

The Relationship Between Occupational Stress and Organizational Commitment among Nurses

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Abstract

Background: Occupational stress in nurses poses significant risks to their wellbeing and the quality of patient care, arising from excessive workloads, role ambiguity, interpersonal conflicts, and demanding schedules. This stress can detrimentally affect nurses' performance and mental health.

A strong organizational commitment among nurses is associated with higher morale, lower turnover intentions, better continuity of care, and improved patient safety. Previous studies examining the relationship between occupational stress and organizational commitment have reported inconsistent findings. Therefore, this review aimed to examine the relationship between occupational stress and organizational commitment among nurses.

Materials and Methods: A comprehensive literature search of PubMed, CINAHL, PsycINFO, Embase and Scopus the search strategy focused on articles related to the Occupational Stress and Organizational Commitment. Initial searches yielded 1089 studies, which were then based on pre-defined inclusion criteria, resulting in a final selection of 20 articles for review.

Results: An analysis of 20 articles identified key themes, including the investigation of factors contributing to this stress include (1) occupational stress, (2) organizational commitment, and (3) the interplay between stress and commitment.

Conclusion: The high levels of occupational stress among nurses in various healthcare settings, notably in demanding areas like ICUs, EDs, surgical wards, and psychiatric units. Key stressors identified include workload, patient care duties, emotional challenges, and fears of infection. The analysis reveals that organizational commitment in nurses is influenced by sociodemographic factors, job satisfaction, leadership styles, and work-related stress, with occupational stress significantly negatively impacting their organizational commitment

Keywords

Occupational stress, job stress, organizational commitment, work commitment, nurse and nurses.