping Patterns toward Work Stressors among Psychiatric Mental Health Nurses

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Abstract

Back ground Psychiatric nursing is regarded as one of the most stressful occupations in the world. It considered as a challenging task for psychiatric nurses physically and psychologically especially nurses who are faced with specialized work demands. **Design** This study was descriptive study. **Aim** the study aimed at determine relationship between self esteem and coping patterns toward work stressors among psychiatric mental health nurses. This study conducted on 210 psychiatric mental health nurses **setting** Elkhanka psychiatric mental health hospital at El-khanka City Qalubia, Governorate. **Type of sample** was Convenience sample. **Tools** consisted of, four tools as the following; **Tool I** Interview questionnaire sheet used to assess psychiatric mental health nurses socio-demographic characteristics, **Tool II** Rosenberg self-esteem scale to assess self-esteem level for psychiatric mental health nurses, **Tool III** Work stressors scale to measure work stressors for psychiatric mental health nurses and **Tool IV** Jalowiec coping scale to measure coping patterns toward work stressors for psychiatric mental health nurses. **Results:** The study revealed that, nearly three quarter of psychiatric mental health nurses have High level of self esteem, more than two third of them have moderate work stressors level and higher percentage of them have effective coping pattern. **Conclusion** the study revealed that there was positive correlation and significant relation between self esteem and coping pattern toward work stressors among psychiatric mental health nurses. **Recommendation,** The study recommended that Reconsider instructional program for psychiatric nurses on how to reduce the job stressors. The future research should be done with a larger sample size in several psychiatric hospitals and in a broader geographical area.

Keyword: psychiatric mental nursing, self esteem, work stressors, coping pattern.

Introduction

Psychiatric nursing is the most stressful occupation in the world; nurses face several stressors in their daily work continuously including poor working relationships between nurses and doctors and other health care professionals, communication and relationships with patients and relatives and emergency cases (Coker & Omoluabi, 2018).

Psychiatric nurses face difficult situations which cause negative impact on their health and master them if their mental and physical health is not protected lead to experience mental health problem, which may have a negative influence on health care services (Alidosti, 2016).

The increasing demands faced by psychiatric nurses impact all areas of nurses'

personal and professional lives and increase their risks of chronic stress, work-family conflict, and unhealthy behaviors. In addition, the long work hours and unconventional work schedules in the nursing profession often contribute to nurses' feelings of being overworked (King, Vidourek & Schwiebert, 2016).

Self-esteem affects the reaction of psychiatric nurses to stressful events and in addition the way nurses cope with stress. At the same time, stressful events negatively affect self-esteem, which is a psychological resource against psychological disorders (Mcelfatrick, 2013).

Self-esteem influences how psychiatric mental health nurses think, feel, and motivate. It was reported that nurses with low self esteem have an effect on the level and the quality of patient care in a negative direction. Nurses' with high level of

self-esteem are confident, take pride in their work, and demonstrate respect and concern for patients and colleagues (*Sadoughi, and Ebrahimi, 2014*).

Coping is the continuous adaptation of one's cognitive and behavioral attempts to manage the demands of the external environment. Although the individual interacts with the environment, it is still the individual who will make the appraisal of being threatened. Transactional coping is regarded as the transaction between a person and his/her environment and may differ due to personal resources or characteristics. Coping is seen as a continuous process of change that depends on the situational circumstances (*Rossouw, 2018*).

Significance of study

The fact that there is little known about stress in acute mental health inpatient nurses, and its dangerous effects on the nurses health. Since psychiatric nurses are under considerable stress, their professional and social status should be taken into serious consideration; otherwise, nursing services may undergo total deterioration (*Nayomi, 2016*).

If psychiatric nurses' mental and physical health is not protected, often experience mental health disorders, which can have a negative influence on health care services (*Alidosti, 2016*).

Therefore, understanding how psychiatric mental health nurses cope with job related stressors is an important workplace strategy, not only for the psychiatric mental health nurses but also for the organizations and ultimately the patients who are recipients of their care.

Aim of the Study

This study aims at determine relationship between self esteem and coping patterns toward work stressors among psychiatric mental health nurses.

Research questions:-

1-What is the self esteem level among psychiatric mental health nurses?

2- What are the work stressors facing psychiatric mental health nurses and their coping patterns?

3- Is there a relationship between self esteem level and coping patterns toward work stressors among psychiatric mental health nurses?

Subjects and Methods

Subjects and methods of this study are portrayed under four main topics as follows:

- I. Technical design**
- II. Operational design**
- III. Administrative design**
- IV. Statistical design**

I. Technical design:

The technical design of this study include the research design, setting of the study, subjects, and tools of data collection.

1) Research Design:

A descriptive design was used to achieve the aim of this study.

2) Research Setting:

The study was conducted at El-Khanka Mental Health Hospital.

3) Subjects of study:

Type of sample:

The study sample was convenience sample.

Size of sample

Study subjects include a representative sample of total staff nurses working at the aforementioned setting. Their total number is 494 staff nurses. Based on sample size equation 210 staff nurses who accept to participated in the study. Total population of 494 staff nurses using the following equation:

$$n = \frac{N \times p(1-p)}{\left[\left[N - 1 \times \left(d^2 \div z^2 \right) \right] + p(1-p) \right]}$$

N= Community size

z= Class standard corresponding to the level of significance equal to 0.95 and 1.96

d= The error rate is equal to 0.05

p= Ratio provides a neutral property = 0.5

Criteria of sample

Inclusion criteria:

1. Psychiatric mental health nurses.
2. Both sex
3. Years of experience >1 year to 15 years

Tools of data collection:

I: assessment characteristics sheet

constructed by the researcher concerned with age, gender, education, department, years of experience, number of work hours & monthly income.

II: Rosenberg self esteem scale (Rosenberg 1965)

This was adopted from (Rosenberg 1965), to assess self esteem of a psychiatric mental health nurses, include 10 statement (positive statement with number 1, 3, 4, 7,10) and (negative statement with number 2, 5, 6, 8,9) (Rosenberg ,1956).

Scoring system:

The total score are 30 and the scoring system is categorized as 21-30 High self esteem ,15-20 Moderate self esteem and 5 - 14 Low self esteem. The score for questions 1, 3, 4, 7, and 10 Strongly agree=3, Agree=2, Dis agree=1, and Strongly disagree=0 The score for questions 2, 5, 6, 8, and 9 Strongly agree=0, Agree=1, Dis agree=2, and Strongly disagree=3

III: Work Stressors Scale: This was developed by **Gray and Anderson, (1981)**. It adapted and translated into Arabic language by the researcher. it contain (63) items and it was categorized under four main heading representing factors that might contribute to stress among psychiatric mental health nurses.

Scoring system

Subject response for stress rating scale was measured on a five rating scale range from 1 (never stressful) to 5 (always stressed). The total stress score was gained by summing the marks given for the statement then, the score was converted into a percentage score.

IV Jalowiec Coping Patterns Scale (JCS):

The Jalowiec coping patterns adopted scale consisting of 60 items, to evaluate coping patterns toward work stressors among psychiatric mental health nurses. (Jalowiec ,1987) The revised JCS has two parts: (Part A) coping pattern adaptability

(Part B) coping pattern usefulness

Scoring system:

The scoring system was adopted with rating ranging from 1 (never), 2 (rare), 3 (sometimes) and 4 (usually) point for each item. **Score % = (the observed score / the maximum score) × 100**

The total score was from 60-240 grades:
Ineffective > 145 *Effective < 145

II- Operational Design:

The operational design for this study included three phases namely; preparatory phase, pilot study, and field work.

A-Preparatory phase:

This phase started with a review of current and past, national and international related literature concerning the subjects of the study, using textbooks, articles, journals, and

websites. This review was helpful to the researcher in reviewing and select the data collection tools.

B- Pilot study:

The pilot study was carried out for 10% of the sample to test the applicability of the tools.

Then the tools were applied according to the findings of the pilot study. A pilot study was conducted on 21 nurses. Data obtained from the pilot study were analyzed, and minor modifications were done. The pilot participants were not included in the main study sample.

Validity and reliability:

Table (1): Reliability and Validity for Rosenberg self -esteem scale, Work stressors scale and Jalowiec coping scale

Tool	Reliability		Validity		Internal consistency
	Reliability Coefficient	Cronbach's Alpha	face validate	Content valiantly	
Rosenberg self -esteem scale	0.80	0.86	0.88	0.95	Good
Work stressors scale	0.74	0.91	0.77	0.94	Good
Jalowiec coping scale	0.74	0.89	0.80	0.89	Good
Total questionnaire	0.76	0.88	0.82	0.93	Good

This tables show Alpha Cronbach's test which used to measure the internal consistency (Reliability of the used tool or instrument) the reliability score of tools as above is (0.86, 0.91, 0.89 and 0.88) for rosenberg, work stressors, jalowiec coping scale and total questionnaire respectively. While validity score of tools is (0.95, 0.94, 0.89 and 0.93) for nursing rosenberg, work stressors, jalowiec coping scale and total questionnaire respectively, this indicated high total internal consistency of the used tools.

Field work:

Once permission was granted to proceed with the study, The purpose of the study was simply explained to the nurses who agreed to participate in the study. Data was collected during the morning and afternoon shift at the break time of the nurses affiliated to El-khanka Mental Health Hospital (10. 00AMto 4PM). The researcher started the interview with each nurse individually in nurses room that quiet place which consists of one window, offices and about

five chairs with adequate light and good ventilated area and air conditioner using the data collection tools. The questionnaire was explained, and choices were recorded by the researcher. The time consumed to fill out the questionnaire sheet ranged from 20 to 30 minutes, so the collection of the data ranged from 20-30 nurses weekly. Data collection lasted for three months from beginning August to the end of October 2019.

III-Administrative design:

An official approval was obtained from Faculty of Nursing Ain-shams University, a letter containing the title and aim of the study was explained to the Director of Elkhanka psychiatric mental health hospital to obtain the approval.

Ethical Consideration:

Prior study conduction, ethical approval was obtained from the Scientific Research Ethical Committee of the faculty of Nursing, Ain Shams University. The researcher also met the study subjects to explain the purpose of the study and to obtain their approval to participate.

IV-Statistical design:

Reported data were analyzed using the statistical package for social sciences, version 20.0 (SPSS Inc., Chicago, Illinois, USA). Quantitative data were expressed as mean± standard deviation (SD). Qualitative data were expressed as frequency and percentage.

Results

Table (1): represent the socio-demographic characteristics of the psychiatric mental health nurses. It reveals that, more than half (53.3%) of them in the age group (20<35) years with mean age (36.29±6.89) and, more than three quarter were males(77.1%) with slightly nearly three quarter of psychiatric mental health nurses under the study were married (71.9%).

Table (2) this table indicate that, the highest percentage (96.2%) of the studied nurses respond by agree and strongly agree regarding" their good qualities & characteristics" and (91.4%) of them "have feeling of satisfaction about themselves" and (76.7%) of them "have feeling with they are persons at least equal to other".

Figure. (1): the figure shows distribution of psychiatric mental health nurses. Regarding the total work stressors types the higher percentage of work stressors

type according to high stress level were psychological work stressors represented (27.6%). Conversely, the highest percentage of work stressors type according to low stress level were financial work stressors represented (36.7%).

Table (3): the table shows distribution of psychiatric mental health nurses according to their total coping pattern types. Majority of them have effective optimistic coping pattern regarding adaptability represented (94.3%) and usefulness represented (96.7%).

Conversely, more than half of the studied psychiatric mental health nurses had an ineffective emotive coping pattern regarding adaptability represented (52.9%), more than two third of them had an ineffective fatalistic coping pattern regarding usefulness represented (68.6%).

Table (4):This table shows that there were high **statistical significant relations** between studied psychiatric mental health nurses level of self-esteem and level of coping pattern of usefulness, with p-value ($p<0.001$).

Table (5)This table shows that there were **statistical significant relations** between psychiatric mental health nurses level of self-esteem and total coping pattern of adaptability, with p-value ($p<0.05$).

Table (6) Positive correlation and high significant between psychiatric mental health nurses total score of self esteem and total score of total coping pattern usefulness.

Table (7) Positive correlation and high significant between psychiatric mental health nurses total score of self esteem and total score of total coping pattern of adaptability.

Table (1): Number and percentage distribution of psychiatric mental health nurses according to their socio-demographic data (n=210).

Socio-Demographic data	No.	%
Age (years)	112	53.3
20-<35	64	30.5
36-<45	34	16.2
46 -60		
Mean± SD	36.29±6.89	
Gender	162	77.1
Male	48	22.9
Female		
Marital status	55	26.2
Single	151	71.9
Married	4	1.9
Widowed		
Department	110	52.4
Inpatient ward	100	47.6
Outpatient clinic		
Work hours	26	12.4
6 hrs.	88	41.9
12 hrs.	96	45.7
>12 hrs.		
Mean ±SD	14.01±4.66	
Years of experience	21	10.0
<1 year	92	43.8
1-5 years	97	46.2
5-15 years		
Monthly income	72	34.3
Enough	138	65.7
Not enough		
Complain of chronic disease	9	4.3
Yes	201	95.7
No		
Residence	72	34.3
Inside El khanka city	138	65.7
Outside El khanka city		

Table (2): Number and percentage distribution of psychiatric mental health nurses according to their self-esteem (n=210).

Self-esteem	Agree & Strongly agree		Disagree & Strongly disagree		Range (1-4) while Mean
	No.	%	No.	%	
On the whole, I am satisfied with myself.	192	91.4	18	8.6	1.57
At times, I think I am no good at all.	74	35.2	136	64.8	2.76
I feel that I have a number of good qualities / characteristics	202	96.2	8	3.8	1.53
I am able to do things as well as most other people	134	63.8	76	36.2	2.40
I feel I do not have much to be proud of	82	39.0	128	61.0	2.91
I certainly feel useless at times	55	26.2	155	73.8	3.22
I feel that I'm a person of worth, at least equal to others	161	76.7	49	23.3	2.07
I wish I could have more respect for myself	141	67.1	69	32.9	2.27
All in all, I am inclined to feel that I'm a failure	55	26.2	155	73.8	3.10
I take a positive attitude toward myself	144	68.6	66	31.4	2.23

Figure (1): Number and percentage distribution of psychiatric mental health nurses according to total work stressors types.

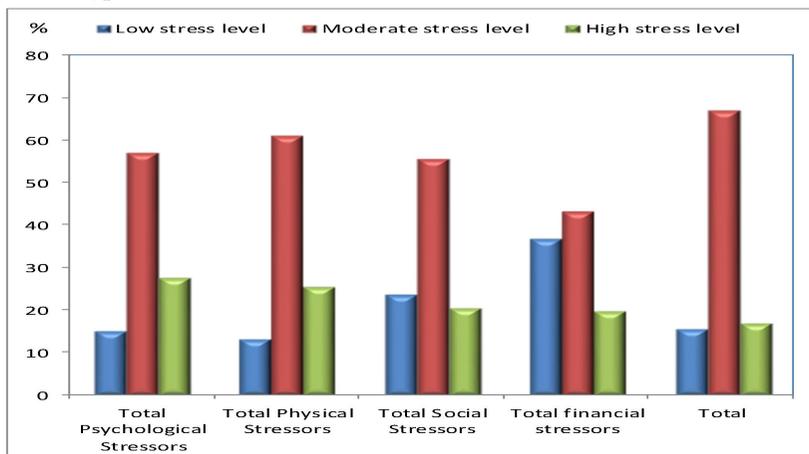


Table (3): Number and percentage distribution of psychiatric mental health nurses according to their coping pattern types

Coping pattern		Adaptability			If you use this method to what extent it is useful		
		No.	%	Mean	No.	%	Mean
Confrontive coping pattern	Effective	143	68.1	26.72	170	81.0	26.62
	Ineffective	67	31.9		40	19.0	
Evasive coping pattern	Effective	106	50.5	32.05	146	69.5	34.18
	Ineffective	104	49.5		64	30.5	
Optimistic coping pattern	Effective	198	94.3	24.05	203	96.7	23.44
	Ineffective	12	5.7		7	3.3	
Fatalistic coping pattern	Effective	111	52.9	9.53	66	31.4	10.48
	Ineffective	99	47.1		144	68.6	
Emotive coping pattern	Effective	99	47.1	11.99	72	34.3	12.59
	Ineffective	111	52.9		138	65.7	
Palliative coping pattern	Effective	124	59.0	17.47	145	69.0	17.93
	Ineffective	86	41.0		65	31.0	
Supportant coping pattern	Effective	152	72.4	13.25	143	68.1	13.07
	Ineffective	58	27.6		67	31.9	
Self-Reliance	Effective	152	72.4	18.68	168	80.0	18.98
	Ineffective	58	27.6		42	20.0	
Total Coping pattern	Effective	170	81.0	153.75	181	86.2	157.28
	Ineffective	40	19.0		29	13.8	

Table (4): Relation between studied psychiatric mental health nurses level of self-esteem and level of coping pattern of If you use this method to what extent it is useful (n=210).

Total coping pattern usefulness	Total self esteem						Total		Chi-square test	
	Low self esteem		Moderate self esteem		High self esteem		No.	%	No.	%
Effective	3	20.0%	33	80.5%	145	94.2%	181	86.2%	64.543	HS <0.001**
Ineffective	12	80.0%	8	19.5%	9	5.8%	29	13.8%		
Total	15	100.0%	41	100.0%	154	100.0%	210	100.0%		

Table (5): Relation between psychiatric mental health nurses level of self-esteem and total coping pattern of adaptability (n=210).

Total coping pattern Adaptability	Total self esteem						Total		Chi-square test	
	Low self esteem		Moderate self esteem		High self esteem		No.	%	No.	%
	No.	%	No.	%	No.	%				
Effective	15	100.0%	37	90.2%	118	76.6%	170	81.0%	7.697	S 0.021*
Ineffective	0	0.0%	4	9.8%	36	23.4%	40	19.0%		
Total	15	100.0%	41	100.0%	154	100.0%	210	100.0%		

Table (6): Correlation between psychiatric mental health nurses total score of self esteem and total score of total coping pattern of if you use this method to what extent it is useful (n=210).

Total coping pattern usefulness	Total self esteem	
	R	p-value
Total coping pattern usefulness	0.588	HS <0.001**

**p-value <0.001 HS

Table (7): Correlation between psychiatric mental health nurses total score of self esteem and total score of total coping pattern of adaptability (n=210).

Total coping pattern adaptability	Total self esteem	
	R	p-value
Total coping pattern adaptability	0.647	HS <0.001**

**p-value <0.001 HS

Discussion

Regarding Characteristics of the studied nurses, the findings of the present study revealed that, more than half of them was in age category 20<35 years old with mean age (36.29±6.89). Moreover more than three quarter of them are males and more than two third were married. These findings were in congruent with *Sailaxmi, (2015)* in a study entitled "the impact of a stress management program on stress perception of nurses working with psychiatric patients "who reported that two third of psychiatric nurses were in age from 24 to 35 years and more than half of them were married. Also this results were in the same line with *Abdulla., (2014)* about " assessment of job stress for nurses in psychiatric hospital", who reported that the majority of the study sample was from middle age group. Moreover more than three quarter of psychiatric mental health nurses were males.

According to level of education the result of the current study illustrated that nearly half of them were diploma. This finding is supported by *Zaki., (2016)* who found in his study about " Job Stress and Self- Efficacy among Psychiatric Nursing Working in Mental Health Hospitals"

there is no one of psychiatric nurses under the study have master or doctorate degree but the majority of them are diploma nurse and more than half of them are working as a staff nurse.

On other hand, the finding of the current study disagree with *Mctiernan., (2015)* who studied "Occupational Stressors, Burnout and Coping Strategies Between Hospital and Community Psychiatric Nurses" and noticed that more than half of participant were college. Also, less than one thirds of them had Nursing Technical Institute.

In relation to years of experience the majority of them had 5-15 years of experience mean (5.09±3.97). This result is similar to *Fagin., Carson, Leary, De Villiers, Bartlett., (2015)* who found in his study about "Stress, Coping and Burnout in Mental Health Nurses" who report that more than half of the subjects had experience above 10 years.

According to work hours the result of study revealed that nearly half of psychiatric mental health nurses work more than 12 hours per day. This finding disagrees with *Yoshizawa et al. (2016)* in study of "Relationship Between Occupational Stress and Depression among Psychiatric Nurses" who found that the majority

of psychiatric mental health nurses working from 6-12 hrs,

According to distribution of self-esteem levels among PMHNs, the current study illustrated that, nearly three quarter of them had high self-esteem. These findings were in congruent with the study conducted by *Sturm and Dellert, (2016)* in a study entitled, " Exploring nurses' personal dignity, global self-esteem and work satisfaction "who found that more than two third of nurses have high level of self-esteem.

In contrast, this result disagreed with *Abed, ElMorsy, and Atia (2015)* in study entitled " Effect of Assertiveness Training program on Improving Self Esteem of Psychiatric nurses" who reported that the majority of psychiatric nurses were at a low level of self -esteem who notify that low self – esteem of them related to negative personality of them and feeling with unsuccessful and useless.

Concerning the high level of work stressors types. The study proved that psychological work stressors represent the highest percentage to high level of work stressors types. More than one quarter of participant suffering from high level of psychological work stressors. This result is parallel to *Mctiernan (2015)* in the study of "who mention that the majority of nurses were replied that they had experienced verbal abuse or violence that had left an impression on them to fear in communicate with them and feel threatening by those psychiatric patients.

Also, The study of "Stressor among nurses in a psychiatric department " done by *Hironori Yada(2017)* who identify physiological stressors from main sources of Occupational stress experienced by nurses at working environment. In addition to, study performed by *Fagin et al., (2015)* the study showed that the more stressful factors were those that were related to death and dying, patients & their families.

In addition *Wang (2015)* who notified that, majority of PMHNs nurses were dissatisfied with supervision and had low agreement with authority of supervisor as psychological stressors.

. About the effective coping pattern among Psychiatric mental health nurses under the study, the finding of current study showed that, the majority of psychiatric mental health nurses preferred the optimistic coping pattern according to adaptability and useful, the second ranking is conformative coping pattern and the evasive coping pattern is the least commonly adapted coping strategies by psychiatric mental health nurses.

Theses result agree with *Mctiernan (2015)* in the study" Occupational stressors, burn out and coping strategies between hospital and community psychiatric nurses " their mention that, the optimistic strategies is considered very effective coping strategies for psychiatric nurses.

On other hand the finding agreement with *Akbar, Elahi, Mohammadi. & Khoshknab, (2017)* in the study" how do the nurse cope with the job stress. " who notified that tried to think positively was found the most preferred for nurses. While *Abdalahim (2015)* found two third of The respondents strategy of remaining optimistic about their future role as professional nurses anda self motivating process which can be supported through a preceptor ship process to mentor nurses to achieve their goals when they face some stressors.

Further looking into the finding of the present study it was observed that three quarter of the psychiatric mental health preferred conformative strategies it is the second in ranking after optimistic coping pattern, similar results were shown in the study conducted by *Mark (2014)* in the study" occupational stress, job characteristics, coping and the mental health of nurses". Who stated that try to keep situation under control is the second preferred coping style to cope with the work stressors.

Other studies dealing with the issue of nurses, *Jahanshahi et al. (2014)* who assess "Job stressors, coping strategies and its relationship with mental health status job stress" also showed that Confrontive coping style can be considered as second of the strategies of nurses to cope with job stress, which can point out to the studies conducted in this area.

The least commonly adopted coping strategy for PMHNs was emotive then evasive coping style. This finding showed that, the PMHN used more of positive coping strategies. A study done by *Abdalahim (2015)* in the study " stress and coping among psychiatric nurses " found that, most nurses were using coping strategies like problem solving, confrontive coping, self control and seeking social support. The least commonly adopted strategy was evasive coping style.

From the researcher point of view this finding may be due to Psychiatric mental health nurses under the study attempt to face the situations in clinical environment. Moreover uses of optimistic coping patterns which might indicate more self confidence and empowerment to practice more independently.

The current study revealed that there were highly statistically significant relation between psychiatric mental health nurses self-esteem and work stressors moreover highly statistically significant relation between psychiatric mental health nurses self-esteem and useful coping pattern.

This finding is agreement with the study done by *Hamaidah ,(2017)* in the study of "self-esteem, work stressors and job satisfaction among mental health nurses" who demonstrated that high self-esteem encourages mental health nurses to deal with work stressors and stay at their jobs with gain more professional success.

According to the results of research study of *White , (2014)* in study of " Percieved stressors, coping strategies and burnout pertaining to psychiatric nurses working on locked psychiatric unit "indicated that psychiatric nurses with high self-esteem use effective coping strategies for deal with work stressors.

The finding of the current study show positive correlation and high significant relation between psychiatric mental health nurses self esteem and coping with work stressors among El-khanka psychiatric mental health nurses. from the researcher point of view this finding related to most psychiatric mental health nurses had high level of self esteem and effective coping pattern with work stressors this may be

due to high confidence of them. High self esteem was associated with the years of experience working as a psychiatric mental health nurse. that increase their abilities for dealing with physical and psychological stressors.

Psychiatric mental health nurses with higher self-esteem level had lower feelings of depersonalization, had a better sense of personal accomplishment and good coping skills. On other hand effective using for coping pattern toward work stressors affect positively on level of self - esteem, self-confidence and job satisfaction for Psychiatric mental health nurses. So, there is a positive correlation between them and each one affects each other's

This finding is agreed with *Carson ,Fagin , Brown D, Leary , & Bartlett (2015)* in study of " Self esteem in mental health nurses and its relationship to stress, coping and burnout" their indicate that, the correlation analysis notify that there is positive correlation between Self esteem of mental health nurses and ability of them to coping with work stressors. Also, a study by. *Mcelfatrick, Carson , Annett , Cooper ,Holloway ,& Kuipers, (2013)* in study of "Assessing self esteem and coping skills in mental health nurses" showed that high self-esteem would add to nurses' professional independence and improve effective coping to work stressors.

Conclusion

The study revealed that there are positive correlation and significant relation between self esteem and coping pattern toward work stressors among psychiatric mental health nurses.

Recommendations

◆ Workshop for understanding of the unique stressors and difficult situation that have an impact on psychiatric nurses and for promoting the resilience among them.

◆ Continuous follow-up for psychiatric mental health nurses to participating in stress management program to improve self-esteem.

◆ The Future research should be done with a larger sample size in several psychiatric hospitals and in a broader geographical area.

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