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The practical problem discussed in the study “Do Health Promotion Behaviors Affect Levels of Job Satisfaction and Job Stress for Nurses in an Acute Care Hospital?” The study aims to find out the relationship between health care promotional behavior and job satisfaction and job stress in a hospital setting. It is discussing the issue of increasing job stress and job satisfaction among the nurses who have the most important job of providing health care services to others.

**Effect of the issue on my nursing practice:**

As nurses are responsible for providing optimal care of various types of patients and their emotional and physic health are important determents of their performance. Due to the high level of job stress, this is the unhealthiest workforce among health care professionals. Thus, stress management in nursing is a topic that needs to be fully analyzed.

Being a nurse, I find this job very stress full, the twelve hours shift have a huge impact on the physiology of an individual. Delivery health care services without any rest periods make a person emotionally and physically exhausted. The heavy workload and the stressful environment of a hospital trigger mental health issues and physical illness in the individuals working there. Nurses like me, are greatly affected by job stress and we need to improve our coping capabilities at work. Job stress affects nursing practices as a negative impact on the physical and mental health of an individual. It makes health care professional lose interest in the job. I could not be able to concentrate on the patient outcome when I am working in long shift and thus it affected my performance as a nurse.

**The purpose of the study:**

 The purpose of this study is to find out the relationship between the Job stress, job satisfaction, and health care promotional behavior of nurses in an acute care hospital setting. The health promotional model used to make the nurses understand the important determinants of health behaviors and those determines are useful for a healthy life. The study is focusing on the factors that promote HPM and thus decreases job stress and increase job satisfaction of nurses.

**Research question:**

The study has clearly stated its purpose and the variables that it is going to test to identify their relationship. The research question is not separately written but can be identified from the research objective. The objective of the research is to find out the relationship between and out the relationship between the job stress, job satisfaction, and health care promotional behavior of nurses. The research question and the purpose of the study are overlapping and giving similar meaning.

 **Research hypothesis:**

 The researcher has not clearly identified the hypothesis of the study but that can be identified from the research objective of the study. The objective of the study says that the research is conducting to identify the relationship between job stress, job satisfaction and the HBP in nurses.

The purpose of the study is to find the relationship between the relationship between job stress, job satisfaction and the HBP in nurses. The research hypothesis and research question revolve around this research purpose.

However, the researcher explains the research purpose further and states that the purpose of the study that is to identify the gap in the literature regarding nurse reported HPB and the issues in the work environment. The hypothesis is designed to find out the relationship between job stress, job satisfaction and the HBP in nurses. It is not related to any specific issues in the work environment but the factors that influence HPBs and impact job satisfaction and job stress. Thus, both the hypothesis and the research purpose re interrelated and reflects the objective of the research.

The null hypothesis for this rash could be, the factor that there is no relationship between job stresses, (HPBs) nurse-reported health-promoting behaviors (HPBs) and job satisfaction in a hospital setting.

**The target population:**

The population includes RNs who are responsible for acute care in faith-based community hospital located in the Southeastern United States. The sample includes 750 nurses and 46 percent out of them were above 50 years old and up to 94 percent were female, white employees were 74 percent and 80 percent of the population were well educated with bachelor degrees. Most of the participants had experience of 20 years.

The sample shows uneven characteristics that might affect the results of the study. Majority of the participant is of old age and have the same gender and professional experience. Females and old age individuals have little capability to cope with stress and this behavior can affect the overall result of the study. The researcher should have selected the target population either of the same age group with a similar mechanism to tackle work-related stress thus the result of the study would be more accurate.

 **Selection methods of the subjects:**

The subjects were chosen conveniently in the one selected hospital. Most of the participant belongs to the acute care specialty area and those were selected through a self-report. The sample includes more white people than people of another race. It excluded the nurses who might be having some health issue or who might be pregnant. The size of the sample is determined by the availability of the participants in the hospitals. As the main focus of the study is to find out job satisfaction, jobs stress and HPBs in Acute care hospital setting so the majority of the participant were having acute care specialty area.

**Research variables**

 The research variables describe in the research paper are job satisfaction, job stress, and health promotion behavior. The variables were described fully in the paper. Health-Promoting behaviors include spiritual growth, physical activities, nutrients, health responsibilities, interpersonal relationship, and stress management. The Health-promoting behavior was measured using a health-promoting lifestyle Profile that included 52 items, 6 subscales, and 4 Likert scales. However, job stress was measured with the help of Job stress scales which was based on 8 subscales. Those subscales included rime proprieties, patient outcome, work environment, competency, staffing. Emotional support and team respect. The high score shows a high level of job stress. While job satisfaction was measured using a McCloskey Mueller Satisfaction Scale which is a Likert scale consisting of 31 items. This variable was described by the help of units like the family and work balance, coworkers, awards, scheduling, raise and recognition. The high level of MMS shows high job satisfaction.

**The validity of the instrument used:**

The validity of the instrument used to collect data can find out by identifying the item used. Self-reporting was used to calculate and those days are analyzed using a Likert scale. The reliability of MMs can be identified by the fact that bit has been used as a tool to identify job satisfaction in the field of nursing from centuries. The health Promoting Lifestyle is valid because it is used to identify HPB from ages. The Criterion-related validity is rs+0.29-0.49 and it means it is valid. The reliability scale for MMS is 0.64 that is quite near to +1 so it is reliable. Moreover, the scales are accurately described in the research paper. It says that if the score is high so is the attributes attached to it.

**Data collection procedure:**

Data were collected using an electronic questionnaire and that was kept anonymous. The survey was of 30 minutes. It is not given in the paper how often the data was collected.

**Data Analysis:**

The data collected through an online survey was uploaded on SPSS and the relationship between job satisfaction, HPB and job stress was identified using Pearson’s R-value. The variance was used to find out the strongest relationship between job satisfaction, HPB and job stress. The relationship between job stress and subscale of HPB are analyzed further by multiple regression. The procedure of data analysis is perfectly described and the data was organized in table forms as well.

 The table shows that the instrumental range of MMS ranges from 1 to 5 and the mean is 3.73 while job stress scales 1 -4 and Mean SD is 2.97. HPLP ranges from 1-4 and the standard deviation is 2.74.

The value of the statistic deviation shows that the results do not vary that much and the stability in the observation describes the validity of the methods used. There is no assumption in the data given but the overall results of the test are given.

**Level of measurement for each variable:**

 The means core for job stress was 2.969 and that ranges from 1-4. This value shows a moderate level of stress and the job satisfaction score mean value was 3.726 with a range of 1-5. The values for HPB was 2.742 that indicates a very moderate level of HPB. Cronbach’s of the item shows how closely related these are and it shows internal consistency of .89-.94. The alpha for MMS was .93, for Job stress scale it was .89 and for the HPLP II it was .94. As the coefficient of 0.7 or higher shows good internal consistency and this value is acceptable in most of the quantitative researches.

Moreover, the statistical test that was suitable for the types of data collected through the survey. For instance, the data collected to identify the value of job satisfaction is analyzed with the help of McCloskey Mueller Satisfaction Scale and that is the best scale to identify job satisfaction.

**Demonstration of statistical significance for each value:**

 The output of the statistical test is THE p-value that shows the probability of observing the differences. The P-Value for HPB and for job stress is (P<.05). Job stress and the subscale of HPB is P <. 001. The p-value for spirituality is (P < .05). it means that spirituality shows statistically significant effects of interaction and non-other sub-level show that.

**Study results:**

The findings of the study show that the strongest relationship between HBNP and job satisfaction the lowest was job stress. Job stress is strongly related to the HPB but the relationship between competence and HPB could not be fully identified from the finding. It was found out that competence increase in a highly stressful situation and this find can be further studied to check the implications. However, spirituality showed statistically significant and has a strong relationship with job stress and job satisfaction. The research question and hypothesis are fully answered by identifying the relationship between the variable.

**Study limitations:**

 The limitations of the study were given which says that the cross-sectional analyses include only one hospital. The employees were not playing multiple roles but the majority of them were having undergraduate degrees. The number of response is affected by the length of the survey and it should be enhanced. The data was collected from faith-based institute so the response showing spirituality was quite obvious so a generalization could be easily made.

 The relationship between competence and job stress was positive and it was the unexpected thing that was found out because generally, these two are inversely proportional.

**Clinical significance of the study:**

A relationship between job stress, HPB and job satisfaction is to find out using empirical data. This relationship says that if health behavior is promoted in nurses then positive outcome van is achieved. The nurse with high value for HPB shows less stress. Thus, this affects their competency. The result of the study will benefit the individual who cannot cope with job stress and show pour performance. However, I will promote healthy behavior in order to get over of job stress.