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(300)

.t-test

(ANOVA)

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.2005/12/11

2005/7/28

) (0.05 ≥ α)

(

(0.05 ≥ α)

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	)			.2
.(		-	-	
				.3

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.(1998 )

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	:		(Reassignment)	:	-
				:(2000 )	
	:			:	-
3 2 1)	:	.1		:	-
		.(4			
5)	:	.2		:	-
		.(6			
9 8 7)	:	.3		:	-
		.(10			
12 11)	:	.4			
		.(13			
15 14)	:	.5		.2	
		.(16			
18 17)	:	.6		:	
		.(19			
.(21 20)	:	.7	404	(600)	
22)	:	.8		196	
		.(24 23			
25)	:	.9	300		%50
		.(27 26		(265)	
	:	.10			%88
		.(30 29 28)		:	

(Likert Scale)

:	(x)	:	
( 3)	( 4)	( 5)	
	.( )	( )	

:Descriptive Statistic Measure

-1

			<b>:One Sample T-Test</b>	<b>T</b>	<b>-2</b>
	.1				
		.2	<b>:Regression</b>		<b>-3</b>
			(		
	.3		<b>:One-Way (ANOVA)</b>		<b>-4</b>
			)		
			(		
			<b>Independent-Samples T-</b>	<b>T</b>	<b>-5</b>
				<b>:Test</b>	
		(1988			
			(		
			<b>:Reliability</b>		<b>-6</b>
			)		
	(1998	)			
			(Validity)		
		"			
	(2002	) "			
		"			
	(2005	) "			
	"	(Luthans, 1985)			
			(Reliability)		
(Szilagy and		"			
		"	Wallace, 1987)		
		"			
			Cronbach's		
			%87.43		Coefficient Alpha
		:		:	
		:	.1		
			(280)		
		:	.2	(15)	(300)
			.%88	(265)	

: .3

: -4

(Northwestern National Life, 1992)

)

.(2003

: -5

.(Niosh, 2005)

.(Trades Union Congress, 2004)

: -6

(Abelson, 1986)

:

(Beehr, 1995)

: -7

:

Daily, )

(1988

.(Cousins, 2004) (Niosh, 2005)

:

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-

: -1

Quantitative

Qualitative

.(2000 )

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.(1992 )

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: (Type A)

: -3

(Type B)

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(Robert, 1987) ( )

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(2000 )

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(Law, 1996)

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(Eustress)

(Distress)

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: -1

) (1988 )

(1994

:(1998 )

.(1994 )

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.(1994 )

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(1997 )

.(Bery, 1987)

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.(1998 )

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(1995

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(Robbins, 1991)

.(Cooper, 1997)

.4

: (1994 )

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" : (2002 ) -

(ICU and CCU)

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(400)

" : (1994 ) -

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" : (2003 ) -

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" : (1999 ) -

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" : (2003 ) -

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" : (1999 ) -

"

" : (2003 ) -

"



" : (Dugan, 1996) - :

(19) 293 " : (2005 ) -  
"

" : (Applton, 1998) -  
"

285 " : (Rogers, 1989) -  
"

" : (Isikhan, 2001) -  
" " "  
554

(A) (Tyler and Ellison, 1994) -  
%43 (B) " :  
%62 " "  
(A) )  
(

" : (Barber, 2004) -  
" :



(1) : .6 %46.8 (1) : .4  
 5  
 .%4.2 10-5 %24.9  
 %35.8 (1) : .7 %12.1  
 25 -18 %16.2 15-10  
 -25 %25.3 15  
 30  
 .%19.2 35 -30 %63 (1) : .5  
 . %0.8 50 %37

(1)

%			
48.7	129		
51.3	136		
%			
34	90		
66	175		
%			
13.6	36		
26.8	71		
58.5	155		
1.1	3		
%			
46.8	124		5
24.9	66	10	- 5
12.1	32	15	- 10
16.2	43		15
%			
63	167		
37	98		
%			
4.2	11		
95.8	254		
%			
35.8	95	25	- 18
25.3	67	30	- 25
19.2	51	35	- 30
10.2	27	40	- 35
4.9	13	45	- 40
3.8	10	50	- 45
0.8	2		50
<b>%100</b>	<b>265</b>		

(2.5 -1) : -  
 (3.5 -2.5)  
 (5-3.5) (5-1 )

(2)

(2)

	<b>4</b>	<b>0.92</b>	<b>3.69</b>		
	4	1.35	3.09		1
	2	1.07	3.80		2
	3	1.21	3.60		3
	1	0.91	4.29	- -	4
	<b>9</b>	<b>0.81</b>	<b>3.18</b>		
	2	1.26	3.02		5
	1	1.31	3.35		6
	<b>2</b>	<b>1.03</b>	<b>3.77</b>		
	4	1.18	3.49		7
	2	1.20	3.69		8
	3	1.27	3.59		9
	1	0.92	4.33		10
	<b>3</b>	<b>0.77</b>	<b>3.73</b>		
	1	1.06	4.10		11
	3	1.22	3.38		12
	2	1.24	3.72		13
	<b>8</b>	<b>0.92</b>	<b>3.27</b>		
	1	1.24	3.50		14
	3	1.33	3.0		15
	2	1.30	3.33		16

	<b>5</b>	<b>0.84</b>	<b>3.6</b>	
	3	1.13	3.13	17
	2	0.96	3.81	18
	1	0.88	3.87	19
	<b>1</b>	<b>0.81</b>	<b>3.87</b>	
	1	0.98	4.11	20
	2	1.13	3.64	21
	<b>10</b>	<b>0.79</b>	<b>2.54</b>	
	3	0.93	1.94	22
	2	1.15	2.35	23
	1	1.26	3.35	24
	<b>7</b>	<b>0.97</b>	<b>3.38</b>	
	1	1.19	3.57	25
	2	1.12	3.48	26
	3	1.26	3.11	27
	<b>6</b>	<b>0.3</b>	<b>3.46</b>	
	2	1.25	3.14	28
	3	1.21	3.08	29
	1	1.06	4.18	30

(3.77) (2) : -1  
 .(1.03)

(0.81) (3.87)

(4.33-3.49)  
 .(1.27-0.92)

(4.33) -3.64  
 (0.92) .(1.13-0.98) (4.11)

(1.18) (3.49) (2) : -2

	:	-6	(2)	:	-3
)					
(3.46)		(2)	(3.73)		
		.(0.3)			.(0.77)
.(1.25-1.06)		(4.18-3.08)	(4.10-3.38)		
		(30)	.(1.24-1.06)		
(4.18)			(1.06)	(4.10)	
		(1.06)			
				:	-4
			.(2)	)	
		(29)	.(0.92)	(3.69)	
(3.08)					
		(1.21)			
(2)	:	-7			
				.(4.29-3.09)	
(3.38)				.(1.35-0.91)	
		.(0.97)	(0.91)	(4.29)	
			(1.35)	(3.09)	
(3.57-3.11)					
	.(1.26-1.12)				
		(25)			
(3.57)					
		.(1.19)	(2)	:	-5
	:	-8			
			(0.84)	(3.6)	
(0.92)	(3.27)				
(2)			(3.87-3.13)		
				.(1.13-0.88)	
(3.50-3)		(0.88)	(3.87)		

.(1.33-1.24)

(1.24)

(3.50)

" :Ho

(1.33)

(3)

(2)

-9

(3)

One Sample T-Test

(3.18)

.(0.81)

	<b>T</b>			
0.000	13.487	0.56	3.44	

$0.05 \geq \alpha$

(3.35-3.02)

One Sample T-Test

.(1.31-1.26)

(3)

.(1.31)

(3.35)

(3.44)

(13.48) T

.(0.56)

.(2 )

:

-10

.(0.000)

(0.79)

(2.54)

(0.000)

Ho

(0.05  $\geq$ )

(3.35-1.94)

(3.44)

(24)

.(1.26-0.93)

(3.35)

(1.26)

:

" :Ho

(22)

) :

(0.05  $\geq$   $\alpha$ )

(0.93)

(1.94)

(

(4)

R <sup>2</sup>	(R)		F				
0.358	0.59	0.000	146.8	30.62	30.62	1	
0.525	0.72	0.000	290.6	44.88	44.88	1	
0.535	0.73	0.000	303.0	45.76	45.76	1	
0.481	0.69	0.000	243.5	41.10	41.10	1	
0.46	0.67	0.000	224.0	39.32	39.32	1	
0.475	0.68	0.000	237.5	40.56	40.56	1	
0.265	0.51	0.000	94.8	22.65	22.65	1	
0.418	0.64	0.000	188.5	35.70	35.70	1	
0.387	0.62	0.000	165.9	33.07	33.07	1	
0.31	0.55	0.000	118.7	26.59	26.59	1	

(0.69)

R

(%48.1)

.R<sup>2</sup>

: (4)

-5

α)

-1

(0.05≥

.(0.000)

(224.0) F

(146.8) F

(0.67)

R

(0.000)

(%46)

.R

(%35.8)

(0.59)

.R<sup>2</sup>

-6

-2

.(0.000)

(237.5) F

.(0.000)

(290.6) F

(0.68)

.(0.72)

R

(%47.5)

R

(%52.5)

.R<sup>2</sup>

-7

-3

.(0.000)

(94.8) F

.(0.000)

(303.0) F

(0.51)

R

.(0.73)

R

(%26.5)

(%53.5)

.R<sup>2</sup>

.R<sup>2</sup>

-8

-4

.(0.000)

(188.5) F

.(0.000)

(243.5) F



"

(0.64)

R

(%41.8)

.R<sup>2</sup>

(5)

F-Test (ANOVA)

-9

	<b>F</b>				
0.03	3.04	0.962	2.887	3	
		0.316	82.59	261	
			85.48	264	

.(0.000)

(165.9) F

(0.62)

R

(%38.7)

.R<sup>2</sup>

-10

(0.05 ≥ α)

.(0.000)

(118.7) F

(0.55)

R

(%31)

.R<sup>2</sup>

(ANOVA)

F

(5)

(%95)

(0.03)

(3.04)

F

(0.05 ≥ α)

Ho

α)

"

(6)

)

(0.05 ≥ α)

	0.44	3.57	36	
	0.58	3.56	71	
	0.57	3.41	155	
	0.68	2.76	3	

) (1997

) (1999

) (2003

(2002 )

(2002

.(Tyler, 1994) (Kellow,2000)

:

" :Ho

(0.05 ≥ α)

(6)

)

(3.57)

.(

" :Ho1

-1

.(2.76)

(0.05 ≥ α)

.(2003 )

.(0.05 ≥ α)

(0.005)

" :Ho2  
(0.05 ≥ α)

-2

"  
(0.05 ≥ α)

."

(9)

."

(7)  
(ANOVA)

	0.57	3.39	167	
	0.54	3.59	98	

	<b>F</b>				
0.836	0.285	9.31	0.280	3	
		0.326	85.20	261	
			85.48	264	

(0.05 ≥ α)

(9)

(ANOVA)

(3.59)

.(3.39)

F

(7)

(F)

(%95)

(0.836)

(0.285)

.(2003 )

" :Ho3

-3

(0.05 ≥ α)

."

" :Ho4

-4

(0.05 ≥ α)

(8)

(T)

(10)

(T)

		<b>T</b>
0.05 ≥ α	0.005	2.840-

		<b>T</b>
0.05 ≥ α	0.230	1.20-

Independent-Samples T-Test

(2.840-) T (8)

Independent –Samples T-Test

(0.975-) T (12)  
(0.330)

(1999 )

" :Ho7 -7  
(0.05≥ α)

(13)

(T)

		<b>T</b>
0.05≥ α	0.108	1.615 -

Independent-Samples T-Test

(1.615-) T (13)  
(0.108)  
(0.05≥ α)

(1999 ) (2003 )

.6

:

.1

(2003 )  
) (1994 ) (1999 )  
(Chapman, 1995) (1998

Independent – Samples T-Test

(1.20-) T (10)  
(0.230)  
(0.05≥ α)  
-5  
":Ho5  
(0.05≥ )

(11)

F-test (ANOVA)

	<b>F</b>				
0.087	1.86	0.592	3.55	6	
		0.592	81.93	258	
		0.318	85.48	264	

(ANOVA)

F (11)  
%95  
(0.087) (1.86)

(1999 )

" :Ho6 -6  
(0.05≥ α)

:"

(12)

(T)

		<b>T</b>
0.05≥ α	0.330	0.975-

-  
 .  
 %13.6  
 %26.8  
 (1994 )  
 (1988 )  
 (Tyler and Ellison, 1994) (Meichenbaum, 1991)  
 %53 : •  
 .  
 (1994 ) .2  
 %53 : • (1999 )  
 .  
 - .3  
 -  
 (0.05 ≥ α)  
 : • (%35.8)  
 .  
 %48 : • (2004 )

(1994 )

%46

:

•

:

•

%38

%47

:

•

:

•

%31

%26

:

•

.4

(1988 )

:

.5

-

-

)

(2003

%41

:

•

.6

.7

.8

.9

.10

**.7**

.1

.2

.3

.4

.5

.181-145 3 16  
1995

1992

.95-69 75  
2004  
.5

2005

2002

2003

.112-96 1 6  
2005

2003

181-164 1 30

1994

.132-89 58 16  
1998

1998

2003

1988

1997

2002

.2 14  
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2003

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2004

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## Analysis of Work Stress among Nursing Staff at JUH: Field Study

Ayman O. Al-Maani and Abdel-Hakim O. Akhoershaideh \*

### ABSTRACT

This study attempts to examine work stress among nursing staff at Jordan University hospital. The objective of the study is to identify work stress, analyze its causes, determine their effects on the level of total work pressure, and test the differences in the level of stress related to demographic variables. The sample consists of (300) participants, randomly chosen. The following statistical methods were used for data analysis; descriptive methods, regression, T-test, and One Way (ANOVA). The data analysis has led to the following results:

Nurses suffer from work pressure as there is statistically significant effect of work stress variables on the general level of work stress. Moreover, there are no significant statistical differences in the level of stress related to demographic variables except the variables of job and education. To conclude, the study has proposed the following recommendations:

There is a need for raising salaries and incentives, implementation of a job description plan, improvement of working conditions and development of skills and abilities through adequate training programs.

**KEYWORDS:** Stress, Work stress, Nursing.

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