

# **Predictors of Work-Related Fatigue among Emergency Department Nurses in Jordan**

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## **Abstract**

**Background:** Work-related fatigue is one of the most common phenomena among shift workers, particularly, nurses. There is lack of knowledge about prevalence, risk factors, and the relationships between these factors and work-related fatigue among nursing staff specifically emergency nurses in Arab countries including Jordan, creating the need for research in this area.

**Aims:** This study purposed to assess the predictors of work-related fatigue among emergency department nurses in Jordan.

**Methods:** A cross sectional, descriptive correlational study was conducted among emergency department nurses ( $n = 220$ ) in Jordan. Measures included basic socio-demographic data questionnaire, Occupational Fatigue Exhaustion/Recovery Scale (OFER15), and Copenhagen Psychosocial Questionnaire version Two (COPSOQ II).

**Results:** It was found that acute work-related fatigue was the dominant type of work-related fatigue and had the highest average score ( $Mean = 61.63, SD = 27.17$ ). Age, years of experience, income, marital status and work-shift had significant relationships with work-related fatigue. Moreover, quantitative demands, work-family conflict, sexual harassment, threats of violence, physical violence and bullying had significant correlations with all types of work-related fatigue. The main predictors of acute fatigue were years of experience, work-shift, quantitative demands, and sexual harassment, in

addition to work-family conflicts which was the strongest predictor. While, quantitative demands, role clarity, sexual harassment, and self-rated health were the main predictors of chronic fatigue, keep in mind that self-rated health was the main predictor among all. Moreover, the main predictors of inter-shift (recovery) were years of experience, quantitative demands, self-rated health, sexual harassment, and physical violence, while self-rated health was the strongest predictor among all. However, quantitative demands and sexual harassment were the main predictors of all types of work-related fatigue.

**Conclusions:** The study concluded that the predicted factors should be considered when establishing and developing interventions and strategies to minimize work-related fatigue phenomenon among emergency department nurses. The study could provide policy-makers with the relevant data to establish strategies to minimize work-related fatigue and to promote positive nursing work environment.