



## Service Priorities and Programmes Electronic Presentations

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**Submitting author:** Ms Mok Annie Lai Fong

**Post title:** Nursing Officer, Tseung Kwan O Hospital, NULL

### **An Exploratory Study on Stress Management among New Graduate Registered Nurses**

*MOK ALF(1), IP WY(2), CHAU J PC(2),*

*(1) Accident and Emergency Department, Tseung Kwan O Hospital, (2) School of Nursing, The Chinese University of Hong Kong*

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#### **Introduction**

The workload of nurses is heavy in Hong Kong. New graduate nurses face heavy workloads, inadequate manpower and insufficient guidance in a new clinical area. As a result, they have low job satisfaction and high attrition rates (Stacey, & Hardy 2011).

#### **Objectives**

The objectives of this study were to explore the stressors, coping methods and stress management of new graduate registered nurses in Hong Kong. The applicability of stress management in a psycho-educational programme for new graduate nurses was also examined.

#### **Methodology**

A qualitative exploratory study was conducted in an acute hospital in Hong Kong from 18 December 2014 to 18 February 2015. A purposive sample of 16 new graduate registered nurses with less than two years' working experience was invited to participate in semi-structured interviews.

#### **Result**

Content analysis revealed four major themes: (1) the experience of stress in role transition, (2) the effects of stress, (3) the means of coping with stress and (4) suggestions for educational programmes for stress management. The new graduate nurses encountered difficulties with respect to adapting to unfamiliar clinical environments, communication and interpersonal relationships with professional staff, patients and the relatives of the patients, acting independently and as a team leader, making mistakes and inadequate clinical guidance. Stress was found to affect the participants' physical health and emotional wellbeing. Some participants considered withdrawing from the nursing profession. The participants used various means of coping with stress including non-clinical related methods, clinical related methods and

positive thinking. The findings suggest that a tailor-made CBSM programme needs to be developed to reduce the stress of new graduate nurses.