



## THE INFLUENCE OF RESILIENCE AND NURSE MOTIVATION ON JOB STRESS IN HOSPITAL: A SYSTEMATIC REVIEW

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### ABSTRACT

This study aims to analyse the influences of resiliences and nurse motivation on job stress. This study was conducted because nursing is a profession that is often faced with stressful and environments work situations, and nurses also often involve interactions with patients who are suffering or dying, which can affect their mental health. Without resilience and motivation, they may feel overwhelmed, anxious, or even experience burnout (emotional exhaustion). Method: The method used was a systematic review sourced from journals searched through the Scopus, Science Direct, and Pubmed databases published in less than the last 5 years (2019-2024) This systematic review follows the PRISMA. by using four databases in journal searches. This research uses the PEOS framework to determine the criteria. Based on the results of the literature search that has been examined, and in accordance with the eligibility criteria, 10 articles were obtained that can be used in this systematic review. Results Based of the 10 research journals that were analyzed, the results were varied, including 2 journals showing that work fatigue was a cause of moderate to severe stress in nurses and was one of the causes of nurses thinking about leaving their jobs as nurses. Meanwhile, 4 other articles discuss resilience and work stress levels of nurses, where the results show a significant relationship between resilience and stress levels. Based on the results of the review carried out, it can be concluded that nurses who have a good level of resilience will easily adapt and can control stress caused by work fatigue and burnout. Of the 10 research journals that were analyzed, the results were varied, including 2 journals showing that work fatigue was a cause of moderate to severe stress in nurses and was one of the causes of nurses thinking about leaving their jobs as nurses. Meanwhile, 4 other articles discuss resilience and work stress levels of nurses, where the results show a significant relationship between resilience and stress levels. Conclusion The purpose of this research is to assess how resilience being important to mannage stress and burnout for a health workers especially nurses.

Keywords: job stress; motivation; resilience; resilient

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### INTRODUCTION

One of the most important medical specialties with significant social responsibility and impact is nursing (Xu et al., 2023). One of the hardest and most stressful professions is thought to be nursing (Robat et al., 2021). As medical professionals, nurses are essential to the healthcare system. The nursing profession is extremely demanding; in addition to providing medical care, nurses also assist in patients' rehabilitation while working in conditions with limited resources and growing responsibility (Huang et al., 2022). It is widely acknowledged that nursing is an extremely demanding career, and that students pursuing nursing, like those pursuing other health-related areas, are more likely to experience elevated levels of stress, anxiety, and depression. (Sokratous et al., 2023). There is a well-established link between job stress and burnout and nurses. According to recent figures, 20–40% of nurses say they have burned out. In addition to impairing nurses' ability to execute their jobs, burnout has a negative impact on their overall health and wellbeing. It's critical to learn more about the causes and symptoms of burnout as well as potential moderators in order to lessen its detrimental consequences. The most significant elements in a nursing environment are the

many different types of work-related stressors, such as a heavy workload and time limits. According to earlier studies, excessive job expectations are a significant predisposing factor for burnout as a long-term outcome. When structural issues including shift work, inconsistent hours, and high emotional demands increase a nurse's workload, she may feel burnout (Li et al., 2024).

An imbalance between the internal resources available to meet demands and perceptions of external demands is what leads to stress psychologically (Robat et al., 2021). Everyone agrees that nursing is an extremely difficult career, and that students studying nursing, like those studying other health-related subjects, are more likely to experience higher levels of stress, anxiety, and depression than students studying other subjects (Sokratous et al., 2023). According to a systematic research that included 90,000 nurses, more than one-third of them had stress, sleep issues, elevated mood, and indications of anxiety (Putekova et al., 2023). When real resources are depleted, people try to reduce their stress by doing things to refuel. As a result, recovery suggests that cycles of resource loss are interrupted in addition to reflecting the process of replacing exhausted or lost resources. Chronic exposure to job stressors makes recovery necessary objectively and raises people's subjective need for recovery because job stressors immediately deplete affective and energetic resources during the working day (Jin et al., 2023). A high need for recovery during non-work time implies that employees are strained due to dealing with job stressors. Previous research has also demonstrated that work-family conflicts, general health, resilience, and job stress are some of the major factors impacting nurses' high turnover (Yazdanirad & Jahadi, 2023)

Resilience is considered a critical factor that greatly impacts an individual's subsequent psychological function, and includes variables such as neuroticism, vigilance, self-efficacy, and coping. The concept of resilience has gained global attention as a strategy to alleviate the adverse effects of job-related stressors and to prevent various psychosocial problems among nurses. Psychological resilience refers to the nursing staff's ability to adapt to workplace stress. Healthcare professionals face unique challenges in their work environments that can have negative impacts on their well-being and job performance. Resilience, defined as the ability to adapt and cope with adversity, has been identified as a critical factor in helping healthcare professionals maintain their well-being and job satisfaction in the face of these challenges. Additionally, professional quality of life, which includes dimensions of compassion satisfaction, burnout, and secondary traumatic stress, has been shown to affect healthcare professionals' job performance and patient care. Previous research has identified strong relationships between resilience, professional quality of life, and job satisfaction in health care settings, highlighting the importance of understanding these concepts and their interactions in promoting the well-being and effectiveness of healthcare professionals (Alonazi et al., 2023).

Another factor that can predict the nurses' turnover intention is resilience in stressful and critical situations. The results of previous studies show that increasing the resilience of individuals can be a way to deal with stressful situations. Resilience is described as a person's belief in their capacity to cope with stress and maintain emotional stability, and it is a factor that can help to mitigate the negative effects of a variety of physical and mental issues and illnesses (Yazdanirad & Jahadi, 2023) This study aims to analyse the influences of resilience and nurse motivation on job stress. Nurse must have good resilience and motivation because these two factors greatly affect their performance, personal well-being, and the quality of care provided to patients.

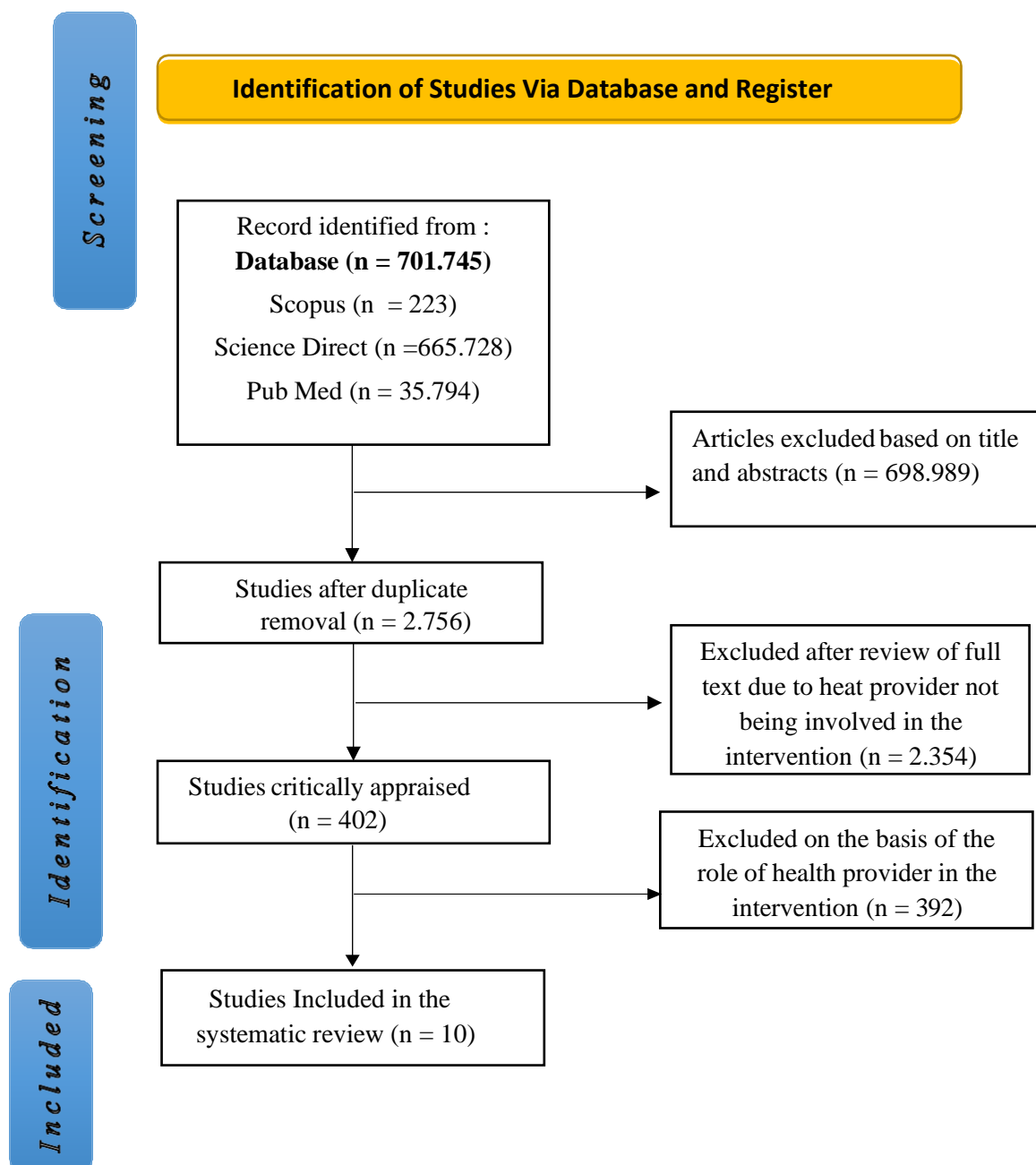
**METHOD**

The method applied in this study is a systematic review. Search process using research from the last 5 years 2019-2024 with 3 data bases, namely Scopus, Science Direct, and Pubmed, writing search results and selecting articles follow protocols and rules with Preferred Reporting Items for Systematic Reviews (PRISMA). Article search using keywords and Boolean system operators (AND OR NOT). Keywords come from MeSH phases, such as “Resilience OR Resilient OR resilie AND Nurse AND Motivation OR Support AND Job OR Work AND Stress” This research used the population, exposure, outcomes, and studies (PEOS) framework to determine the criteria.

Table 1.  
PEOS Framework

PEOS	Inclusion Criteria	Exclusion Criteria
Population	<ul style="list-style-type: none"> <li>- Clinical Registrated Nurses</li> <li>- Undergraduates Nurses</li> <li>- Nursing Student</li> </ul>	<ul style="list-style-type: none"> <li>- Nurses over 50 years old</li> <li>- Personal Leave Nurses</li> <li>- Annual Leave Nurses</li> </ul>
Exposure	Nurses, nurses student and midwives student Against Work Stress in Hospitals	
Outcomes	To find out the the influences of resiliences and nurse motivation on job stress.	
Study Design	Cross-Sectional	Review and analysis: literature review, systematic review, meta-analysis, except cross-sectional study
Publication Years	2019-2024	Under 2019
Language	English	Other international Language

The inclusion criteria in this systematic review were, articles retrieved within 5 years lastly, using the Cross-Sectional method, the population was nursing, nursing students and midwives students. This study aims to analyse the influences of resiliences and nurse motivation on job stress.. Article selection is carried out with screening based on language, year, open access, full text, duplicates (Mendeley), words key, title, abstract to search for articles that meet the requirements



## RESULT

Table 2.  
Article Analysis

Title - Autor - Year	Methods, Participants and setting	Result
A cross-sectional survey on the relationship between workplace psychological violence and empathy among Chinese nurses: the mediation role of resilience (Li et al., 2024)	<ul style="list-style-type: none"> <li>- Cross-sectional</li> <li>- Online questionnaire</li> <li>- 1613 Nurses</li> <li>- Descriptive statistic analysis, correlation analysis, mediation analysis</li> <li>- Pearson analysis.</li> </ul>	A total of 534 nurse experienced psychological violent, which yielded a positive rate of 33.1% for psychological violent among nurses. Pearson analysis reported a negative correlation between psychological violences and empathy ( $r=-0.724$ , $P<0.01$ ). Mediation analysis reported that resilience mediated the negative relationship between psychological violence and empathy, the mediation effect accounted for $ab/(ab+c')=23.40\%$ of the total effect.

Tittle - Autor - Year	Methods, Participants and setting	Result
Determining the effect of selected mental factors on turnover intention through two modulators - stress and resilience over COVID-19 period (Yazdanirad & Jahadi, 2023)	<ul style="list-style-type: none"> <li>- Cross-sectional</li> <li>- Online questionnaire</li> <li>- 350 Nurses</li> <li>- Pearson analysis,</li> </ul>	<p>The results showed that the four independent parameters of decreasing general health, increasing mental workload, increasing WFCs and fear of COVID-19 can indirectly increase nurses' turnover intention by increasing job stress. Among these variables, the highest indirect effect coefficient on turnover intention was related to the general health parameter (-0.141). The results also demonstrated a negative correlation between job stress and resilience, with lower resilience raising job stress and, consequently, increasing intention to quit the job</p>
Job stressors and burnout among clinical nurses: a moderated mediation model of need for recovery and career calling(Jin et al., 2023)	<ul style="list-style-type: none"> <li>- cross-sectional</li> <li>- online survey</li> <li>- 709 nurses</li> <li>- multiple regression analysis</li> </ul>	<p>The results showed that need for recovery mediated the job stressors-burnout relationship, and that high career calling buffered against the relationships between job stressors and need for recovery and burnout. Furthermore, the result revealed a moderated mediation model that career calling buffered the indirect effect of job stressors on burnout through need for recovery.</p>
Mental health status and stressful life events among postgraduate nursing students in Cyprus: a cross-sectional descriptive correlational study (Sokratous et al., 2023)	<ul style="list-style-type: none"> <li>- cross-sectional</li> <li>- questionnaire</li> <li>- 90 Master of Science in nursing and midwifery students</li> <li>- descriptive, Pearson's chi-square test, . Analysis of variance and t-tests, regression analyses</li> </ul>	<p>The final sample comprised 90 students (response rate: 97.8%), 33 (36.7%) of whom reported clinically significant symptoms of mental distress. Students with divorced parents [29.92 (<math>\pm 10.62</math>), <math>p &lt; .05</math>] In the subscale measuring depressive symptoms, there was a statistically significant gender difference, with men reporting higher scores than females. [3.0<math>\pm</math> (3.69) vs. 1.60 (<math>\pm 2.42</math>), <math>p = .034</math>]. In multiple analyses of sociodemographic characteristics and those who scored higher on the Life Events Scale for Students (LESS) scale (<math>\geq 340</math>), the loss of parent/s was associated with the total GHQ-28 score (B=-17.046, <math>p &lt; .001</math>). ). In multiple analyses, chronic physical disorders or disabilities and numerous stressful life events among students (<math>\geq 8</math> events) were correlated with higher overall GHQ-28 scores (B=15.232, <math>p &lt; .005</math>).</p>
Nursing students' emotional empathy, emotional intelligence and higher education-related stress: a cross-sectional study (Xu et al., 2023)	<ul style="list-style-type: none"> <li>- cross-sectional</li> <li>- questionnaire</li> <li>- multi-stage sampling design</li> <li>- 1126 nursing students</li> <li>- Pearson correlation analysis,</li> </ul>	<p>The mean (SD) scores of challenges and dissatisfaction dimensions of higher education-related stress among nursing students were 30.052 (7.466) and 8.270 (2.205), respectively. Emotional empathy was significantly and positively related to the challenges and dissatisfaction dimensions of higher education-related stress. Emotional intelligence was negatively correlated with the challenges dimension of higher education-related stress and positively correlated with the dissatisfaction dimension. Stratified multiple regression analyses revealed that nursing students'</p>

Tittle - Autor - Year	Methods, Participants and setting	Result
		emotional empathy and emotional intelligence were significant predictors of the dimensions of higher education related stress.
Socioeconomic factors, perceived stress, and social support effect on neonatal nurse burnout in China: a cross-sectional study (Z. peng Huang et al., 2023)	- cross-sectional - questionnaire - 311 nurses - t-test.Comparaision, multivariate logistic regression.	neonatal nurses, 40.19% had burnout, 89.60% had mild burnout, and 10.40% had moderate burnout; no neonatal nurse experienced severe burnout. Young nurses and those with low technical skills, poor interpersonal relationships, irregular diet, and insufficient rest were exposed to burnout (all $p<0.05$ ). ).Most burnout nurses experienced moderate-severe perceived stress, and their PSS-14 scores were higher (all $p<0.05$ ). . Social support correlated significantly with and reduced personal accomplishments ( $p<0.05$ ).
The impact of the COVID-19 pandemic on the health and working conditions of nurses and its implications for policies: a cross-sectional study in Slovakia (Putekova et al., 2023)	- cross-sectional - questionnaire - 11700 nurses - Kolmogorov–Smirnov and Shapiro tests, One-way ANOVA test, , Kruskal–Wallis test, , Kruskal–Wallis test.	Almost 2/3 reported long-covid symptoms and about 13% reported that they do not plan to get vaccinated against COVID-19. The median of the score of the impact of workload on health was 2.8 (56% of the maximum 5), the median score of mental health-wellbeing was 1.9 (63% of a maximum of 3). The studied impacts in all domains were highest in nurses working in COVID-19 hospital wards. Signficant disruptions of health care were reported, with relatively high use of telemedicine to mitigate them. Overall, about 70% of the respondents thought of leaving their job, mostly due to working stress or inadequate pay.
The mediating effects of coping style and resilience on the relationship between parenting style and academic procrastination among Chinese undergraduate nursing students: a cross-sectional study(H. Huang et al., 2022)	- cross-sectional - questionnaire - 683 nursing undergraduates - Kolmogorov–Smirnov test, Harman’s single-factor test.	Positive parenting style had a significantly direct efect on academic procrastination and through three significantly indirect pathways: (1) through positive coping style ( $B=-0.048$ , 95% CI: $-0.074$ to $-0.025$ ), accounting for 14.71% of the total efect; (2) through negative coping style ( $B=-0.044$ , 95% CI: $-0.071$ to $-0.021$ ), accounting for 13.64% of the total efect; and (3) through resilience ( $B=-0.074$ , 95% CI: $-0.107$ to $-0.044$ ), accounting for 22.82% of the total efect. Moreover, negative parenting style had a significantly direct efect on academic procrastination and through two significantly indirect pathways: (1) through negative coping style ( $B=0.056$ , 95% CI: 0.032 to 0.086), accounting for 21.73% of the total efect, and (2) through resilience ( $B=0.028$ , 95% CI: 0.004 to 0.055), accounting for 10.93% of the total efect.
The relationship between psychological resilience and professional quality of life among mental health nurses: a cross-	- cross-sectional - questionnaire - 179 mental health nurses. - online survey - correlation coefcient test,	The study found a strong positive correlation between psychological resilience and compassion satisfaction ( $r=0.632$ , $P<0.001$ ). . The study also found that higher resilience levels were associated with higher levels of

Tittle - Autor - Year	Methods, Participants and setting	Result
sectional study (Alonazi et al., 2023)		compassion satisfaction and lower levels of secondary traumatic stress. Additionally, higher burnout scores were associated with higher levels of secondary traumatic stress. The study also identified that age and the number of children had weak associations with compassion satisfaction, while workplace was a significant predictor of burnout and secondary traumatic stress.
Why so stressed? A comparative study on stressors and stress between hospital and non-hospital nurses(Robat et al., 2021)	A - cross-sectional - questionnaire - 715 female nurses. - Bivariable analysis, analyzed descriptively	The majority of participants were ever married (87.0%), having children (76.2%), and work in hospital setting (64.8%). The level of household stressors was generally similar between hospital and non-hospital nurses. However, hospital nurses significantly perceived higher level of workplace stressors. Shift work is significantly associated with higher level of household and workplace stressors among nurses in both groups. The level of stress was significantly higher among hospital nurses. Both household and workplace stressors explained about 40% of stress status in both hospital and non-hospital nurses

Figure 1 displays the overall risk of assessment bias. Most studies that have been risk analysed typically use JBI with a Cross-Sectional design

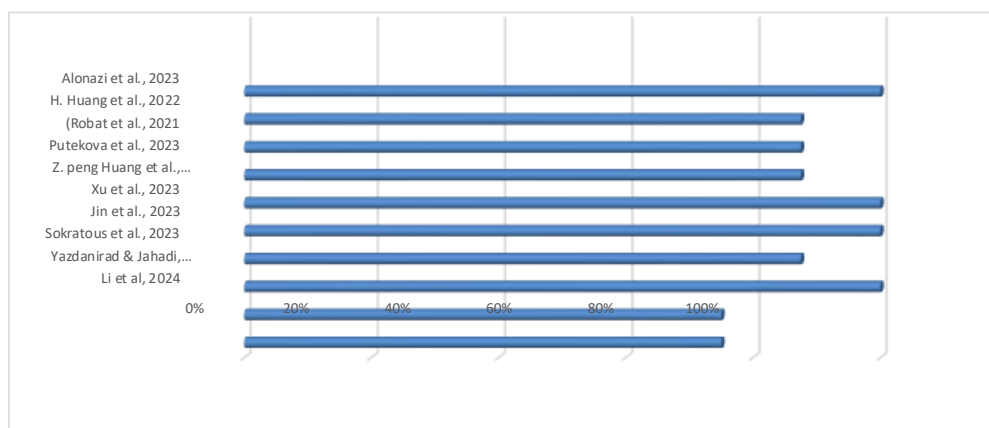


Figure 1 Risk of Bias

## DISCUSSION

This systematic review is the first to examine level of influence of resilience and nurses motivation on job stress in Hospitals. Coping strategies that is, mechanisms that an individual can employ to manage the impacts of potential threats have been long considered an important personal resource to effectively reduce the impact of stress and its accompanying adverse consequences. Psychological resilience, like social support, has long been considered a protective factor against the adverse psychological effects of stressful or traumatic situations. In the context of pandemic, a wide range of evidence has demonstrated that resilient health care workers are more likely to rebound effectively and endure the pandemic-associated psychological burden than non-resilient health care workers. The role of psychological resilience in protecting individuals against the mental health consequences of

an emergency or disaster situation has also been confirmed in previous studies. Our finding also adds support to earlier research conducted prior to higher resilience in nurses was strongly linked to reduced burnout, compassion fatigue, anxiety, depression and psychological distress (Labrague, 2021). Based on the results of the review carried out, it can be concluded that nurses who have a good level of resilience will easily adapt and can control stress caused by work fatigue and burnout. Data from earlier studies are reviewed and analyzed in this study. Ten articles were included in the review. A majority of studies were conducted in China (5), with the remaining studies conducted in Iran (1), Cyprus (1), Slovakia (1), Saudi Arabia (1), Malaysia (1). Sample sizes ranged from 90 to 1.613 participants. Most of the health care workers included in the studies were nurses, nursing students and midwives students.

Most studies had a cross-sectional research design ( $n = 9$ ), mostly using online surveys, and one study multi stage sampling design. Most studies utilized standardized scales to measure psychological resilience, coping skills and social support. Six studies utilized research-designed questionnaires/items to identify resilience skills of nurses. Relevant keywords were used to search four databases in total. There are ten studies that satisfy the predetermined standards, meaning that: Of the 10 research journals that were analyzed, the results were varied, including 2 journals showing that work fatigue was a cause of moderate to severe stress in nurses and was one of the causes of nurses thinking about leaving their jobs as nurses. When someone experiences work burnout they will simultaneously experience emotional exhaustion, a central component of burnout, referring to feelings of overload and depletion of emotional and physical resources. Depersonalization involves a negative or overly detached attitude toward other people. Lastly, reduced personal accomplishment is described as a decrease in feelings of competence and successful accomplishment in one's work. research suggests that nurses may be at greater risk of burnout compared with other professional groups, because they work in settings with a combination of high job demands and low job control.

Meanwhile, 4 other articles discuss resilience and work stress levels of nurses, where the results show a significant relationship between resilience and stress levels. These findings also show an inverse relationship between community resilience and work stress levels, with reduced resilience increasing work stress and, in turn, indirectly increases turnover intentions. Resilience can reduce the negative impact of bad conditions and stress. This means that when resilience decreases, the amount of stress will increase. In this case it can be concluded that resilience has a positive role in reducing stress and other mental disorders.

## **CONCLUSION**

Based on the results of the review that has been done, it can be concluded that most of the articles show the results that the influences of resilience and nurse motivation on job stress is being important to manage stress and burnout for health workers especially nurses

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