

# **Job-related Psychosocial Correlates of Prolonged Fatigue among Emergency Department Nurses in Jordan**

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## **Abstract**

This descriptive correlational study assessed the relationship between job-related psychosocial factors (psychological job demands, job control, and social support) and prolonged fatigue among emergency department nurses (n=153) in Jordan. Measures included: (1) basic socio-demographic data questionnaire, (2) physical health, (3) General Health Questionnaire (GHQ-12), (4) Job Content Questionnaire (JCQ), and (5) Checklist Individual Strength (CIS20-R).

It was found that the majority of emergency nurses had an abnormal level of prolonged fatigue (*Mean= 31.8, SD= 6.2*), a moderate level of physical health (*Mean= 5.3, SD=1.5*), high psychological distress (*Mean= 4.7, SD= 3.1*), high level of job demand (*Mean=33.8, SD=6.2*), and low levels of job control (*Mean=60.9, SD=9*) and social support (*Mean= 20.6, SD= 5.2*). Results indicated a significant negative relationship between income, job control, and social support, and prolonged fatigue, but a significant positive relationship psychological distress, job-demand, and prolonged fatigue. The significant predictors of prolonged fatigue were the psychological distress, job control, and job demand. However, job control was the strongest predictor of prolonged fatigue. It was concluded that the findings of this study could be used as a basis for developing strategies and interventions that may target emergency department nurses with prolonged fatigue, high stress, high demand, low control, and low income. Also, it could be basis or

other research that tests the effect of different strategies that may minimize prolonged fatigue.