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The Study of the Effect of Hypnosis on the Reduction of Job Stress among Nurses

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Abstract

In a healthy organization, the physical and mental health of employees is considered and emphasized by the managers as the same as production and efficiency. On the other hand, the mental health of employees is a determining factor in the increase of efficiency in job and presentation of effective and better services by each organization. 2. Today, human resources as the most valuable capital of organization are faced with many problems. The experts of management and organizational psychologists pay attention to the factors which affect the increase or decrease of human efficiency and attempt to identify these factors and use the necessary methods in order to increase the effect of positive effects and reduce the role of negative factors. One of these factors is job stress that has adverse and unfavorable effects on the body and soul of human resources and decreases their efficiency. 3. Job stress is the mutual action between job conditions and personal characteristics of the employee. Job stress refers to the adverse physical and emotional reactions that come from interactions between employee and his workplace, so that, job demands are more than the capabilities and sources of the employee. There are general job stressful factors in nursing. Each of these factors has a big share in creation of stress among nurses. Mental stress and pressure entered to these people have some consequences and in the long term leaves chronic diseases like high blood pressure, cardiovascular diseases, asthma and etc. job stresses also affect the health of people and reduce their life quality and increases the probability of injuries due to the job. Job environments like surgery rooms, burn wards, psychiatric wards and etc. can have significant effects on the mental health state of employees. (Winkekson) in a study on the nurses working in emergency department, the rate of their job stress was reported at a higher level. (Jack et al). The purpose of this

study is to examine the affect the cognitive hypnosis on the reduction of job stress among nurses. The findings of hypnosis science and studies conducted in that area showed that teaching the methods of relaxation and hypnosis as a therapeutic solution is effective in the reduction of job stress among nurses and are effective to improve the physical and mental health of nurses.

Keywords: Hypnosis, Relaxation, Job Stress, Nurses

Introduction

Job stress or pressure was raised as one of the important issues to study organizational behavior and has entered the measures related to human resource management due to several reasons. Other psychologists and scholars say about stress: the accumulation of life events and transformations that destroy the compatibility of the person causes stress. The thing that threatens the health and mental health of people in the third (modern) millennium is not cancer or cardiovascular diseases but is stress. Today, the studies show that the study of stress is still in priority and we should pay attention to the fact that a large cost is annually spent on coping with the diseases related to stress and lifestyle. This causes a lot of stress in medical centers and when the health and even life of people are at risk or when making a quick and proper decision is necessary. Coping with human pains is accompanied with lots of stress. Some jobs like nurse, police, social worker and teacher were recognized as 4 jobs with high level of stress and tension. (According to the authorities of health education in Britain). The nurses working in general wards experience more stress than psychiatric wards. On the other hand, job stress can lead to job burnout in nurses that the physical and emotional powers of the person is reduced and causes negative responses and attitudes of the person toward himself or the others. (Zahra Behnoudi 2005)

The use of hypnosis on the reduction of stress level in nurses is one of the common therapeutic methods because according to the previous studies in hypnosis, it can reduce the level of anxiety and stress of people and cause self-efficacy and improvement of clinical skills performances in nurses. Also, hypnosis is used as a PTSD and depression (that is one of the most common diseases in our era). Hypnosis is a normal stat of human brain and is the result of the combination of 3 components: concentration, disintegration, an increase of suggestibility. Among the above three components, concentration is the first and main conditions and then come disintegration and suggestibility. Its rate depends on the degree of hypnotizability in the person. Hypnosis is a state of consciousness that is used due to the high concentration to practice a certain target or hidden capacity. (Kuhen and Olnez 1997) hypnosis is a type of psychological interventions that has rapidly developed in societies. Today, hypnosis is used in a broad range of therapy like the treatment of anxiety, fear, fatness, behavioral disorders, pain control, quit smoking, and also in psychological conditions and measures after the treatment. (Milton Ericson 1970) (Clinical hypnosis, first edition 2011)

Problem statement

Job stress and workplace violence have a significant and negative relationship with job satisfaction so that the satisfaction level and mental health of personnel reduce with the increase of stress. The studies show

that nurses do not have effective compliance resources to cope with job stress. It is interesting that the rate of job burnout in Iranian nurses was reported higher than the global standard level. Thus, it is necessary for nurse managers to pay a special attention to the use of coping strategies in order to reduce the job stress of nurses. There are many stressful factors in nursing. Each of these factors has a very big share and contribution in creation of stress among nurses. The mental stress and pressure entered to nurses has some consequences. The increase of job errors is only one of the job problems and difficulties of nurses. (Ghasemi Seyyed Ahmad www.beta.ir)

Generally, all jobs that are dealt with the health and life of people have been always stressful and threaten the physical and mental health of the above workers. Nursing is one of the stressful jobs because a nurse is someone who is responsible for the control of heavy and light stress relieving. Nursing is a dynamic and supportive job that follows special moral rules and is rooted in taking care of patient, i.e. the concept which 4 fields of activity (practical work, teaching, management and research). Without a doubt, in the long term these factors can cause job burnout and leave adverse effects on the professional activity of this hardworking class of people.

The researchers in most studies concluded that 93% of nurses are continuously under the effect of stressful factors and 3% of them had more stress compared to the last year. 42% had problem in relationships with others, 64% had headache, 62% reported speed disorder, 30% had Stomach disorders, 30% had overweight and 31% reported sexual problems. (Coli, Rass, Aler, Job stress, Tehran: 2003)

According to these results that a large percent of nurses has an average level of job stress, some solutions are suggested to cope with stress such as social and professional supports.

In hypnosis, illustration and relaxation that are among the most common interventional methods are used by psychologists and hypnotherapists. Hypnosis is a cognitive-behavioral process that is necessary for levels of quality like self-confidence, attention, memory and self-efficacy. In general, the methods of cognitive restructuring, like positive self-confirmation and emotional –rational strategies may all increase through hypnosis. The scientific definition of hypnosis means a mental state in which the attention of the person to the surrounding subjects decreases and is focused on a special subject. If the first step of hypnosis is done automatically and one subject is focused, self-hypnosis will occur and the subject will not be controlled and conscious. If these steps are done by the hypnotherapist, then hypnosis will be done consciously and the necessary and targeted hypnosis will occur.

Another method of hypnosis is Scholes changed relaxation: in this method, relaxation mode is induced indirectly. In other words, illustration is done by recalling specific things like dough, warm water and etc. because dough is soft and expanded thus the body will automatically find a disruption mode. Relaxation in hypnosis is one of the very effective solutions for stressful situations.

Significance and necessity

The purpose of stress management and stress reduction is not to remove stress from your life. Stress is part of life and at least a little stress is needed to remain active, conscious and motivated. Stress

management is a set of techniques that helps us manage our stress in a more effective way and does not let us be the source of our worries. Some people have good coping methods to control stress. But some others use the defensive methods of coping with stress. Sometimes the stressful factors cannot be removed or changes. Thus, active coping includes the logical evaluation of our abilities to control them and plan for the effective methods of neutralizing their effects.

Meditation methods, sport, nutrition and self-hypnosis can be used. Psychiatrists, biologists and medical researchers have mixed their efforts on the study area that deals with the relationships between psychological factors, nervous system, immune system and disease and is called neuropsychiatric immunology. One of them, for example, is the effect of stress of the immune system or the cognitive effects of stress, when the person is under stress and may not think well or focus on the things that he has to do. The high level of physical arousal that is the property of conscious reaction destroys the performance of memory and problem solving ability.

Stress at work is transmitted to stress at home and vice versa. Frustration at workplace can cause fatigue and aggression or family conflicts at home. Family conflicts as a vicious cycle may increase problems at workplace and cause anxiety, depression, frustration, fatigue, malaise, decrease of self-esteem and even conflict. (Authors: Jeffri Nupder, Spenser Ratus, translated by Yahya Seyyed Muhammadi 2009)

Disorders related to stress are common in the modern world, while anxiety disorders do not have often a recognized external reason. Stress disorders come from a real accident. Stressful factor and traumatic conditions can influence into any area of the personal life and of the disruptions the performance of the person. If the stressful factor is severe so much, it will lead to the PTSD. PTSD was limited to the experiences related to war at the beginning but today it includes a variety of damaging conditions related to different aspects of life. (Cognitive hypnosis, Thomas Wood)

Nursing is composed of a series of interpersonal activities a relationship that are often stressful. Accepting the emotions and reaction of nurses is an important and key principle in nursing cares that leads to positive responses from patients, while this issue is an important factor for job stress among nurses. On the other hand, although taking care of the patients is a valuable work in terms of human, it can be stressful when the patients do not recognize the efforts of patients. In addition to responding the physical and psychological modes of patients, today, due to the use of advanced technology, the job needs have increased. (Rezaei Shadi, master's thesis, 2003)

Also, if nurses have negative emotions and reactions inside themselves and use positive and supportive behaviors and verbal expressions, using hypnosis to help relaxation and reduce stress (coping with chronic stress), creation and increase of self-confidence and achieving a new state of awareness are done by hypnotherapists. (Cognitive hypnosis)

Review of literature

Sohrabi et al (2005) performed a study entitled the study of the intensity of some stressful job factors among the burses of Isfahan University of medical sciences. Their study was descriptive- corelational.

Sampling was done by stratified random sampling on 170 nurses working at different wards. Taft-Anderson standard questionnaire was used for data collection; the findings show that most nurses (73/47%) have experienced stress at the average level. Another study was done as single-group experiment with pretest and posttest and also job stress test. According to the findings, T test showed that the mean difference between the scores of pretest and posttest was significant and it can have concluded that hypnosis and progressive muscle relaxation is effective in the reduction of job stress due to work at hospital. (Proceedings of articles in the first international conference on clinical hypnosis and related sciences). In another study, the effect of relaxation exercises with physical activity on mental health of nursing students was examined. The study results showed that relaxation and physical exercises and also combined exercises have a significant effect on the recovery of mental health in students. This study has an emphasis on the effective role of relaxation on mental health and focuses on the use of other relaxation methods in mental health. It also introduces other methods of relaxation as an effective method. (Proceedings of articles in the second international conference on clinical hypnosis and related sciences 2013)

Conclusion

The studies showed that most job pressures reduce self-confidence, increase much stress and cause job dissatisfaction. The summary of 96 studies on the psychological effects of job stress also showed that poor job performance and absence are accompanied with job mental pressure. Thus, in the process of reducing job stress among nurses: 1. Physical health program including sport, nutrition, and reduction of destructive habits and 2. Psychological health program (including relaxation and self-hypnosis) were suggested to reduce stress in nurses. Also, hypnotherapists are suggested to use other appropriate methods of prevention. Stress inoculation by using relaxation, positive self-talking, self-control, self-efficacy and self-preparing for dealing with stressful events can be effective in reducing stress among nurses.

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