

## **Jordanian Nurses' Job Stressors and Social Support**

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## **Abstract**

**Purpose:** This study describes stressors of Jordanian nurses and the social support they received to decrease the influence of these stressors. The relationships between the two concepts, and each of them with sample's demographics were assessed. Predictors of nurses' stressors as well as social supportive behaviors were also studied.

**Methods:** A descriptive correlational research design was used. The Nursing Stress Scale (NSS) (Gray-Toft & Anderson, 1981) and the Inventory of Social Supportive Behaviors (ISSB) (Barrera, Sandler, & Ramsay, 1981) were used to collect data from a convenience sample of 464 Jordanian nurses who were working in 13 Jordanian hospitals.

**Results:** Workload and dealing with issues of death and dying were the most prevalent stressors among Jordanian nurses. Emotional support was the most supportive social behavior Jordanian nurses reported that they usually receive. Significant correlations were found between nurses' stressors and social supportive behaviors; as well as between nurses' stressors and shift worked, level of education, and model of nursing care provision. Additionally, significant correlations were found between social supportive behaviors and commitment for work and units' decision-making style. Shift worked, nurses' educational level, and model of nursing care provision were the best predictors of the nurses' stressors. Shift worked, model of the nursing care provision, marital status, and unit's organizational structure were the best predictors of the social supportive behavior.

**Conclusions:** Nursing interventions are needed to decrease nurses' stressors; these will help nurses to perform safely their jobs. Various types of social support are needed, particularly the emotional support.

**Key words:** Jordan, Nurses, Stressors, Social Support.