

Determinants Contributing to Increased Prevalence of Workplace Stress among Registered Nurses in Adeoyo Maternity Teaching Hospital Yemetu Ibadan, Oyo-State

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Abstract. *Work-related stress among nurses is a common problem. It is also a contributing factor to health problems in nursing. It is essential to record the causes of stress to an extent of stress in any health care organizations. Nursing involves activities and interpersonal relationships that are often stressful, while nurses are faced with greater demands and high expectations, while they are not well secured. The healthcare environment is a source of overwork and stress has been implicated in today's nursing shortage. The purpose of this study was to investigate the contributory determinants to the increase in the prevalence of workplace stress among registered nurses in Adeoyo Maternity teaching hospital, Oyo State, Nigeria. A cross-sectional descriptive survey design was adopted using a Stratified sampling technique consisting of 142 respondents. Data was collected using a self-administered semi-structured questionnaire. Data were analyzed using descriptive and inferential statistics. The results of this study show that indeed nurses are suffering from occupational stress. The study revealed that the main causes of occupational stress among nurses are; Sleep Deprivation, inability to cope with work, Inadequacy of resources and staff in the organization. The causes of occupational stress among nurses call for an urgent need to design interventions that can easier make the work environment conducive for nurses. The environment in which individuals work determines the level of satisfaction with work performed. The results show that the number of years worked also contributes to occupational stress among the nurses. On the one hand, the understanding of the relationship between stress and the workplace is still a challenge, and thus it is important to acknowledge that work can cause stress and therefore stress should be prevented. An urgent need to come up with interventions that are specifically designed to address stress issues that are experienced by nurses. The interventions should be monitored and evaluated to ensure that address the needs of nurses.*

Keywords: *Contributory Determinants, Prevalence, Workplace Stress, And Registered Nurses*

INTRODUCTION

Nursing is a stressful profession (Oxtoby, 2015). It is a job that requires the expenditure of energy on many levels. Physically, the job can be demanding with high levels of muscular-skeletal stress,

culminating in many aches and pains. Mentally, nurses are required to be alert, making calculations for medication, and respond to important questions from patients and relatives. Emotionally, the impact is felt when they empathize and help people, and from the toll of working in an environment where there is pain and sadness. The nurses' work environment is often characterized by resource constraints, poor staff support, and organizational change, which add to the energy expended (Casu & Giaquinto, 2018). Nurses are the backbone of the health industry. They develop a closer relationship with the patient more than any other healthcare personnel and are crucial to the smooth running of any hospital. This enormity of work that nurses have to contend with results in stress which is a major cause of concern for many nurses at work (Ogundipe, Obinna, & Olawale, 2015). Occupational stress results in considerable costs to organizations in terms of absenteeism, attrition rate, injury claims, infection rates, errors in treating patients, reduced productivity, and health care resources (Hanson, Onasoga, & Babalola, 2017). Reduced productivity, in turn, can lead to increased staff conflicts, recruitment and retention problems, burnout, absenteeism, litigation and rapid turnover, and inadequate job satisfaction (Labrague et al., 2016). It has also been reported to cause significant monetary costs to the National Health Service [NHS] Trusts in the UK (Azagba & Sharaf, 2011). Occupational stress has been defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the resources, capabilities, and needs of the worker (Halpin, Terry, & Curzio, 2017). Inadequate resources, capabilities, and low nurse-to-patient ratio in the nursing profession are known to be stressful throughout the world and have detrimental effects on the physical and psychological wellbeing of nurses. A study by Moradi, Jafarizadeh, Zhiyani, Aghakhani, and Alinejad (2017) revealed that challenges faced by the nurses are due to unbalance between needed environmental motivation to work and the heavy workload. Despite this, they are expected to provide holistic and good quality care to the patient.

The prevalence of workplace stress among registered nurses is on the increase and different determinants/factors cause its increase.

Various determinants such as individual, social, environmental and, organizational factors have been associated with an increased levels of workplace stress among nurses. Nurses regularly experience a variety of work related stressors including but not limited to: long working hours, time constraints, meeting patients' needs, irregular schedules, and lack of professional support. (International Journal of Environmental & public health 2018).

Despite the fact that there are apparent indications of occupational stress in healthcare workers in Nigeria, these indications are not well defined by evidence. In fact, few or no work on the subject as it relates to the Adeoyo Maternity Teaching Hospital Yemetu Ibadan, Oyo-State has been sighted. The issue is that, there may be occupational stress in workers of the hospital; but just how much of it? Which stressors are the most common and what stress management or reduction strategies are commonly adopted by victims? It is generally assumed that healthcare workers of the hospital experience above average levels of occupational stress and that nurses experience the highest levels of occupational stress whilst support staff of the hospital experience below average levels of occupational stress

This study will assist in identifying the contributory factors/determinants of stress that affects nurses at workplace causing increase prevalence among nurses. This study will provide a means of identifying the determinants that are significantly high and those that fall on the lower scale; it will provide a means for providing solution to the identified determinants.

Objectives of the study

Broad objective of the study is to investigate the contributory determinants to the increase in prevalence of workplace stress among registered nurses in Adeoyo Maternity teaching hospital.

The specific objectives are to;

- i. Assess the knowledge regarding workplace stress among registered nurses in Adeoyo Maternity teaching hospital
- ii. Determine the perception of registered nurses in Adeoyo Maternity teaching hospital on workplace stress
- iii. Identifying the determinants contributing to work place stress among registered nurses in Adeoyo Maternity teaching hospital

Research hypothesis

H0: There is no significant association between nurse's level of Education and workplace stress among registered nurses in Adeoyo maternity teaching hospital

H0: There is no significant association between nurse's level of knowledge and workplace stress among registered nurses in Adeoyo maternity teaching hospital

H0: There is no significant association between nurse's year of work experience and workplace stress among registered nurses in Adeoyo maternity teaching hospital.

Methodology

A cross sectional descriptive survey design was used to determine the increase in prevalence of workplace stress among registered nurse. The study was conducted at Adeoyo maternity hospital Ibadan, Adeoyo maternity hospital Ibadan is a specialized service hospital located at Yemetu Adeoyo, Ibadan in Ibadan north local government area of Oyo state. The target population for this study was registered nurses in selected units (accidents & emergency, labour ward, children ward, ante-natal clinic, post-natal ward and ante-natal ward) and special care baby unit in Adeoyo Maternity Teaching hospital, Yemetu Ibadan. Stratified sampling technique was used as every group was given an equal opportunity of being selected for the study from the target population. The sampling unit were randomly chosen from A & E, labour ward, children ward, Ante-natal clinic, post-natal ward and antenatal ward. This technique is to ensure all categories of nurses are represented in the study. Data was collected using an interviewer administered questionnaire which consists of the following. Section A consist of information's on Social-demographic characteristics of the respondent. Section B: consist of information's on knowledge regarding workplace stress among registered nurses in Adeoyo Maternity teaching hospital. Section C: Consist of information's on perception of registered nurses in Adeoyo Maternity teaching hospital on workplace stress. Section D: Consist of information on determinants contributing to workplace stress among registered nurses in Adeoyo Maternity teaching hospital. Data was entered, edited, and analyze with SPSS statistical software (version 21). Both descriptive and inferential statistics were used to analyze the data such as frequency table, percentages, mean and standard deviation and Chi-square test and Correlation co-efficient were tool used to analyze the data collected with p-value ≤ 0.05 considered significant.

Ethical consideration

Ethical approval for the study would be obtained from the ethical committee of Babcock University (BURHEC), Ilishan Remo, Ogun state. Ethical approval would be obtained from Adeoyo Maternity teaching hospital ethics review committee part of the prerequisite before research of this nature can be carried on respondents. The aim of the ethical approval is to ensure that this research conforms to the generally acceptable scientific principles and international ethical guidelines required in human research, inform consent would be obtained from respondents and confidentiality of collected information would be guaranteed.

Result**RESPONDENTS SOCIO-DEMOGRAPHIC CHARACTERISTICS (n=142)**

Finding from the background information on age of respondent shows that majority (61.5%) of the respondents falls in the age bracket 21 -30 in the Adeoyo maternity teaching hospital s, 34.9% were in the age bracket 31 – 40 while 3.6% are above 50 years in the selected study center, indicating that bulk of the nursing staff in Adeoyo maternity teaching hospital were young adults.

The gender distribution of respondents shows that majority of the were female (75.1%) and males (24.9%) respectively. This indicated that female nurses are more employed in the study than male counterpart.

Majority (82.2%) of the respondents are basic+post basic Nursing holder, 17.2% are bachelor of nursing science holder while 0.6% of the respondent have master.

Regarding the respondents working experience, the larger proportion of the respondents (79.9%) had put in 6-10 years working experience as against (8.9 %) who had 1 - 5 years working experience, (7.7%) who had 11 - 15experience and (3.6%) who had more than 20 years working experience

The result shows that (51.5%) of the respondents are NO11 nurses, (41.4%) are NO1 staff while (7.1) are SNO. Regarding the respondents religion shows that majority (87.6%) of the respondents is Christians and (12.4%) are Muslim. Regarding the respondents rmarital state shows that majority (90.5%) of the respondents were married while 16 (9.5%) are single. Regarding respondents working units (40.5%) of the respondent works at the Ante-natal clinic unit, 67 (39.6%) works at the A & E unit, (7.1%) works at the labour ward units, (1.6%) works the children ward Unit while (10.4%) works at surgical post-natal ward unit.

KNOWLEDGE REGARDING WORKPLACE STRESS AMONG REGISTERED NURSES IN ADEOYO MATERNITY TEACHING HOSPITAL**Showing respondents Knowledge Regarding Workplace Stress (n=142)**

	Yes I do		No I don't		I can't recollect		I will enquire	
	Freq	%	Freq	%	Freq	%	Freq	%
Workplace Stress is accumulation of unresolved grievances manifested by physical symptoms	7	52.1	68	47.9	0	0	0	0
Workplace Stress leads to Emotional state of despair aggravated by strenuous work which may result in mental and physical disorders	62	43.8	47	33.1	3	1.0	2	.5
Workplace Stress occurs when Performing procedures that patients experiencing as painful	106	74.6	36	25.4	0	0	0	0
Feeling helpless in the case of a patient who fails to improve can makes work stressful	107	75.7	35	24.3	0	0	0	0
Being asked a question by a patient for whom I do not have a satisfactory answer my work	62	43.8	48	33.7	32	22.5	0	0

stressful								
Lack of opportunity to talk openly with other unit personnel about problems in the unit is a source of stress	61	43.2	35	24.3	44	30.8	2	1.2
Stress at work is inevitable	106	74.6	36	25.4	0	0	0	0
When properly managed, stress at work can be avoided	107	75.7	35	24.3	0	0	0	0
Internal and external force perceived to be threatening	62	43.8	47	33.1	4	1.0	2	.5
Excessive workload resulted in long queues which made patients disgruntled; harassment, belittlement and abusive language directed to nurses were a common trend of work stress	106	74.6	36	25.4	0	0	0	0

As reported in table 4.1 above, 52.1% and 43.8% of the respondents do know that Workplace Stress is accumulation of unresolved grievances manifested by physical symptoms and that Workplace Stress leads to Emotional state of despair aggravated by strenuous work which may result in mental and physical disorders respectively. Majority 74.6% and 75.7% do know that Workplace Stress occurs when Performing procedures that patients experiencing as painful and that Feeling helpless in the case of a patient who fails to improve can makes work stressful respectively, meanwhile, 43.8% and 43.2% of the respondents Do think that Being asked a question by a patient for whom I do not have a satisfactory answer my work stressful and Lack of opportunity to talk openly with other unit personnel about problems in the unit is a source of stress respectively. Majority 74.6% and 75.7% of the respondents think that Stress at work is inevitable, excessive workload resulted in long queues which made patients disgruntled; harassment, belittlement and abusive language directed to nurses were a common trend of work stress and know that when properly managed, stress at work can be avoided. on the other hand, 43.8% think internal and external force perceived to be threatening.

Level of nurses' Knowledge Regarding Workplace Stress				Mean	S.D.	Min	Max
Results	Range Scores	FREQUENCY	PERCENTAGE				
GOOD	6.1 – 12.0	106	74.8	7.8	1.28	0	12
POOR	0 – 6.0	36	25.20				
Total		142	100.0				

The responses in the Table 2 were weighed such that a 'Yes I do' had a weight of '1' while 'No I don't' had a weight of '0'. These weights were applied to compute composite knowledge score. From the knowledge score, the mean value was 7.8 and the maximum and minimum scores were 12 and 0 respectively. Furthermore, the knowledge scores were grouped such that scores from the half (6.0) and below were grouped as 'poor knowledge' while the scores above the half were grouped as 'good knowledge'. Further, the results as illustrated in the Table.4.2 show that 74.8% of the respondents had good Knowledge Regarding Workplace Stress. On the other hand, 25.2% had Knowledge Regarding Workplace Stress.

Perception of Registered Nurses In Adeoyo Maternity Teaching Hospital On Workplace Stress.

Table 4.3 showing Perception of Registered Nurses on Workplace Stress (n=128)

	Yes I do		No I don't		I can't recollect		I will enquire	
	Freq	%	Freq	%	Freq	%	Freq	%
Being in constantly alarming situation contribute to stress	111	78.5	32	21.5	0	0	0	0
Lack of experience contribute to stress	93	65.2	45	31.9	6	2.9	0	0
Dignity and social status contribute to stress	105	74.1	30	21.5	8	4.4	0	0
Lack of proper logistics leads to stress	111	77.8	33	23.8	7	4.8	0	0
Shortage of nurses contribute to stress	111	78.5	16	11.9	13	9.6	0	0
Irregularities in the organization contribute to stress	107	75.6	17	11.1	19	13.3	0	0
Uncoordinated supervision causes stress	108	76.3	24	17.0	11	6.7	0	0
Undesirable relations among colleagues can causes stress	93	65.2	49	34.8	0	0	0	0

As shown in table 4.3 above, majority 78.5% of the respondents Do think Being in constantly alarm situation contribute to stress, 65.2% Do think that Lack of proper logistics leads to stress, 74.1% think Dignity and social status contribute to stress and 77.8% of the respondents think Lack of proper logistics leads to stress.

Furthermore, majority 78.5%, 75.6% and 76.3 of the respondents think Lack of proper logistics leads to stress, believes Irregularities in the organization contribute to stress and think that uncoordinated supervision causes stress respectively while 65.2% think that Undesirable relations among colleagues can causes stress.

DETERMINANTS CONTRIBUTING TO WORK PLACE STRESS AMONG REGISTERED NURSES IN ADEOYO MATERNITY TEACHING HOSPITAL Table 4.4 Showing Determinants Contributing To Work Place Stress (n=128)

	Yes I do		No I don't		I can't recollect		I will enquire	
	Freq	%	Freq	%	Freq	%	Freq	%
Health Related Stressors								
Sleep deprivation can contribute to stress	105	74.1	30	21.5	9	4.4	0	0
Frequently missing meals is a stressor	110	77.8	32	23.8	8	4.8	0	0
Smoking is a stressor	107	75.6	16	11.1	19	13.3	0	0
Regular consumption of alcohol can cause stress among nurses	108	76.3	24	17.0	11	6.7	0	0
Work Environment Stressors								
Inability to cope with work leads to stress .	108	74.6	38	25.4	0	0	0	0

Inadequacy of resources and staff in the organization contribute to stress.	110	75.7	36	24.3	0	0	0	0
Conflict among colleagues affecting performance leads to stress	62	43.8	47	33.1	3	1.0	2	5
Psycho-Social Stressors								
Fearing committing an offence while treating a patient leads to stress	73	52.1	68	47.9	0	0	0	0
Climatic condition as a stressor.	118	74.6	42	25.4	0	0	0	0
Dealing with death of patients leads to stress.	108	76.3	24	17.0	11	6.7	0	0
Confronting constant emotional and physical suffering leads to stress .	107	75.6	16	11.1	19	13.3	0	0
High expectations from patients leads to stress.	108	76.3	24	17.0	11	6.7	0	0
Adequate support from friends and family will reduce stress .	74	52.1	68	47.9	0	0	0	
Time for Exercise or other leisure activities will reduce stress	74	52.1	68	47.9	0	0	0	0
Ability to manage time efficiently will help reduce stress.	108	74.6	38	25.4	0	0	0	0

As shown in table 4.4 above, majority 74.1%, 77.8%, 75.6% and 76.3 of the respondents reported that Sleep Deprivation can contribute to stress, that frequently missing meals is a stressor, Smoking is a stressor and Regular consumption of alcohol can cause stress among nurses respectively under Health Related Stressor.

Meanwhile under Work Environment Stressors, majority 74.6% and 75.7% of the respondents reported inability to cope with work leads to stress .and Inadequacy of resources and staff in the organization contribute to stress respectively while 43.8% think Conflict among colleagues affecting performance leads to stress.

Moreover, under Psycho-Social Stressors majority 74.6%, 76.3%, 75.6 and 76.3% of the respondents think that Climatic condition, dealing with death of patients, Confronting constant emotional and physical suffering and High expectations from patients leads to stress respectively. 52.1% of the nurses in the Adeoyo maternity teaching hospital also think that Time for Exercise or other leisure activities will reduce stress and adequate support from friends and family will reduce stress.

Conclusively, majority 74.6% of the respondents think ability to manage time efficiently will help reduce stress while 52.1% think Fearing committing an offence while treating patients is a stressor.

TEST OF HYPOTHESES

Hypotheses one: There is no significant association between nurse's Level of Education and workplace stress among nurses in Adeoyo maternity teaching hospital

Showing association between nurses's Level of Education and workplace stress

VARIABLE	N	MEAN	SD	DF	Real	r-critical	p	remark
nurse's Level of Education	142	4.62	0.532	141	0.62	0.13	0.0000	significant
workplace stress	142	3.26	0.51					

Correlation significant at 0.05 level $r= 0.13$: $p<0.05$ Decision: Significant

Result in table 4.5 reveals that there is significant association between nurse's Level of Education and workplace stress in the Adeoyo maternity teaching hospital in Ibadan, it reveals that $r= 0.13$: $p<0.05$. The null hypothesis is hereby rejected

Hypotheses two: There is no significant association between nurse's knowledge about workplace stress and workplace stress among nurses in Adeoyo maternity teaching hospital

Showing association between nurse's knowledge about workplace stress and workplace stress

VARIABLE	N	MEAN	SD	DF	Real	r-critical	p	remark
Knowledge	142	3.31	0.641	141	0.351	0.124	0.0000	significant
workplace stress	142	3.26	0.51					

Correlation significant at 0.05 level $r= 0.213$: $p<0.05$ Decision: Significant

Result in table 4.6 reveals that there is significant association nurse's knowledge about workplace stress and workplace stress in the Adeoyo maternity teaching hospital in Ibadan, it reveals that $r= 0.124$: $p<0.05$. The null hypothesis is hereby rejected

Hypotheses three: There is no significant association between nurse's year of work experience and workplace stress among nurses in Adeoyo maternity teaching hospital

Showing association between nurse's year of work experience and workplace stress

VARIABLE	N	MEAN	SD	DF	Real	r-critical	p	remark
nurse's year of work experience	142	4.12	0.641	141	0.351	0.213	0.0000	significant
workplace stress	142	3.26	0.51					

Correlation significant at 0.05 level $r= 0.213$: $p<0.05$ Decision: Significant

Result in table 4.7 reveals that there is significant association nurse's year of work experience and workplace stress in the Adeoyo maternity teaching hospital in Ibadan, it reveals that $r= 0.213$: $p<0.05$. The null hypothesis is hereby rejected

Discussion of findings

Nurses are dedicated individuals who work very hard to improve and enhance the lives of their patients. They need to ensure their own wellness is prioritized in order to counteract and manage the stresses of the profession. To do this, at first, stressors need to be identified and procedure should be followed to balance these factors. The respondents whose age were between the ages of 21-30 years constituting more than half of the respondent, this shows that most of the respondents are young adults, with females dominating the various wards/units in the hospital and this agrees with study on Prevalence and correlates of job stress among junior doctors in the university college hospital by (Adeolu, 2016) which reported that respondents' age ranges from 20-50 and above with majority of them falls within the age range of 30-39 years.

Regarding the respondents working experience, the study revealed the bulk of the respondents had 6-10 years working experience as against few who had longer years of working experience. This large number of nurses who were between the ages of 26-30 with few years of working experience may probably be responsible for high level work stress in various wards which agrees with (Moradi, 2017).

As shown in this study, 74.8% of the respondents had good Knowledge Regarding Workplace Stress of which majority 74.6% and 75.7% do know that Workplace Stress occurs when Performing

procedures that patients experiencing as painful and that Feeling helpless in the case of a patient who fails to improve can makes work stressful respectively, this agrees with (Mmule, 2018) which reported that respondents understand the meaning of stress; however, different respondents explained the meaning differently Respondents' view of stress and job stressors is different and they respond differently to stressful stimuli. This disagrees with (Jyothi, 2014) it is revealed that majority of nurses had poor knowledge on stress management where as majority of them had good practice scores which can be inferred as knowledge had no impact on the practices of stress management, the findings of the current study were also in disagreement with Ogundipe, (2015) a study done on 'Health care providers' training, perceptions, and practices regarding stress and health outcomes' reveals, (42%) of respondents reported receiving no instruction regarding stress and health outcomes during their medical/professional education.

This suggest the skills and attributes of the health care provider, such as expertise and knowledge, skills for assessing readiness for behaviour change, relationship building skills, and skill in considering the patient's attitudes and beliefs about the disease or treatment are to be encouraged. Principles of communication to guide the patient-provider encounter, key behavioral change strategies, and use of technology to be used in training the health care providers to guide the patients to promote behaviour change and risk reduction

In this study, majority 78.5% of the respondents Do think Being in constantly alarm situation contribute to stress, 65.2% Do think that Lack of proper logistics leads to stress, 74.1% think Dignity and social status contribute to stress and 77.8% of the respondents think Lack of proper logistics leads to stress

This study showed sleep deprivation, confronting constant emotional and physical suffering and smoking were the three main determinants of stress. A majority (70.5%) of respondents found inadequacy of resources and staff as an important stressor but it was not found to be statistically significant. A study of relationship between job stress, quality of working life and turnover intention among hospital employees identified staff shortage as a major source of stress (Moradi, 2015). A study in Zambia, Africa found nurses to be highly stressed. Lack of resources to carry out their job, the workload, the low level of reward and the long working hours were most frequently identified as stressors (Adeolu, 2016). Another study assessing relationships among stress, positive affectivity and work engagement among nurses revealed that work stressors experienced by most nurses were workload, time pressure, inadequate reward, inadequate patient interaction, and unmanageable emotional demands of job (Jyothi, 2014). A study from Turkey among healthcare professionals reported that programs directed towards reducing job stress and enhancing motivation and job satisfaction were recently considered by health institutions (Moradi, 2017). Another study in Nigeria suggested that hard working and committed employees should be benefitted from financial rewards, holidays or career progression to keep their morale high. A dedicated department should operate in the hospital to promote healthy eating, exercise and recreation in individuals. E.g. gym and other recreation should be available for staff in the hospital campus. The practice of yoga, meditation and other similar exercise regimen is highly advised to manage and prevent stress (Nwozichi, 2015).

In this study, the occupational stress score statistically significant difference ($P < 0.001$) with age groups and years of experience. This shows older people have the ability to overcome the stress with their experience. They will be well aware about the stress-related situation with their experience. Occupational stress showed no significant difference with the level of education. Contrary results to this finding were found in other studies conducted by (Rolland, 2014). wherein association was found between the level of qualification, shift, and nursing stress. In a study conducted by (Adebayo et al., 2016) occupational stress had no association with the level of occupational stress which was in line with our study. There existed a significant difference between the scores of the occupational

stress and the years of experience with lesser score among the nurses who had experienced more than 30 years.

5.2 Summary

This research was carried out to investigate the contributory determinants to the increase in prevalence of workplace stress among registered nurses in Adeoyo Maternity teaching hospital Ibadan. A cross sectional descriptive survey design was adopted using Stratified sampling technique consisting of 128 respondents. Data was collected using a semi-structured questionnaire that was self administered. The study revealed that there is significant relationship between nurse's knowledge and educational status of respondents. Evidence from this research, shows that respondents have good knowledge of workplace stress.

Conclusion

The results of this study show that indeed nurses are suffering from occupational stress. The results of the study are consistent with most of the findings from other studies done on occupational stress among nurses. The study revealed that the main causes of occupational stress among nurses are; poor working conditions, lack of interest on staff welfare and poor relationship with co-workers. The causes of occupational stress among nurses call for urgent need to design interventions which can easier make the work environment conducive for nurses. The environment which individuals work determine the level of satisfaction with work performed and can also contribute to a sense of unhappier among the individuals. The results show that the number of year worked also contributes to occupational stress among the nurses. On the one hand, the understanding of the relationship between stress and the workplace is still a challenge, and thus it is important to acknowledge that work can cause stress and therefore stress should be prevented.

Recommendation

The following recommendations are recommended for reducing stress in the work-place;

1. An urgent need is required to come up with interventions that are specifically designed to address stress issues that are experiences by nurses. The interventions should be monitored and evaluated to ensure that address the needs of nurses.
2. Creation of active wellness programs are required to address occupational stress. To improve work environment by also addressing work conditions such as improved working relationship, addressing staff welfare, increase essential services, reduce long working hours, and improved ventilation. There is a need to address work environment issues and also to address welfare issues of employees.
3. There is a need to reduce work-overload by ensuring that there is adequate manpower and also by ensuring nurses ratio vs. patients is adequately addressed.
4. There is need to motivate staff in order to increase level of job satisfaction. Staff welfare such as recognition, promotion, and personal growth needs to be taken as a priority by the employer. This calls for managers to take interest in staff welfare to be able to address staff issues accordingly
5. Increase the number of nurses in the Hospital which would lead to reduction of workload and role conflict among nurses at Adeoyo maternity teaching hospital, Ibadan, Oyo state. Duties and responsibilities to be specified for nurses to reduce role conflict.
6. It is also recommended that the government should organize a proper remuneration and designation of nurses with consideration of education level, duties and responsibilities of the nurses.

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