

EFFECTS OF WORK-RELATED STRESS ON ALCOHOLISM AMONG
STUDENT NURSES IN SAGANA SUB COUNTY HOSPITAL IN KIRINYAGA
COUNTY, KENYA.

BY

ESTHER MUCHIRI

A THESIS SUBMITTED TO THE FACULTY OF POST GRADUATE STUDIES
OF PAN AFRICA CHRISTIAN UNIVERSITY IN PARTIAL FULFILMENT OF
THE REQUIREMENTS FOR THE AWARD OF MASTERS OF ARTS DEGREE IN
MARRIAGE AND FAMILY THERAPY

JULY, 2019

DECLARATION

I hereby declare that this research project is my original work and has not been presented for a degree in any other university.

Signed: Signed _____ Date _____

Name: Esther Muchiri

Reg No.: MFT/448/15

DECLARATION BY THE SUPERVISOR

This research project has been done under my supervision and has been submitted for examination with my approval as the university supervisor

Sign: _____ Date _____

Name: Dr. Ruth Kamunyu

TABLE OF CONTENT

DECLARATION	ii
DEDICATION	vi
ACKNOWLEDGEMENT	vii
ABSTRACT.....	viii
LIST OF TABLES.....	ix
LIST OF FIGURES	x
ABBREVIATIONS AND ACRONYMS	xi
OPERATIONAL DEFINITION OF TERMS	xii
CHAPTER ONE	1
INTRODUCTION AND BACKGROUND OF THE STUDY	1
Background of the Study	1
Statement of the Problem.....	5
Objectives of the Study.....	7
General Objective	7
Specific Objective	7
Research Question	7
Assumptions of the study.....	8
Justification of the Study	8
Significance of the Study	9
Limitation of the Study	10
CHAPTER TWO	12
LITERATURE REVIEW	12
Introduction.....	12
Factors Influencing Work Related Stress aand Alcohol aamong Students Nurses.	14
Effects of Work related Stress and Alcoholism.....	22
Examining the Relationship between Stress and Alcoholism among student Nurses	25
Theoretical Framework.....	28
Social and Cognitive Learning Theory	28
Summary of the Chapter	33

CHAPTER THREE	34
RESEARCH METHODS	34
Introduction.....	34
Research Design.....	34
Research Variables.....	34
Site of the Study.....	35
Population of the Study.....	36
Sample and Sampling Technique.....	36
Research Instruments	37
Pilot Study.....	38
Validity and Reliability of the instrument	39
Reliability of the Instrument	39
Data Processing and Analysis	40
Ethical Considerations	40
CHAPTER FOUR.....	42
Presentation and Interpretation of Findings	42
Introduction.....	42
Response Rate	42
Gender of the Respondents	43
Distribution of the Respondents by Age	43
Distribution of the Respondents by Religion.....	44
Extent to which Students Nurses were Stressed	45
Often Emotionally Exhausted	46
Factors that Contribute to Work Related Stress Among Student Nurse in Sagana Sub County Hospital in Kirinyaga County	47
Work Related Stress Effect.....	50
Rating of Alcoholism.....	51
Work related Stress Influence Student Nurse to Engage in Alcoholism	51
Correlation Analysis	59
CHAPTER FIVE	65
Introduction.....	65
Summary of findings.....	65

Conclusions.....	67
Areas of Further Research	72
REFERENCES	73
Appendix Ii: Medical Students Nurses Questionnaire	84
Appendix (III): Interview Schedule.	89
Appendix IV: Schedule of research activity	92
Appendix V: Research Project Budget	93
Appendix Vi; Introduction Letter from the University.....	94
Appendix Vii: Letter from NACOSTI.....	95

DEDICATION

This project is dedicated to my parents James Muchiri and Agnes Wangui, brother and Sisters for instilling the value of education in me.

ACKNOWLEDGEMENT

First, I owe special thanks to God Almighty for seeing me through my studies. I sincerely acknowledge my supervisor Dr. Ruth Kamunyu; I am deeply indebted to you for your steadfast guidance, invaluable advice and moral support.

I would also like to acknowledge the encouragement from all my colleagues and my classmates, friends and relatives whose remarkable devotion and dedication throughout the project work is incredible. May God bless the work of their hands.

ABSTRACT

Work related stress and Alcoholism is a problem facing the learners in learning institutions. Most students in nursing are found to engage in alcoholism which has detrimental effects among student nurses in the work place environment. The increase in alcoholism among student nurses in their internship in hospitals raise concerns in work related stress. Most of student nurses in Kirinyaga County engage in alcoholism with high cases being reported in Sagana- sub county hospital. Student's nurses in their internship at Sagana Sub County hospital are most affected where most of them engage in alcoholism and fail to attend to responsibilities assigned. The purpose of the study was to examine the effect of work related stress on alcoholism among Students nurses in Sagana sub county hospital, Kirinyaga County, Kenya. The objectives of the study were to examine workplace stress among the student nurses in Sagana Sub County Hospital, to assess work related stress factors influencing alcoholism among student nurses in Sagana Sub County Hospital, to determine the effects of work related stress and alcoholism among student nurses in Sagana Sub County Hospital and to examine the relationship between work related stress and alcoholism among student nurses in Sagana Sub County Hospital. The study was grounded on social and Cognitive learning theory and also Lazarus theory of stress. The study used descriptive survey research design. The study population was nurse students in internships in Sagana Sub County Hospital in Kirinyaga County who are three hundred in number. The study sample was sixty student nurses. This is 20% of the 300 student' nurses who were selected using simple random sampling. Data was collected using structured questionnaires and interview guide. The interviews were administered to MoH officials; Medical Directors and the Nurse in charge of the facility. Descriptive analysis which included percentages, frequencies, means and standard deviations were used to analyse data. Correlation analysis was used to establish the relationship between work related stress and alcoholism among student nurses in Sagana Sub county Hospital. The study established that inadequacy of clarity of responsibilities assigned, insufficient support from supervisors and colleagues and poor work life balance contribute to work related stress among student nurses in Sagana Sub County hospital in Kirinyaga County. The study revealed that student nurses were experiencing long working hours and high workload contributed to work related stress among student nurses in Sagana Sub County hospital in Kirinyaga County. The results revealed that student's nurses engage in alcoholism affecting their job performance at workplace. Based on the findings, the study concluded that student nurses at Sagana medical facility experience high level of work related stress that contributed to alcoholism leading to poor job performance. The study recommends measures should be deployed in an effort to mitigate occurrence of workstress that influence student nurses to engage in alcoholism so as to improve on individual productivity and improve job performance at health facilities in Kenya.

LIST OF TABLES

Table 3:1: Target Population.....	24
Table 3:2: Sample Size.....	24
Table 4. 1: Questionnaire Response Rate	42
Table 4. 2: Gender of the Respondents	43
Table 4. 3: Age Bracket	43
Table 4. 4: Number of Times Respondents Felt Tired and Physically Exhausted	45
Table 4. 6: Respondents Work in other Departments	46
Table 4. 7: Respondents Emotionally Exhaustion	46
Table 4. 8: Factors that Contribute to Work Related Stress among Student Nurses ...	47
Table 4. 9: Effects of Work Related Stress	50
Table 4. 10: Rating Alcohol Consumption	51
Table 4. 11: Work related Stress Influence Student Nurse to Engage in Alcoholism .	52
Table 4. 2: Gender Attitude towards Salary Scale Satisfaction Crosstab	58

LIST OF FIGURES

Figure 1: Conceptual Framework.....	21
Figure 4. 1: Distribution of the Respondents by Religion	44

ABBREVIATIONS AND ACRONYMS

AUD	: Alcohol Use Disorders
GOK	: Government of Kenya.
KNH	: Kenyatta National Hospital.
MOH	: Ministry of Health.
NACADA	: National Authority Campaign against Drug Abuse.
NACOSTI	: National Commission for Science, Technology and Innovation.
UK	: United Kingdom
PACU	: Pan Africa Christian University.
SPSS	: Statistical Package for Social Sciences.
WHO	: World Health Organization

OPERATIONAL DEFINITION OF TERMS

Alcohol	: Any drinking like beer wine spirits, Elicits and traditional liquor that makes people drunk, (NACADA, 2014).
Alcohol abuse	: Drinking alcohol but in excess (NACADA, 2013).
Alcohol use	: Consumption of alcohol including the first use, (NACADA, 2013).
Cultural	: Placed within the learned behavior of specific group of people, (Traven, 2014).
Student Nurse:-	: These are young adult who are in medical training and are interned in hospitals for their practical training to gain practical experience for their assessment,(WHO 2014).
Population	: Is a set of people, services, elements, and events, group of things or households that are being investigated (Sekaran and Bougie, (2015).
Social	: The environment that surround something creation or intended audience, (Treven, 2014).
Stress	: Negative life events that one faces as challenges in life situations, (Virago, 2014)

CHAPTER ONE

INTRODUCTION AND BACKGROUND OF THE STUDY

This chapter consists of the background of the study, statement of the problem, objectives of the study, research questions, Justification of the study, significance of the study, Assumption of the study, Limitation of the study and Operationalization of terms.

Background of the Study

Work related stress is a frequent problem across occupations and it affects job performance. Mahiri and Orwa (2016) argue that work performance in any health organization is composed of such components as job design, scheduling, interpersonal relationships, career concerns, management style and organizational characteristics.

Carrigan (2013), in his study on Occupational stress among Canadian Academic staff posits higher performance from all over the world have been confronted with a series of complex changes challenging their mandate, traditional practices, authority and organizational structures resulting into work related stress. Recent surveys in the United Kingdom (UK) and Australia have reported a serious and growing problem of work related stress in health institution with several deleterious consequences including decreased job satisfaction, reduced morale and ill staff. Findings of the studies also show that health staff especially the nurses experience high workload demands and long hours of working. Further there has been increased pressure among employees where public funding of hospital has been reduced (Boals & Banks, 2012).

Work related stress has been a major source of concern in last decades. Globally, 320 000 young people aged 18-25 years die annually, from alcohol and work related stress related causes, resulting in 9% of all deaths in that age group (Wakim, 2014). A survey conducted by health and safety executive showed that in 2005, 50000 people in UK experienced work related stress at a high level and 245000 people experience work-related stress, anxiety and depression in previous 12 months. Another survey by a life insurance company in United States showed that, around 46% of the employees thought that their job contained a lot of stress. The amount of work related stress related disabilities also increased from 6% in 1982 to 13% in 1991. In addition, one out of every three Americans has left his/her job because of work related stress (Craft& Gordon, 2015).

Work related stress life events and chronic stressors have been correlated with alcoholism, heavy drinking and alcohol dependence (Allan &Cooke, 2012). It is evident that about 2 billion people globally take alcohol and 76.3 million are diagnosed with alcohol related disorders (World Health Organization (WHO), 2014). This is profoundly rooted in many cultures worldwide (WHO, 2013). Currently, changes are noticeable in the drinking patterns worldwide. This includes rates of alcohol abuse and work stress with substantial sporadic alcohol abuse and work related stress among students nurses (WHO, 2014). This particularly affects between 18-25 years of age (Moreira, Smith, Foxcroft, & Moreira, 2013).

South African nursing program is reported to have deteriorated, substandard, unpleasant and even life-threatening causing nurses to engage in alcoholism (Akers & Cochran, 2012). Healthcare professionals, and in particular nurses in public-sector

hospitals, are reported to work in intolerable and harsh conditions and in environments that are unquestionably not conducive to good professional practice and patient care. In South Africa, alcohol consumption has been part of the human societies throughout history (Masomboka, 2014). However, for the past decades, it has increased in prevalence particularly among young adult (Dung & Wang, 2013). It has been identified that many stressors have a significant relationship between alcohol use and work related stress among the student's nurses in training (Seay & Beck, 2013). In Uganda, levels of occupational work related stress affected job satisfaction and job performance among hospital nurses in Kampala, Uganda (Abirye, Brown, and Pryor & Maples, 2015).

The family plays an important and powerful role in work related stress and alcohol use in the socialization of the young adults and so in workplace (Geraghty & Oliver, 2015). It is also a fact that almost all cultures contain some use of alcohol in different situations among them rituals that bear social and religious significance. Alcohol use has been associated with certain age –linked rites, celebrations and ceremonies (Schluter, Turner & Benerfer, 2012). Work related stress occurs due to ever changing environment affecting physical and emotions of staff and create positive and negative influence at place of work (Singh & Kohli, 2015). Work related stress is the body's reaction to changes that requires physical, mental, or physiological adjustment, (Bachman, 2014).

Work related stress is part of everyday life situation in health sector (Segerstrom & O'Connor, 2012). Vulnerability in the work related stress and use of alcohol has increased in the risk factors dominating in student nurses in health

institutions. The most affected group in health sector are the students nurses for they are often no longer under directed parental supervision and are faced with new social and economic peer pressures and work related pressure (Seay & Beck, 2013). Most tend to seek measures to cope with stressful situation turning to alcoholism and abuse of alcohol (Schluter, Turner & Benefer, 2012)

Work related stress inadvertent consequences lower individual and organizational performance. Work related stress is considered rising and has become a challenge for the employees in the workplace because high level work related stress is resulting to low productivity. Intoxicant is a worldwide social and medical problem (Segerstrom & O'Connor, 2012). Over the past four decades alcohol consumption has increased in quantity and frequency among the young people due to peer pressure. According to Shivaprasad (2013), the working youth often indulge in alcohol consumption either on peer pressure or for enjoyment. Alcohol use during late childhood and adolescence can lead to poor performance in the work place, as well as in the social and emotional disturbances that often leads to high risk behavior and impairment in psychosocial development (Bachman, Staff' Malley & Freedman-Doan, 2013).

In Kenya, there is an increasing trend of youth taking alcohol. According to Mwenesi (2014), there is an increasing trend of alcohol misuse in Kenya majority of the young people in Kenya have resulted into alcoholism due to unemployment, family problems and peer pressure (Hagembe & Simiyu, 2014). Alcohol is used as a socializing agent after work.

The increase in alcoholism among students in high school and higher learning institutions has been increasing at an alarming rate (NACADA, 2016). Empirical studies indicate alcoholism among nurse students practicing in public health institutions in Kenya. According to Onyango (2013) there are rampant cases of alcoholism among nurses and drug abuse, depression, frequent hospitalizations due to psychiatric related issues, suicide attempt cases among nurses and practicing nurses at KNH. Further survey by KNH (2012) indicated that nurse staff has resigned citing work related stress as one of the causes due to heavy workload in the medical and surgical wards. Agumba (2011) indicated that employees were depressed and suffer psychological stress due to poor working conditions, very demanding and inadequate support from the management leading to alcoholism in Mombasa County. These studies however focus on urban setting and a study is required to determine the effect of work related stress on alcoholism among student's nurses in rural areas in Sub county hospitals in Kenya. The studies points out that alcohol and drug abuse problem is permeated in all levels of society within student's nurses being the most affected group in the society (Shivaprasad, 2013). Student's nurses are engaging in alcoholism in Kirinyaga County. This study sought to assess the effect of work related stress on alcoholism among student's nurses in Sagana Sub County Hospital in Kirinyaga County, Kenya.

Statement of the Problem

Over the past few decades work related stress is emerging as an increasing problem among the youth in Kenya. Work related stress exists in every organization either big or small as the work places and organizations have become so much

complex and demanding from its employees. Students' nurses from rural and urban settings have been found at risk of psychological stress, mental disorders, and decreased life satisfaction. Occupational stress, job descriptions and stressful working conditions have been linked to low productivity, absenteeism and increased rates of accidents on and off the workplace among the students' nurses in developing countries such as Uganda and Kenya. Numerous other recent studies such as Onyango (2013) and Hagembe & Simiyu (2014) have explored work related stress among health care personnel in Kenya. However, the studies failed to clearly demonstrate what factors causes work related stress among students' nurses in medical institutions in rural areas in Kenya.

Students' nurses' exposure to work related stress often is psychologically distressing. The effect of stress on alcohol use and the risk of alcohol use disorders (AUDs) depend on the type, timing during the life course, duration, and severity of the work related stress experienced. According to NACADA (2013), students especially in medical field are engaging in alcoholism with high cases being reported in Kirinyaga County. Student's nurses in their internship at Sagana Sub County hospital have engaged in alcoholism and fail to attend to responsibilities assigned (GOK, 2017). This motivated this study to determine the effect of work related stress on alcoholism among student's nurses in Sagana Sub County Hospital in Kirinyaga County.

Objectives of the Study

General Objective

The broad objective of the study was to examine the effect of work related stress on alcoholism among student's nurses in Sagana Sub County Hospital in Kirinyaga County, Kenya.

Specific Objective

- i. To examine work related stress among the students nurses in Sagana Sub County Hospital
- ii. To assess work related stress factors influencing alcoholism among students nurses in Sagana Sub County Hospital
- iii. To determine the effects of work related stress on alcoholism among students nurses in Sagana Sub County Hospital
- iv. To examine the relationship between work related stress and alcoholism among nurse student in Sagana Sub County Hospital

Research Question

The following research questions guided the study:

- i. To what extent are student's nurse's work related stressed at Sagana Sub County Hospital?
- ii. What factors influence work related stress among students nurses in Sagana Sub County Hospital?

- iii. How does work related stress influence alcoholism among students nurses in Sagana Sub County Hospital?
- iv. What is the relationship between work related stress and alcoholism among students' nurses in Sagana Sub County Hospital?

Assumptions of the study

The researcher assumed that respondents could not be biased in their responses and that the chosen sample population would participate voluntarily. The study also assumed that student nurses engaged in alcoholism due to work related stress.

Justification of the Study

Work related stress has significant effects over the employee's job performance and health organizations are the most affected in Kenya. Alcoholism among students' nurses has been on the increase especially in sub county and referral health institutions in Kenya.

This study will provide insight on the extent to which work related stress has led to alcoholism among students' nurses and provide recommendations on the best possible solutions to manage work related stress and reduce alcoholism among the affected individuals. This will promote work productivity, enhance learning among the clinical learners and reduce health risks related to work related stress and alcoholism.

Significance of the Study

The study is valuable to the medical school management in that it will provide an insight on how work related stress influences students' nurses in engaging in alcoholism. This will enable the medical school management to develop measures to mitigate work related stress among students' nurses and hopefully prevent them from engaging in alcoholism.

This will enable the student nurses to improve on their learning and increase their productivity at workplace. The study will be significant to the government and policy makers. The government and policy makers will gain insight on factors that lead to work related stress among students' nurses and form policy measures to curb work related stress among the students' nurses and especially the nurses. The policy makers will also formulate policies that will curb alcoholism among student's nurses. This will in turn improve on learning and increase their productivity at the work place.

To the academicians, the study will provide a useful basis upon which further studies on the relationship between work related stress and alcoholism among the students nurses can be carried out. It will also add onto the existing empirical studies.

Scope of the Study

This study is an investigation of the effect of work related stress on alcoholism among student's nurses in Sagana Sub County Hospital, in Kirinyaga County, thus the study sample is from Kirinyaga County. The target population of the study was student's nurses in their internships in Sagana Sub County Hospital. The gender of the

population is both male and female student nurses between the ages of 18-25 years old; the number of the students nurses involved is three hundred.

Limitation of the Study

Fear of victimization is a key limitation to this research work. Respondents could be afraid to provide factual information on the basis that information provided could be used against them. There were concerns of confidentiality of respondents thus affecting their honesty in providing information. To counter this limitation, the researcher informed the respondents that the information they would provide would be used for academic purpose only.

The study was done in Sagana Sub County hospital in Kirinyaga County. The finding of the study may not be generalized to other sub county hospital in the Kenya. This may be due to geographical conditions, management styles deployed in various sub counties and existing structures.

Respondents could be uncomfortable sharing information with the researcher based on rank differences, that is, the researcher being of a senior rank in management than the respondents and the evident chain of command in communication between junior and senior officers within the hospital. The researcher sought permission from the county health management to be provided with support necessary to be able to collect data from the respondents and develop a rapport with the respondents from the top health management level. The researcher made appointment with top executive officers in charge of health in Sagana Sub-County and contact interview in an effort to collect adequate data.

The researcher neither pointed out any names nor requested for identification numbers in any of the research instruments and therefore had no chances of linking any information to particular respondents. This influenced respondents to provide true, factual and adequate information.

The top management in the sub county hospital are usually busy and it may be a challenge to secure time to collect data within the time of the day. The researcher sought permission from County director of health so that respondents were allowed time off during their free time to provide information for the study.

Delimitation

This study was delimited to examining effect of work related stress on alcoholism among student's nurses in Kenya. The study was done in Sagana Sub County Hospital, in Kirinyaga County, Kenya. Population of the study is student's nurses in their internships in Sagana Sub County Hospital.

Summary of the Chapter

The chapter has presented a background to the research problem with a particular emphasis on work related stress and alcoholism among students nurses. The purpose of the study is to determine the relationship between work related stress and alcoholism among students nurses in Sagana Sub county Hospital, Kirinyaga County.

CHAPTER TWO

LITERATURE REVIEW

Introduction

This Chapter presents review of related literature and the theoretical framework that guide the study. This chapter has presented review of past studies on factors influencing work related stress and alcoholism among student nurses, effects of work related stress on alcoholism among student nurses. This chapter has reviewed study objectives which include examining work related stress among the student nurses in Sagana Sub County Hospital, assessed work related stress factors influencing alcoholism among student nurses, presented review of past studies on effects of work related stress on alcoholism among student nurses in Sagana sub county Hospital and examine the relationship between work related stress and alcoholism among student nurses in Sagana Sub County Hospital. This chapter has also presented theoretical, conceptual framework of the study and summary of the chapter.

Examining the Levels of Work Related Stress among Students Nurses

Nurses practicing within the hospital settings in developed and developing countries experience work related stress (Baethge & Rigotti, 2013). Work-related stress in hospital settings is considered to be the product of an imbalance between environmental demands and individual capabilities. According to Smith (2014), occupational stressors may result in psychological, physical and behavioral stress reactions, such as burnout, depression and psychosomatic diseases (Smith, Gillespie,

Brown, & Grubb, 2016). The link between unmanaged work related stress and its negative impact on health and well-being is well demonstrated in work related stress research and is linked to severe physical consequences, some of which may be fatal (Malta, 2014). According to Sheard, Huntington and Gilmour (2014), work related stress could also lead to drug abuse and especially alcoholism affecting organizational commitment of employees. Low organizational commitment could be interpreted as an escape from, compensation for, or protest against occupational stressors, which could result in absenteeism (Servodidio, 2011).

Globally, need for Alcohol use among students nurses in training during their practicum is the influence of friends and submission to peer pressure, environmental force over the student and denial that drinking leads to severe consequences and drinking related problems (Wechsler & Isaac, 2014). Many students' nurses partake in binge drinking to be socially accepted in a group. Other student's nurses find it difficult to make the choice to be the sober outsider. The desire to be social enhances the willingness to binge drink. Unfortunately, the vast majority of student's nurses are unaware that their need to fit in with friends and inability to make individual decisions leads to dangerous drinking habits.

In the U.S, student's nurses in internships experience high workload (Rudman & Gustavsson, 2011). Lowering work related stress will also contribute to a better physician-patient relationship. Malta (2014) recognizes that stressors may induce higher level of stress and anxiety and affect quality of health provision to patient. Further research involves a large period, in which the students nurses assume

responsibility and consequently have to cope with the pressure of work expected in the internship period, lack of leisure time and work relationships.

The different studies such as Odek-Ogunde and Pande-Leak (2012) support an inverse association between anxiety and performance in their internships in the hospitals. They further indicated that students nurses experienced increased symptoms of depression and anxiety, associated with high levels of stress, which can lead to disruptions in both physical and mental health and may diminish the student's nurses sense of worth, thus affecting his/her academic performance. When team members interact in co-located settings, shared visual fields allow more fluid and efficient information exchange.

Factors Influencing Work Related Stress and Alcohol among Students Nurses.

Workplace factors that have been found to be associated with stress and health risks can be categorized as those to do with the content of work and those to do with the social and organizational context of work. Thus the key factor behind work related stress is a person's perception of the reality and not necessarily, the actual situation. Source or stressor is an element that causes a stress reaction. Research in behavioral psychology has shown that stress can be good or be a threat to the person depending on the level of stress perceived. According to Thurman (2015) work related stress is due to organizational aspects, long work hours, lack of organizational support and organizational change, lack of support from supervisors and colleagues, and conflict with demands and pressures.

Organizational Support

Inadequate support from the health institution is regarded as work related stress in nursing professionals and this motivate high level of turnover among the nurses. Over half of nurses reportedly intend to leave the profession within the next 10 years, many within the next five years, which will cause a skills shortage in Western Australia hospitals (Twigg, Duffield, Thompson, & Rapley, 2010). The opening of the new Fiona Stanley Hospital and the need to have approximately 30% more nurses, as well as the retirement of the baby boomers lead to overloaded nursing workforce (Twigg et al., 2010). A study by Labrague (2013) indicate that slightly different perspective, nursing students report negative interactions with clinical staff due to a theory-practice gap as a major source of their work related stress; other stressors include academic demands such as fear of failing, assignments, workload and interaction with lecturers Teaching staff either in the university, or within the clinical setting need to be aware of the negative impact they can have on their students so that they are better equipped to support them. Students who may be juggling financial stressors as well as academic and emotional stressors should be a high priority, rather than solely focusing on the knowledge and skills the student needs to develop, otherwise this can lead to student nurses leaving the profession before they complete their studies further adding to the predicted nursing shortfall (Stodart, 2015). Having a positive well-supported work environment encompassing peer support for staff, has been shown to be beneficial in retaining nurses and reducing the perceived source of demands (Scholes, 2015), although in the current climate having the time or staff to focus on peer support and a positive work

environment can prove challenging, it is still something nurses and nurse managers should still aim to accomplish (Harker, Hahn, Banks, & Orr, 2015).

Hospital Environment

The sources of work related stress within nursing are not limited to the hospital environment rather community and rural nurses also perceive stressors within their workplace environments. A study by Lenthall *et al.* (2011) examined perceived stressors amongst the nursing workforce in remote communities of Australia. Three hundred and forty nine registered nurses participated in the study, which report on average that rural nurses work more than two days more per week than all registered nurses nationally. The author attributes this to staff shortages, preventing them taking time off to address physical and psychological concerns. Moreover rural nurses who are in an isolated setting are associated with increased workplace stressors such as professional isolation, role ambiguity and unclear role expectations. These findings are consistent with other studies, which have explored the challenges rural nurses face when practicing within a remote setting (Opie, Dollard, Lenthall, & Knight, 2013). Lin, Liao, Chen, and Fan (2014) evaluated perceived demands focusing on shift work among 320 general ward nurses from four regional hospitals in Taiwan. All worked within the hospitals for more than three months, across different shift patterns. Findings showed that regardless of the irregularity of the shift, work performed by the nurses for example days, nights, and evening's shifts; they still perceived moderate levels of job stress. The authors attribute these findings to the amount of overtime worked, in addition to the nurse's normal weekly hours, and their continuously high workloads, which far surpass that of nurses in other countries such as Australia or the

United State of America (USA). These findings are in contrast to those from a study of 607 Korean nurses, that found that nurses undertaking rotating shifts reported increased ill health compared to nursing staff who only worked day shifts (Koh *et al.*, 2014), and this is consistent with previous findings (Bae & Fabry, 2014) that shift work has a negative effect on the health of nurses.

Lack of Role Clarity

This lack of role clarity has increased globally in recent years, fuelled by the governing bodies apparent variations on scope of practice, and guidelines for the nursing profession (Currie & Carr-Hill, 2013), and the subsequent ways in which nursing and non-nursing tasks are interpreted. This has led to increased stress within the nursing profession as employers have sought to recruit nurses from overseas in an attempt to fill their staffing shortfalls (Spence, Laschinger & Nosko, 2015). However, the nurses training and original scope of practice have not been taken into consideration or explored to ensure they are adequate (Hendson, Reis, & Nicholas, 2015), which has led the migrating nurse questioning their skills and suitability to practice within these new practice areas (Malloy *et al.*, 2014).

Many organizations globally are opting to recruit second level nurses (enrolled nurses) or unregistered health professionals (health care assistants), to work alongside registered nurses, in a bid to address staff shortages and the ever increasing healthcare costs (Jacob, McKenna, & D'Amore, 2015). This increases the perceived demands placed on the registered nurse, as the complexity of patient's needs and conditions are ever increasing, forcing them to delegate tasks, which they perceive they should complete. This poor skill mix negatively affects the quality of patient care (Eygelaar & Stoltenberg, 2012), due to the differences in competency levels and scope of

practice, and is also linked to increased length of stay and hospital costs (Clark, Moule, Topping, & Serpell, 2015).

The correlation between quality patient care, workloads, as well as nurse staffing levels and patient outcomes have been positively correlated as reported in numerous studies (Bogaert, Clarke, Willems, & Mondelaers, 2013). In a UK study of more than 2,000 nurses, over half of the participants' reported that they had felt unwell due to the high workloads within their work area as a result of an inadequate nurse patient ratio, which has resulted in an increase rate of absenteeism and level of perceived ill health (Parish, 2013).

A literature review conducted by Humphries et al. (2014) supports this view, and suggests that nursing workloads are part of an ever increasing spiral whereby there are fewer nurses caring for patients with more complex needs, leading to more nurses leaving the profession (Bogossian *et al.*, 2014; Humphries *et al.*, 2014). This situation will continue until policy makers globally implement the correct staffing levels for nurses, thus enabling quality patient care to occur (Carrigan, 2013). The global nursing shortages and poor staffing levels intensifies this lack of role clarity and merging of tasks, with the registered nurse still striving to provide quality patient care, leading to an increase in their perceived internal demands (Toh *et al.*, 2012).

According to Thaler and Rosen (2014), the labor market offers a unique natural-experimental setting for observing the probability of pay and compensation trade-off. Workers are willing to accept additional risks, such as a high workload and extra work time, if they can obtain a salary or fringe benefit compensation affording them the same expected utility level. Much like workers, family-business owners may

manage salary or fringe benefit compensation for which they are willing to pay workers a wage premium. This premium is bound by the family business capacity to meet the cost of providing additional workplace security while maintaining the same profit maximizing level.

Research focusing solely on the student's nurses nursing workforce is very limited and most are more than 10 years old, thus questioning its relevance in today's workforce. Findings of a study by Ross-Adjie, Leslie, and Gillman (2007) reported work related stress factors to include excessive workloads, violence against nursing staff and poor skill mix, insufficient time to provide quality patient care as a major demand. Further recent study conducted by Harrison, Hauck, and Hoffman (2014) noted that there are different stress factors that influence student nurses in different health institution either in rural and urban settings. More research is needed to explore if work related stress factors are transferable to the wider nurse workforce. In Kenya however, the researcher asserts that work related stress and Alcohol use among the student nurses in internship has become a culture and tradition, socially and economically to which they were socialized in their upbringing and also peer pressure as a way of coping with their circumstances in order to strengthen themselves from the expected pressure.

Workload in Hospital

From a slightly different perspective, nursing students report negative interactions with clinical staff due to a theory-practice gap as a major source of their work related stress; other stressors include academic demands such as fear of failing, assignments, workload and interaction with lecturers (Labrague, 2013). Teaching

health staff either in the university or within the clinical setting needs to be aware of the negative impact they can have on their students so that they are better equipped to support them. Johansson, Sandahl and Hasson (2013) are supportive of these findings in a comparative study evaluating the work related stress of nurse managers. The authors found that the self-reported work related stress levels of nurse managers was less than that of registered nurses, which may be due to the fact that they have greater autonomy over their workload. Workload among the student nurse was also found to be a work related stressor. A study by Opie *et al.* (2011) compared occupational stress between remote and hospital-based nursing within Australia. They found similarities in stressors raised by both nursing groups, for example job demands and workloads.

The perceived work related stress that nurses' report due to increased workloads continues to influence the level of dissatisfaction and intention to stay in the profession (Wright, 2014). Koh *et al.*, (2014) attribute occurrence of stress at workplace as the amount of overtime worked, in addition to the nurse's normal weekly hours, and their continuously high workloads, which far surpass that of nurses in other countries such as Australia or the USA. These findings are in contrast to those from a study of 607 Korean nurses that found that nurses undertaking rotating shifts reported increased ill health compared to nursing staff who only worked day shifts.

The correlation between quality patient care, workloads, as well as nurse staffing levels and patient outcomes have been positively correlated as work related stressor (Coetzee, Kloppe, Ellis, & Aiken, 2013). In a UK study of more than 2,000 nurses, over half of the participants' reported that they had felt unwell due to the high workloads within their work area as a result of an inadequate nurse patient ratio,

which has resulted in an increase rate of absenteeism and level of perceived ill health (Parish, 2013).

Lifestyle and Work Related Stress

The impact generated by the abusive use of alcoholic beverages is well known from both the point of view of health and social effects (Davis, 2014). This pattern of consumption has significant repercussions in working relationships, reducing productivity and compromising work safety, besides increasing absenteeism and presenteeism phenomena (Cricco-Lizza, 2014). Therefore, there are enough ethical, legal, economic and safety reasons to intensify investment in early prevention, given the potential damage and problems caused by the abusive use of alcohol (Davis, 2014). Evidence shows that various psychological, behavioral and environmental manifestations are associated with abuse of alcohol, the majority of which are often related to work (Donnelly, 2014).

An increasing number of studies such as Donovan, Doody, and Lyons (2013) evaluating the phenomenon of drugs can also be observed in the literature, especially in the area of nursing. However, few studies have discussed the issues related to substance use or alcohol consumption lifestyle by nursing professionals, which are among the most important worker health problems, considering the predisposing aspects of the working reality of these professionals. The use of alcohol and/or other drugs can be considered a problem on an even greater spectrum, known as health behavior (Edward, Ousey, Warelow, & Lui, 2014).). This can be most broadly defined as a set of actions carried out by individuals with the aim of maintaining health, using or not healthcare services, such as the practice of physical activity, the sleep-wake cycle, adequate nutrition, minimization of the consumption of psychoactive

substances and the damage caused by their use and abuse(Faresjö, Jullander, Göttmalm & Theodorsson, 2014).

Health behavior can be influenced by various factors that involve social determinants of health, such as socioeconomic, family, environmental and cultural conditions, besides personal characteristics involving genetics and emotional aspects. According to Farrelly, (2014) nursing professionals often dedicate much more attention to the care of others than to self care, which may be due to lack of time for leisure activities and for taking care of appearance, or lack of attention to diet. Such behavior may be a reflection of the working environment, in which actions aimed at the health of the nursing professional rarely happen (Goodnite, 2014). Studies evaluating health behavior among nursing professionals are developing in the scientific literature. Few articles were found in a search performed on database indexes (Geraghty & Oliver, 2015), whereby one assessed stress and the others assessed its association with alcohol use, although they were not simultaneously examined with health behavior. One study that approximated to this context was on Burnout Syndrome among healthcare professionals and its association with risky health lifestyle such as inactivity, poor diet, abusive use of alcoholic beverages and psychoactive substances (Hallman, O'Connor, Hasenau & Brady, 2014).

Effects of Work related Stress and Alcoholism

Work related stress has both emotional and physical symptoms such as fatigue and anxiety-related disorders. Along with increases in alcohol consumption, outward displays of anger by alcohol-affected nurses within their work environment, is linked to the poor physical and psychological wellbeing of the nurse. Han, Won, Kim and

Lee (2015) point out that this can detrimentally impinge upon the nurses' productivity and delivery of quality patient care. Interviews with patients from 13 psychiatric wards suggest that patients acknowledge that nursing is a difficult role to undertake, although they report that nurses repeatedly expressed anger and negativity relating to their role whilst at work (Stewart et al., 2015). Feelings of anger are not related to any one practice area; rather lack of support from other nurses within the same practice area, or other members of the multidisciplinary team can fuel feelings of anger, which can range from a slight irritation or harshness, through to an intense verbal outburst, demonstrating a stress response rather than a personal attack on the recipient (Booth, 2010).

The needs to feel valued, listened to, trusted, in control, and appreciated, along with a sense of pride, belonging, having a purpose, and in some cases perfectionism are all examples of internal demands that nurses globally report (Claxton, 2014). As perceptions are an individual concept; the values, beliefs and assumptions the nurses hold intertwine with the activities they perform in their daily lives, including their values, beliefs, assumptions, and past experiences (Ribeiro, 2014). When a person perceives that the psychological or physical demands of their jobs are too great, coping strategies are initiated to maintain a state of wellbeing (Goodnite, 2014).

Ineffective or prolonged activation of an individual's coping strategies will inevitably result in increased stress and ill-health for the individual, resulting in increased absenteeism for the organization, and the subsequent increase in external demands such as increased workloads and stress being experienced by the remaining

nurses as they struggle to complete all the required tasks with a decreased number of staff members (Dawson, Stasa, Roche, Homer, & Duffield, 2014; Stodart, 2015).

The extreme denial that work related stress and alcohol use can cause severe problems that lie at the root of the training students' nurses' binge-drinking crisis (Carrigan, 2013). Once the student's nurses have established an overindulge drinking habit, they do not want to believe that something that helps them forget their responsibilities could be harmful (Cairney, Kwan, Veldhuizen & Faulkner, 2014). The denial of the harm inherent in binge drinking stems from student's nurse's anxiety to admit drinking creates difficulties, rather than eliminates problems.

A link between workplace stressors, poor staff morale and lack of power or powerlessness has been observed in a study of 50 nurses practicing within the Metropolitan and rural hospitals of developing countries. This was in part due to the perceived lack of control the nurse held in relation to rosters, patient load and support from senior staff (Bakker, 2012). The literature supports this view, and suggests that empowered staff are highly motivated and productive (Brown et al., 2013). It was also apparent that nursing staff perceived powerlessness as a result of patients having greater access to information from the internet relating to conditions and care options, which led to frustration at not being able to meet the patient's expectations or demands (Bakker, 2012)

Although the importance of individual differences cannot be ignored, scientific evidence suggests that certain working conditions are stressful to most people. The excessive workload demands and conflicting expectations are good examples. Such evidence argues for a greater emphasis on working conditions as the

key source of job stress, and for job redesign as a primary prevention strategy, (Bachman, 2013).

According to Masomboka (2014) argues that all of the stress-strain-health relationships have an obvious impact on the organization and industry. Both physical, emotional and mental illness renders the employee unfit for work, and combine both to lessen the satisfaction obtained from work and reduce job performance and productivity levels. There are various ways that stress symptoms or outcomes are reflected in the workplace (Singh & Kohli, 2015). Evidence from a growing body of research suggests that certain individuals, in a variety of occupations, are increasingly exposed to unacceptable levels of job-related stress.

The views supported by Shivaprasad (2013) indicated occupational stress causes mental discomfort which is felt and perceived at a personal level and triggered by instances, events or situations that are too intense and frequent in nature so as to exceed a person's coping capabilities and resources to handle them adequately. A number of reviews such as Shirley, Ebright and McDaniel (2013) of occupational mental health have highlighted the importance of understanding stress and burnout relationship for the well-being of the employees and employing organization.

Examining the Relationship between Stress and Alcoholism among student Nurses

According to Margolis, (2012), the elevated rates of stress, alcohol consumption and alcohol abuse have raised concern with student nurse's excessive drinking patterns and the serious consequences associated with alcohol use which is stress (Hischorn, 2012; Quindlen, 2013). A study by Leonard & Senchak (2014)

suggests that during the past two decades, rates of frequent heavy drinking and stress have shifted little among student's nurses in practicum training (Johnston et al., 2014). However, other studies suggest that alcohol abuse and stress has increased among student's nurses in training (Rapport, Cooper, & Leemaster, 2015). The increase has occurred despite increase in training programs about the health hazards of stress and alcohol abuse (Wechsler *et al.*, 2014).

In the USA, higher levels of stress reported across the 2nd, 3rd and the 5th year's student nurses in internship lack help and support in the health institutions. Gardner, (2013) has demonstrated that stress-management support programs play a positive role in reducing the psychological distress and alcohol of student nurses in their internship in the hospital in order to establish a helpful stress-management strategy to enhance and improve the student nurse's well-being and academic skills.

The primary aim of medical practicum training programmes is to produce knowledgeable, skilful, competent and professional graduates who will render comprehensive healthcare services within their community or to the society at large. In South Africa a number of stress and alcohol factors were found in a large cohort of 528 students nurses in their practicum training (years 1–5) in Cape Town, with females reporting equal or more stress to alcohol than males (Masomboka, 2014). Academic and practicum training factors were the main causes of stress in student's nurses across all five years of the curriculum in this study, followed by personal issues.

In Kenya however, it has been reported that increase work related stress and alcoholism among the student's nurses in internship is high and that it threatens the

well being of the student's nurse's cognition, emotionally and psychologically (Odek-Ogunde & Pande-Leak, 2012). NACADA, (2012) has placed a policy on the use of Alcohol and substance use among the Students nurses in order to prevent them from accessing alcohol at their own convenience.

Summary of Research Gaps

Review of past studies such as Thurman (2015); Labrague (2013) and Lin, Liao, Chen, and Fan (2014) revealed that work related stress is caused by workplace factors in health institutions. Further Research such as WHO (2014); Cousins and Donnell (2011) and Allan and Cooke (2012) revealed that work related stress life events and chronic stressors among students nurses have been linked to alcoholism, heavy drinking and alcohol dependence. In developing countries such as South Africa and Uganda, work related stress affected job satisfaction and job performance among hospital nurses (Abirye, Brown, and Pryor & Maples, 2015; Masomboka, 2014). However, the reviewed studies have not demonstrated factors that causes work related stress among student nurses in rural areas in developing countries such as Kenya and the relationship between work related stress and alcoholism among student nurses in rural settings. In Kenya however, it has been reported that a high rate of work related stress and alcoholism among the student's nurses in internship has increased. However, there has been little empirical studies that examine effect of workplace stress on alcoholism among the students nurses in medical institutions in rural setting in Kenya. This study sought to fill the existing research gap by assessing factors causing workplace stress among the students nurses in Sagana Sub County Hospital

and examining relationship between work related stress and alcoholism among nurse students in Sagana Sub County Hospital.

Theoretical Framework

A Theoretical framework consists of concepts and their definitions with reference to relevant scholarly literature and existing theories that are used in a particular study. They demonstrate an understanding of theories that have been chosen which relate to the broader areas of knowledge being considered (Gardner, 2013). The psychological theories of Work related stress and Alcoholism vary according to how much they generally recognize or incorporate others theoretical stances like societal factors. This study is guided by two theories social and Cognitive learning theory and also Lazarus theory of stress (Sheard, Huntington & Gilmour, 2014).

Social and Cognitive Learning Theory

This theory goes beyond conditioning models by emphasizing psychosocial elements to understand the origins of Work related stress and alcohol use (Hanson & Engs, 2013). In the social context, heavy drinking occurs among student's nurses in training practicum due to environmental and social conditions which make alcohol use and work related stress more likely to happen among the students nurses in internships (Brooks *et al.*, 2012). In social learning theory, Work related stress and alcohol abuse is described as a method of coping with the demands of everyday life (Schulman *et al.*, 2012). Social learning points out that social environment in which one is brought up in as being crucial to the development of alcoholism and work related stress (Wong, Tang, & Schwarz, 2013).

In psychological dependence, heavy drinking is seen as a strategy for altering psychological, emotional states of coping with problems like work stress especially in student's nurses in their internships. One assumption in cognitive models is that work related stress and alcohol use stems from a deficit in knowledge about the harmful effects of alcohol and heavy drinking (Akers & Cochran, 2012). Once armed with this knowledge, it is expected individuals like the student's nurses in their practicum will understand that work related stress and alcohol abuse or alcoholism causes significant harm to themselves as well as to their families and society at large. The theory was relevance to the study as the theory informed the foundation of the study as it link causal factors such as peer pressure and modelling of heavy drinking, that extends to negative expectancies for Alcohol use and also the coping strategies.

The Lazarus Theory

The Lazarus theory is central to any psychological stress theory appraisal that focus on individuals' evaluation of the significance of what is happening for their well-being, and coping, that is individuals' efforts in thought and action to manage specific demands (Lazarus 1993). In Lazarus stress theory, stress is viewed as a relationship transaction between individuals and their environment. Dewitt et al. (2012) noted that the processes by which individuals cope with stressful situations has grown substantially over the past three decades. Many trait-oriented approaches in this field have established two constructs central to understanding the cognitive responses to stress, that is the orientation toward stressful aspects of an encounter, and cognitive avoidance that is, averting attention from stress-related information. Cognitive evaluation is the process of judgment by which, the level of adjustment

methods available that each person has, is recognized. It includes identifying available resources and options, which will help the person to negotiate with potential or actual demands. Upon the initial requirements evaluation, some can be assessed as irrelevant, and other as very stressful or as positive, Dewitt *et al* (2012). Lazarus theory is chosen for the current study because it acknowledges certain environmental conditions such as causes of stress among individuals and indicates the extent of difference people exhibit due to their level of sensitivity and vulnerability to certain kind of occurrence as well as interpretation and response to the occurrence.

FIG.1

The Conceptual Framework

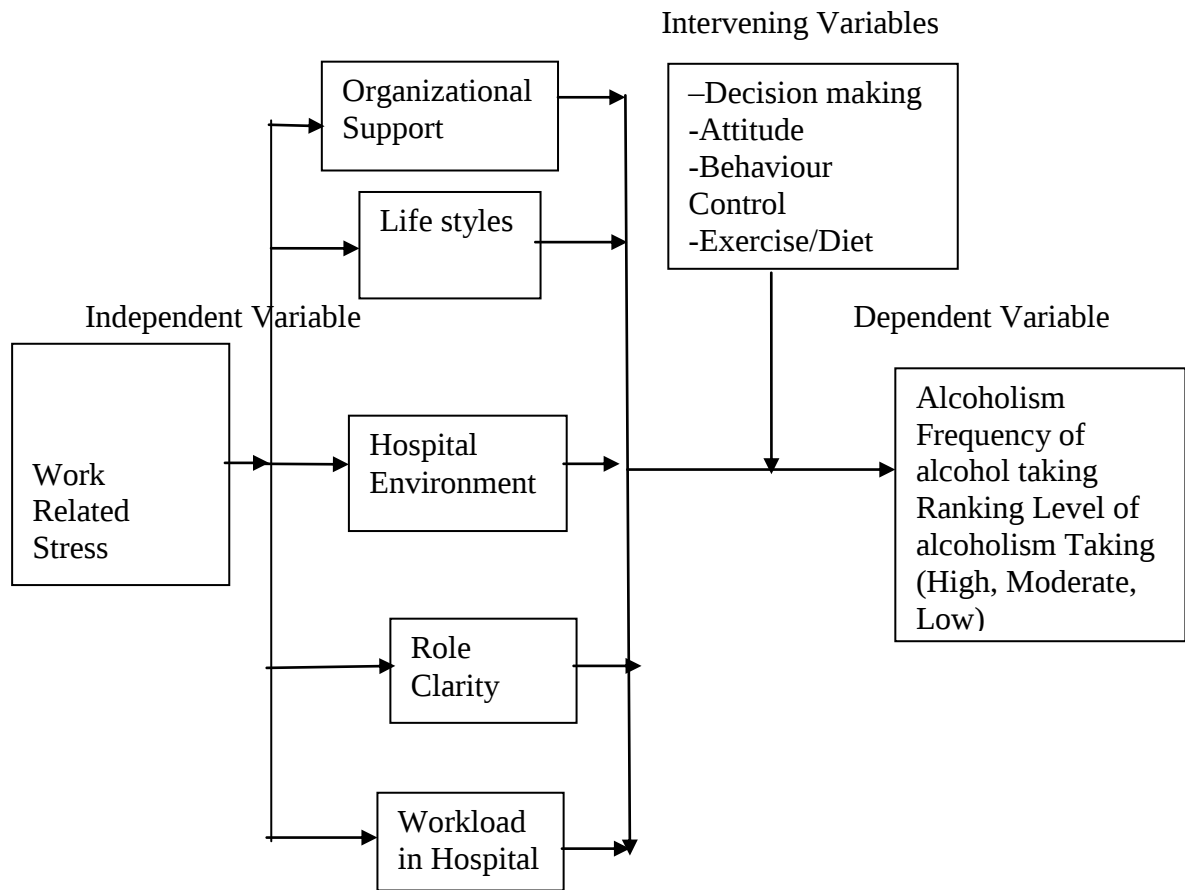


Figure 2. 1: *Conceptual Framework*

The conceptual framework link independent variables to dependent variable. This is in an effort to exhibit the status of the effect of work related stress on alcoholism. The independent variable organization support is operationalized through financial supports, rewards and training of the student's nurses to improve on their skill disposition.

Work related stress culminates from workplace lifestyles described by peer influence, academic pressure, sleep-wake cycle, diet, physical activity involved in. Working environment is a critical workplace stress factors based on working conditions, accommodation, involvement in decision making, work shift schedules and medical staff support. Role clarity is also being assessed on how it contributes to alcoholism. It is operationalized through supervision of duties, task delegation, capacity of nurse student through qualification and task aligned to qualification. Workload is yet a critical workplace factors that influence alcoholism among students nurses. The study assessed workload based on number of patients being attended to, working hours, and number of operations to be executed. Alcoholism was measured using ranking level of taking of alcohol and termed as high, moderate or low and by determining frequencies of alcohol taking among student's nurses.

Summary of the Chapter

This chapter focused on the literature review on Work related stress and Alcoholism among student's nurses in internships in hospitals globally, Africa and also in Kenya. The chapter also presented theoretical and conceptual framework. The chapter also presented reviewed studies on factors influencing work related stress among the student's nurses and effects of stress and alcoholism. The chapter also presented studies on review examining the relationship between work related stress and alcoholism among students nurses. A conceptual framework is further presented linking independent variable to dependent variable.

CHAPTER THREE

RESEARCH METHODS

Introduction

This chapter present the research design and methodology that was used to carry out the research. It presents the research design, the population, sample size and sampling procedure, data collection and data analysis.

Research Design

This study used descriptive survey research design. Descriptive survey research design is chosen because it enables the researcher to collect qualitative and quantitative data to answer to a research question. A descriptive research design helps in understanding the characteristics of a group in a given situation and help in systematic thinking about aspects in a given situation (Cooper & Schindler, 2013)

It also provides an idea for further probe and research and helps in making certain simple decisions (Sekaran & Bougie, 2011). Descriptive survey research design is deemed appropriate for this study as it assisted in examining the relationship between work related stress and alcoholism among student nurses in Sagana Sub County Hospital in Kirinyaga County.

Research Variables

The dependent variable in the current study was alcoholism among student's nurses and independent variable is work related stress. A five point likert scale was developed and adopted for the study. Organizational support was measured using a 5-point scale with 1 (No Extent) to 5 (very great Extent) by analyzing financial support,

reward and training for skills acquisition, supervisor support offered to the students nurses. Lifestyle was measured by analyzing how peer influence, academic pressure, sleep wake cycle and physical activity of the students nurses and was assessed on a 5 point likert scale. Hospital Environment was measured by analyzing how medical student accommodation, management support in provision of working equipment, involvement in decision making, work shift, and safety of working conditions which was measured using a 5 point likert scale

Role clarity was measured by analyzing how supervisory duties, task delegation, capacity of student's nurses which was measured using a 5 point likert scale where 1 was No Extent and 5 will be Very Great Extent. The workload in hospital was measured by analyzing number of patients, working Hours and number of operations and was assessed on a 5 point scale. Alcoholism was measured by analyzing ranking of level of alcoholism where rank such as high, moderate and low and frequency of alcohol taking which was determined through rating of frequencies of response.

Site of the Study

Sagana Sub county Hospital is located along the Nairobi-Nyeri highway, 100 kilometers North of Nairobi, the capital of Kenya. Its name is derived from Kenya's second longest river, Sagana River. The hospital is at the heart of Sagana town and its surroundings has a growing hospitality industry along the riverline of the River Sagana with cottages, water sports and other tourist attractions being established. The study was done at Sagana Sub county Hospital in Sagana Town in Kirinyaga. Sagana Sub County experience 17 to 23°C Cool season average: 17 to 19°C Warm season average: 19 to 23°C Daily minimum: 14 to 19°C Daily maximum: 20 to 30°C Sagana

Town is located in the Central part of Kenya in Kirinyaga West. Sagana is occupied by various groups of people with different Cultural backgrounds. Sagana Sub County hospital has seen an increase in number of student nurses in internship who were reported stressed and engaged in alcoholism, which currently stands at 300 with the number increasing every year. This motivates the researcher in seeking to assess the influence of work related stress on alcoholism among student nurses in Sagana Sub County in Kirinyaga County.

Population of the Study

Mugenda (2012) described population as a complete set of individuals, cases or objects with some observable characteristics. The target population of the study was three hundred Students nurses in internship in Sagana Sub County Hospital in Kirinyaga County.

Sample and Sampling Technique

The sample size is considered as a representative and which is comprehensive in the coverage of the study objectives and economical in terms of time and money. Mugenda and Mugenda (2003) contend that 10-30% is an adequate sample. Since the study Population is 300, this research used 20% which amounts to 60 students who started internship in May 2018 are starting their internship period. This was picked through simple random sampling technique. Key informants were sampled through purposive sampling method.

Research Instruments

Data collection refers to methods and means of retrieval and obtaining of the meaningful figures and information that will aid the study (Gill, Stewart, Treasure & Chadwick, 2008). Questionnaires were used to obtain important information about the population. According to Sproul (2008), a self-administered questionnaire is the only way to elicit self-report on people's opinion, attitudes, beliefs, and values. The questionnaire contained both closed ended and open-ended questions. Primary data was the source of information the researcher obtained from the field (Collins & Hussey, 2003). Primary data was collected using semi-structured questionnaires. The questionnaires were administered using drop and pick method.

The study also used key informant interview guide to collect more information on the relationship between work related stress and alcoholism among students nurses. The key informant interview guide was administered to three top officials in the hospital management who were purposively selected because they are in a position of providing insight on the issues of the study.

Data Collection Procedures

A research permit from the National Council of Science and Technology and the Ministry of Education through Pan African University, Kenya was sought by the researcher. So as to prove that the research is purely for academic purposes an introductory letter from University was obtained. This aided the researcher to obtain information from the respondents. Consent statements requesting for their participation in filling the questionnaire was used to the respondents. Care and control

was exercised during the study to guarantee all questionnaires issued to the respondents was received .So to realize this researcher kept a list of questionnaires, which was sent, and received. The researcher used drop and pick method to obtain information within minimal time.

Pilot Study

According to Babbie (2016) questionnaires ought to be pretested before being administered to the sample. Pretesting also help indicate the issues which may not have been anticipated during the questionnaire development. The results from the pre-test study were incorporated in the final questionnaires.

A pilot study is defined as an evaluation of the specific questions, format, question sequence and instructions prior to the main survey. A pre testing of the instrument also help reduce confusion and refine the research questions enabling the respondents to understand, thereby eliminating problems in answering the set questions.

The pretest ensures that the collected data was helpful in answering the investigative question or research questions. The size of those required to pilot test the questionnaire is a function of the research questions, objectives and size of research project. The study considered a group of 30 student nurses who were not included in the final study population making a 10% of the study population as indicated by (Mugenda & Mugenda, 2003). The researcher carried the pilot study in Kerugoya Referral Hospital, in Kirinyaga County.

Validity and Reliability of the instrument

The important criterion of research is validity. Validity is the degree to which an instrument measures what it purports to measure. It estimates how accurately the data in the study represents a given variable or construct in the study (Saunders *et al*, 2009). During questionnaire construction, various validity checks were conducted to ensure the instrument measured what it is supposed to measure and performed as it is designed to perform. Content validity was verified through expert opinions from supervisors and practitioners. Construct validity was achieved through restricting the questions to the conceptualization of the variables. The validity of data collected was made through the expert input.

Reliability of the Instrument

Reliability is defined as the consistency of scores or answers provided by an instrument (Saunders, Lewis & Thornhill, 2007). Reliability is the tendency toward consistency and therefore, different measures of the same concept or the same measurements repeated over time should produce the same results. The index alpha is the most important index of internal consistency and is attributed as the mean of correlations of all the variables, and it does not depend on their arrangement (Kothari, 2006).

A Cronbach's alpha (Cronbach coefficient alpha), which is based on internal consistency, was calculated using SPSS to establish the reliability of the survey instrument. This methodology measures the average of measurable items and its correlation. Ngechu (2009) contends that Cronbach's alpha value that is at least 0.70 suffices for a reliable research instrument. The researcher ensured that the

questionnaire is designed to enable reliability by providing consistent, stable and repeatable results.

Data Processing and Analysis

Data analysis is a detailed process that involves cleaning up collected research data before undertaking to deduce it so as to give meaningful interpretations and explanation (Kothari, 2004). The researcher used qualitative and quantitative techniques in analyzing the data. After receiving questionnaires from the respondents, the responses was edited, classified, coded and tabulated to analyze quantitative data using Statistical Package for Social Science (SPSS version, 21). Tables and charts were used for further representation for easy understanding and analysis.

Descriptive analysis was used to establish the extent to which work related stress influence alcoholism among clinical student nurses in Sagana Sub county Hospital. Descriptive analysis includes percentages, frequencies, means and standard deviations. Correlation analysis was done to establish the relationship between workstress and alcoholism among clinical student's nurses in Sagana Sub county Hospital. Qualitative data derived from Open ended questions was analyzed using content analysis based on the study thematic area defined by the study variables.

Ethical Considerations

According to Kombo and Tromp (2013), researchers whose subjects are people or animals must consider the conduct of their research and give attention to the ethical issues associated with the carrying out of research. Participants were informed of their participation in the study, which was voluntary and that confidentiality was

maintained and their anonymity were protected both during data collection and data to be generated. The researcher had letter of authorisation from PAC University and National Commission. For Science Technology & Innovation (NACOSTI) and Sagana hospital to help in the process of data collection and the hospital management.

Summary Chapter

This chapter has described in detail the methodology that was used in executing the study. The chapter has presented the research design, population of the study and site of the study. The chapter has also presented the sample and sampling technique that is used to determine the study sample size. Further research instrument, pre testing of instrument to determine the validity and reliability have been presented. Also data analysis and presentation as well as ethical issues have been presented.

CHAPTER FOUR

Presentation and Interpretation of Findings

Introduction

This chapter is a presentation of the findings and discussions. The first section looks at the demographic information and the other sections the results are presented according to the research objectives. The data has been presented in tables and figures. The responses were analyzed using descriptive and inferential analysis techniques to determine the extent of the relationship between stress and alcoholism among clinical student's nurses in Sagana Sub county Hospital

Response Rate

The response rate for the questionnaire was worked out and results were as displayed in the Table 4.1

Table 4. 1: *Questionnaire Response Rate*

Questionnaires	No. of respondents	Percentage (%)
Issued	60	100
Returned	51	85
Not returned	9	19

A total of 60 questionnaires were dropped and picked to and from the respondents, 51 questionnaires were responded to. This was 85% from the total administered questionnaires. Mugenda and Mugenda (2003) assert that a response rate of 50% is considered adequate for a descriptive study. Mugenda (2008) collaborates

with this assertion that a response rates of 50% and above is considered acceptable for an analysis. This means that the response rate of 85% is adequate for analysis.

Gender of the Respondents

The respondent's gender information was analyzed and results were as displayed in the Table 4.2

Table 4. 2: *Gender of the Respondents*

	Frequency	Percentage
Male	26	51
Female	25	49
Total	51	100

The study sought the distribution of the respondents by gender. The results were presented in Table 4.2. From the findings majority 51% of the respondents were male while 49% of the respondents were female. This shows that both men and women participated in giving the required information for the study.

Distribution of the Respondents by Age

Table 4. 3: *Age Bracket*

	Frequency	Percent
21-25 years	23	46
Above 25 years	19	37
17-20 years	9	17
Total	51	100

The study sought the distribution of the respondents by age and results presented in Table 4.3. From the findings, majority 46% of the respondents were aged between 21-

25 years, 37% of the respondents showed that they were aged above 25 years while 17% of the respondents were between 17 to 20 years of age. This implies that the study relied on information given by respondents who were mature as over 17 years and could give reliable information for the study.

Distribution of the Respondents by Religion

Results on distribution of the respondents by religion are presented in Figure 4.1.

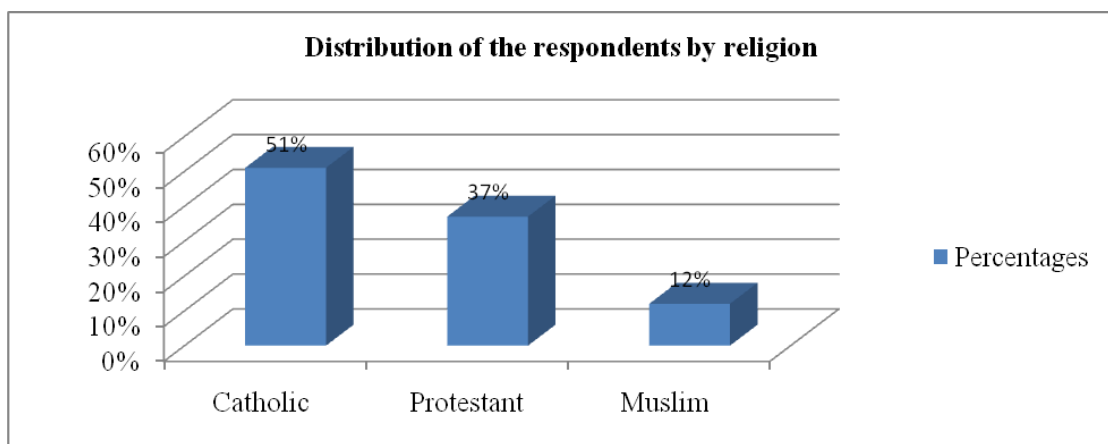


Figure 4. 1: *Distribution of the Respondents by Religion*

Respondents were requested to indicate their religion. From the findings, majority 51% of the respondents indicated that they were from catholic religion, 37% were from Protestants. 12% of the respondents indicate that they were from Muslim. This implies that the information was collected from individuals who belonged to different denominations and religion.

Extent to which Students Nurses were Stressed

The first objective was to examine workplace stress among the student's nurses in Sagana Sub County Hospital.

Table 4. 4: *Number of Times Respondents Felt Tired and Physically Exhausted*

	Frequency	Percentages
Always	21	41
Often	15	30
Sometimes	6	12
Never	9	17
Physically exhausted	24	
Always	27	53
Often	24	47

The study sought the number of times the respondents felt tired. From the findings, majority 41% of the respondents indicated that they always feel tired, most 30% of the respondents indicated that they often feel tired, 12% of the respondents indicated that sometimes they feel tired while 17% of the respondents indicated that they never feel tired. This implies that student nurses are exposed to various job-related stress and outcomes are reflected in the workplace. This is in line with Bachman, (2014) who stated that work related stress is the body's reaction to changes that requires physical, mental, or physiological adjustment.

Respondents were requested to indicate how often are physically exhausted. From the findings, majority 53% of the respondents indicated that they always get physically exhausted while most 47% of the respondents indicated that they often get

physically exhausted. This implies that there are various ways that stress symptoms or outcomes are reflected in the workplace such as being physically exhausted. The findings concurred with Onyango (2013) who stated that there are rampant cases of alcoholism among student nurses; increase in workload that leave the student very exhausted at work in KNH.

Whether Respondents Work in Other Departments

Table 4. 5: *Respondents Work in other Departments*

	Frequency	Percentages
Yes	29	57
No	22	43
Total	51	100

Respondents were requested to indicate whether besides working in this unit they work in other departments, clinics or hospitals. From the findings, majority 57% of the respondents indicated that besides working in this unit they work in other departments, clinics or hospitals. Most 43% of the respondents indicated that besides working in this unit they do not work in other departments, clinics or hospitals.

Often Emotionally Exhausted

Table 4. 6: *Respondents Emotionally Exhaustion*

	Frequency	Percentages
Always	26	51
Often	25	49
Total	51	100

The respondents were requested to indicate how often they were emotionally exhausted. From the findings, majority 51% of the respondents indicated that they always get emotionally exhausted, most 49% of the respondents indicated that they often get emotionally exhausted. This is in line with Masomboka (2014) who argues that all of the stress-strain-health relationships have an obvious impact on the organization and industry. Both physical, emotional and mental illness renders the employee unfit for work, and combine both to lessen the satisfaction obtained from work and reduce job performance and productivity levels.

Factors that Contribute to Work Related Stress Among Student Nurse in Sagana Sub County Hospital in Kirinyaga County

Table 4. 7: *Factors that Contribute to Work Related Stress among Student Nurses*

Factors that contribute to work related stress	Not at all	Less exten	Mod erate	Grea t	Very great
There is high work load	0	0	7%	11%	82%
There is increase academic pressure	0%	2%	1%	21%	75%
Lack of support from the top management health officials	0%	1%	0%	32%	67%
Experience long working hours	0%	0%	5%	73%	22%
Poor working conditions	0%	0%	1%	37%	62%
Lack of health support	0%	2%	15%	52%	31%
Lack of support from supervisors and colleagues	0%	0%	13%	48%	39%
Conflict with demands	0%	0%	38%	46%	16%
Poor work life balance	5%	7%	40%	35%	11%
Lack of clarity of responsibilities assigned	0%	5%	0%	32%	63%
Poor skill mix	0%	3%	9%	37%	51%

The study sought to assess the factors that contribute to work related stress among student nurses in Sagana Sub County hospital in Kirinyaga County. From the findings, majority 82% of the respondents indicated that high workload contributed to work related stress to a very great extent, 11% indicated to a great extent while 7% indicated to a moderate great extent. Results indicated 75% of the respondents indicated that increase in academic pressure indicated that it contributed to work related stress to a very great extent, 21% indicated to a great extent, 2% indicated to a less extent while 1% indicated to a moderate extent.

Findings indicated that 67% of the respondents indicated that lack of support from the top management health officials contribute to work related stress, 32% indicated to a great extent, while 1% indicated to a less extent. The results indicated that experience long working hours contributed to work related stress among student nurse in Sagana Sub County hospital in Kirinyaga County to a great extent as indicated 73% of the respondents, 22% indicated to a very great extent, 5% indicated to a moderate extent.

The results 62% of the respondents indicated that poor working conditions contributed work related stress among student nurse in Sagana Sub County hospital in Kirinyaga County to a great extent, 37% indicated to a great extent, 1% indicated to a moderate extent. Results in table 4.8 indicated that 51% of the respondents indicated that poor skill mix contributed work related stress among student nurse in Sagana Sub County hospital in Kirinyaga County to a great extent to a very great extent, 37% indicated to a great extent, 9% indicated to a moderate extent and 3% indicated to a less extent.

This demonstrated that inadequate mix skills among the student nurses contribute to alcohol taking and work related stress in Sagana Sub County hospital in Kirinyaga County. Findings indicated that conflict with demand contributed work related stress among student nurse in Sagana Sub County hospital in Kirinyaga County to a great extent as indicated by 46% of the respondents, 38% of the respondents indicated by a moderate extent, 16% indicated to a very great extent.

Results indicated that majority of the respondents 40% indicated that poor work life balance contributed work related stress among student nurse in Sagana Sub County hospital in Kirinyaga County to a moderate extent, 35% indicated great extent, 11% to a very great extent, 7% indicated to a less extent while 2% indicated to a no extent. From the results, 63% of the respondents indicated that lack of clarity of responsibilities assigned contributed work related stress among student nurse in Sagana Sub County hospital in Kirinyaga County to a very great extent, 32% of the respondents indicated to a great extent while 5% indicated to a small extent. This clearly demonstrated that lack of clarity of responsibilities assigned influence student taking of alcohol and contributed work related stress among student nurse in Sagana Sub County hospital in Kirinyaga County

Work Related Stress Effect

Table 4. 8: *Effects of Work Related Stress*

	Frequency		Percentages of yes
	Yes	No	
Do you get adequate social support from your Family Members	34	17	66
Do you get adequate social support from your colleagues or Peers	39	12	76
Do you sometimes experience loss of work interest	27	24	53
Have you had frequent lateness due to work – related pressure	35	16	69
Has work place affected your performance	32	19	62

The study sought effects of work related stress among student nurses in Sagana Sub County hospital in Kirinyaga County. From the findings, majority 76%, 69% and 66% of the respondents indicated that they get adequate social support from colleagues or peers, have had frequent lateness due to work –related pressure and get adequate social support from family members as a result of work related stress. Most 62% and 53% of the respondents indicated that work place affected their performance and they sometimes experience loss of work interest. This implies that student nurses in Sagana Sub County hospital experience work related stress and get support from colleagues and family members. This is in line with Singh and Kohli (2015), who suggests that certain individuals, in a variety of occupations, are increasingly exposed to unacceptable levels of job-related stress.

Rating of Alcoholism

Table 4. 9: *Rating Alcohol Consumption*

	Frequency	Percentages
High	17	33
Moderate	19	38
Low	15	29
Total	51	100

The study sought from respondent's rate of alcohol taking in the past four weeks. From the findings, majority 38% of the respondents indicated that in the past four weeks, they have moderate rate taking of alcohol. 33% of the respondents indicated that in the past four weeks they have had high rate of taking alcohol while 29% of the respondents indicated that they have had low rate of taking alcohol. This implies that alcohol taking has been high in the past four weeks. This is in line with Margolis, (2012), who stated that the elevated rates of stress, alcohol consumption and alcohol abuse have raised concern with student's nurse's excessive drinking patterns and the serious consequences associated with alcohol use which is stress.

Work related Stress Influence Student Nurse to Engage in Alcoholism

The third objective of the study was to determine the effects of work related stress and alcoholism among students nurses in Sagana Sub County Hospital

Table 4. 10: *Work related Stress Influence Student Nurse to Engage in Alcoholism*

Statement	Not at all	Less extent	Moderate extent	Great extent	Very great extent
Overindulge in Alcohol	0%	1%	10%	18%	71%
Frustration at not being able to meet the patient's expectations or demands	1%	0%	4%	30%	65%
Poor productivity from the individuals	0%	0%	10%	79%	21%
Excessive alcohol drinking patterns	0%	0%	1%	9%	90%
Increase psychological distress among the student nurses	0%	0%	31%	57%	12%
Experience dissatisfaction at work place	0%	0%	0%	38%	62%
Increase absenteeism	0%	0%	10%	53%	40%
Withdrawn or improperly talkative	0%	0%	12%	51%	37%
Avoid talking to superior about work issues	0%	7%	42%	30%	21%
Reporting late to work for various reasons related to Alcohol.	1%	0%	0%	22%	77%

The results in Table 4.11 indicated that 90% of the respondents indicated that student engage in excessive alcohol drinking patterns due to work related stress to a very great extent, 9% indicated to a great extent while 1% of the respondents indicated to a moderate extent. The results revealed that poor productivity from the individuals influence student nurse to engage in alcoholism in Sagana Sub County hospital in Kirinyaga County to a great extent as indicated by 79% of the respondents, 21% of the respondents indicated to a very great extent and 10% indicated to a moderate extent.

Most of the respondents indicated that reporting late to work for various reasons related to Alcohol and experience dissatisfaction at work place influence student nurse to engage in alcoholism to a great extent as indicated 77% and 62%. Most 65% of the respondents indicated that frustration at not being able to meet the patient's expectations or demands to a very great extent. The results indicated that increase psychological distress among the student nurses as supported by 57% who indicated to work related stress contributed to student nurses taking alcohol excessively to a great extent, 31% indicated to a moderate extent and 12% indicated to a very great extent. Results indicated that 53% of the respondents indicated that increase absenteeism resulted from alcohol taking to a great extent, 40% indicated to a very great extent and 10% indicated to a moderate extent.

Respondents 51% indicated that student experience withdrawn or improperly talkative due to work related stress to a great extent, 37% indicated to a very great extent, 12% indicted to a moderate. Increase psychological distress and excessive alcohol drinking patterns among the student nurses influence student nurse to engage in alcoholism in Sagana Sub County hospital in Kirinyaga County to a moderate extent. This implies that work related stress influence student nurse to engage in alcoholism in Sagana Sub County hospital in Kirinyaga County. This is in line with Cairney, Kwan, Veldhuizen & Faulkner, 2014) who stated that once the student's nurses have established overindulge drinking habit, they do not want to believe that something that helps them forget their responsibilities could be harmful.

These findings were supported by interview results. The interviewees from key informants indicated that high workload increase job demand and results into a stressor and job dissatisfaction. The interviewees explained that this influence nurses to engage in heavy drinking of alcohol as a way to manage anxiety and stress among the student's nurses.

The key informant's interviewees were requested to explain how experiencing long working hours among the student's nurses because work related stress and influence alcoholism. From the findings, the interviewees indicated that exposing students nurses exposed to long working hours results in fatalities, accidents and errors in provision of care within healthcare services, leads to dissatisfaction, discouragement, and fatigue and this motivate student nurses into taking alcohol to cope with the pressure of long working hours. The interviewees further indicated that long working hours among students nurses experience tension, anxiety, insomnia, lack of time for relaxation and lack of leisure activities, and inadequate time for taking care of family resulting into taking substance and heavily taking alcohol to cope with long working hour pressure. This was supported Bogaert, Clarke, Willems, & Mondelaers (2013) that in a UK study of more than 2,000 nurses, over half of the participants' reported that they had felt unwell due to the high workloads within their work area, poor work life balance resulting into alcoholism , which has resulted in an increase rate of absenteeism and level of perceived ill health .

The interviewees indicated that poor hospital environment characterized by inadequate support, inadequate student nurses that hinder student nurses from taking time off to address physical and psychological concerns, failure to involve the student

nurses in parent care decision making, professional isolation, ineffective job rotation, role ambiguities and unclear role expectations. The interviewees also revealed that irregular shifting in job schedule and the amount of overtime worked contributed to work related stress. In addition, nurse's normal weekly hours and their increasing job assignments caused job dissatisfaction. The results concurred with Johansson, Sandahl and Hasson (2013) that long working hours coupled too much work influence nurses to engaged in alcoholism.

The interviewees indicated that lack of support from the hospital management increased high turnover causing understaffing and increase in workload. The interviewees also indicated that lack of support from the clinical staff results into poor relation stemming from negative interactions with clinical staff. The interviewees further indicated that management failure to offer counseling support to the affected student nurses. Lack of support in provision of workplace resources includes employee-assistance programs, employee health services, and human resources departments influence student nurses anxiety. Further interviewees indicated that poor provision of early intervention and lack of help to colleagues make students nurses fell isolated and lonely hence engage in alcoholism. The findings concurred with Lin, Liao, Chen, and Fan (2014) that in Taiwan, inadequate support from top hospital management contributed to 320 general ward nurses from four regional hospitals in Taiwan to engage in alcoholism.

The key informants were requested to indicate how poor staffing level led to workplace stress and alcoholism among the students nurses at Sagana Sub County hospital. The interviewees indicated that poor staffing level at the hospital has led

high workload among the student's nurses, poor job rotation and long working hours. The interviewees also indicated that poor staffing level because negative interrelation and misunderstanding of clinical manager, decrease motivation among the student nurses, results into lack of concentration at work resulting into anxiety and poor decision making impairing job performance. This negatively affects emotional and physical statuses among intern nurses which make them indulge into alcoholism.

Unclear work or conflicting roles and boundaries can cause stress, as can having responsibility for people. The possibilities for job development are important buffers against current stress, with under promotion, lack of training, and job insecurity being stressful. There are two other sources of stress, or buffers against stress: relationships at work, and the organizational culture. The results were supported by Eygelaar & Stoltenberg (2012) who indicated that poor skill mix negatively affects the quality of patient care, due to the differences in competency levels and scope of practice, and is also linked to increased length of stay among the nurses resulting to alcoholism to cope up with long working hours.

Managers who are critical, demanding, unsupportive or bullying create stress, whereas a positive social dimension of work and good team working reduces it. The key informants indicated that ineffective work-life balance as a result of minimal work and non-work conflict where student nurses were offer low assignment and at time no assignment given staying idle most of the time, other were found to have too much work and no time to take care of their family and children resulting role or responsibility conflicts, causing anxiety and stress. The interviewees revealed students nurses experienced inadequate time and energy to involve in home responsibilities

due huge and demanding of their job that caused burnout syndrome, raising the risky to chronic exposure to work-related stresses. The findings were supported Bakker (2012) who opined that workplace stressors, poor staff morale and lack of power or powerlessness has been observed in a study of 50 nurses practicing within the Metropolitan and rural hospitals of developing countries and that perceived lack of control the nurse held in relation to rosters, patient load and support from senior staff.

The interviewees indicated that lack of defining the specific roles of the students nurses results into assigning of duties that students nurses were not trained for, other assigned complex patient cases that were difficult to handle resulting into high-level of stress among the students nurse's who in turn results into alcoholism in an effort to cope. The interviewees also indicated that lack of clarity of responsibilities increase in workload that demand high level competency and qualifications that acquired by the students nurses and this affected provision of quality medical service as there was occurrence of insufficient time allocation to provide quality patient care. Finding were similar to Bogaert, Clarke, Willems, & Mondelaers (2013) that nurses in London experience high workloads within their work area as a result of an inadequate nurse patient ratio, which has resulted in an increase rate of absenteeism and level of perceived ill health

Work Related Stress and Alcoholism Affected Performance

The fourth objective was to examine the relationship between work related stress and alcoholism among student nurses in Sagana Sub County Hospital. The respondents were requested to indicate on how work related stress and Alcoholism affected their performance. From the findings, majority of the respondents indicated

that work related stress could also lead to alcohol abuse and especially alcoholism affecting organizational commitment of employees. Low organizational commitment could be interpreted as an escape from, compensation for, or protest against occupational stressors, which could result in absenteeism. This implies that work related stress and alcoholism affected performance. This is in line with Onyango (2013) and Hagembe & Simiyu (2014) that occupational stress, job descriptions and stressful working conditions have been linked to low productivity, absenteeism and increased rates of accidents on and off the workplace among the student nurses in developing countries such as Uganda and Kenya.

Table 4. 11: *Gender Attitude towards Salary Scale Satisfaction Crosstab*

Count		Drinking of Alcohol			
		Below Average	Excessive Alcohol drinking	Above Average	Average
Gender	Male	6	15	8	4
	Female	12	4	2	0
Total		18	19	10	4

The study sought the association between gender and excessive drinking of alcohol. Respondents were asked about their views on the extent of alcohol drinking. Male student nurses were found to be the majority 19 (38%) engaging in excessive alcohol taking compared to women 4(8%) while majority of women drunk alcohol to a below average. This demonstrated that work related stress influence male student nurses in excessive alcoholism compared to women counterpart.

Correlation Analysis

The study conducted a Pearson Correlation analysis for all the study variables as presented Table 4.21.

Table 4.21: *Correlation of the Study Variables*

Work related stress factors in Sagana Sub County Hospital		Alcoholism
Organizational Support	Pearson Correlation	0.736(*)
Life styles	Sig. (2-tailed)	0.001
	Pearson Correlation	0.815(*)
Role Clarity	Sig. (2-tailed)	.000
	Pearson Correlation	0.801(**)
Workload in Hospital	Sig. (2-tailed)	.003
	Pearson Correlation	0.691(*)
Hospital Environment	Sig. (2-tailed)	.001
	Pearson Correlation	0.748(**)
	Sig. (2-tailed)	.000

** Correlation is significant at the 0.01 level (2-tailed)

* Correlation is significant at the 0.05 level (2-tailed).

The strength of association between organizational support and alcoholism was strong, significant and negative having scored a correlation coefficient of 0.736, $PV=0.001<0.05$. This implied that low support from the top management for students nurses of Sagana Sub County increase students nurses engagement in taking excessive alcohol.

The study found that there existed a strong, significant and negative correlation between life styles and alcoholism having score correlation factor $r=0.815$, $PV=0.000$ and a 95% confidence level. This implied that improving life styles of the students nurses would decrease workstress and reduce level of alcoholism among students nurses in Sagana Sub County hospital, Kirinyaga County, Kenya. The results

were supported by Cricco-Lizza, (2014) that pattern of consumption has significant repercussions in working relationships, reducing productivity and compromising work safety, besides increasing absenteeism and present's phenomena.

The correlation results indicated that there exist a significant , strong and negative correlation between role clarity and alcoholism among students nurses at Sagana Sub County hospital as indicated by correlation factor , $r=0.801$, $PV=0.003<0.01$. Reduction in role clarity for students nurses would lead to workstress and increase level of frequent taking of alcohol. The study concurred with Ross-Adjie, Leslie, and Gillman (2007) reported work related stress factors to include excessive workloads, violence against nursing staff and poor skill mix, insufficient time to provide quality patient care as a major demand.

From the correlation results, there also existed a strong and positive association between work load in hospital and alcoholism as indicated by a correlation coefficient, $r= 0.691$, $PV=0.001 <0.05$. This demonstrated that increase in workload significance increase rate of taking alcohol among the students nurses as increase in workload increase level of stress that influence student in taking alcohol.

Furtherm correlation results indicated that there eixt a strong, significant and negative relationship between hospital enviroment and alcoholism as indicated by correlation factor, $r= 0.748$, $PV=0.000<0.01$. This clearly demonstrated that reduction in hospital enviroment conditions increase level of alcoholism due to increase in workstress among the students nurses in Sagana Sub County .

The results were further supported by interview guide results. Key informants indicated that increases in level of workstress led student nurses to indulge in alcohol consumption. Results revealed that increase level of anxiety and anger led to poor physical and psychological wellbeing of the nurse resulting into lower productivity level, reduce job performance. The interviewees indicated that job stress results into high workload which results into burnout syndrome and affect student nurses concentration and commitment and increased errors leading to alcoholism and poor job performance. The interviewees also indicated that increase in job stress results into health complication due to the high workloads within their work area as a result of an inadequate nurse patient ratio, increasing rate of absenteeism and affect students nurses job performance. The finding were supported by Labrague (2013) who indicated that a slightly different perspective, student nurses report negative interactions with clinical staff due to a theory-practice gap as a major source of their too much work related stress and that overtime worked, in addition to the nurse's normal weekly hours, and their continuously high workloads, which far surpass that of nurses in other countries such as Australia or the United State of America (USA).

Mitigation for Work-Related Stress and Alcoholism on Job Performance

In the respondents' opinion on what should be done to mitigate work-related stress and alcoholism on job performance, the study found that, management in the hospital could reduce workstress among the student nurses through improving working environment, defining their responsibilities, training of the students nurses, foster top management interrelations and support as well as improving work life balance. This is in line with Margolis, (2012 who stated that the denial of the harm

inherent in binge drinking stems from student nurse's anxiety to admit drinking creates difficulties, rather than eliminates problems. The interviewees opined that various approaches could be adopted to effectively address work related stress and alcoholism in the workplace. Interviewees indicated that defining the responsibilities of student nurses could be used to reduce work related stress and reduce alcoholism among the student nurses.

The study found that effective orientation in the workplace, adequate support from top management in the health facility and motivating student nurses through offering financial support, offering housing and accommodation mitigate work related stress and reduce intern alcoholism to a large extent. The interviewees indicated that development of supportive framework for the student nurses at the point of entry into the health facility and during stay in the facility would motivate the student nurses and act as an instrument to mitigate occurrence of work related stress. This was supported by Gardner, (2013) has demonstrated that stress-management support programs play a positive role in reducing the psychological distress and alcohol of student nurses in their internship in the hospital in order to establish a helpful stress-management strategy to enhance and improve the student's nurse's well-being and academic skills.

The interviewees also indicated that support of student nurses through provision of working tools and instruments, provision of conducive working rooms, clean environment and having effective working schedules act as approaches that address workplace stress and mitigate alcoholism among the student nurses at Sagana Sub County hospital. The Key informants also indicated that the improving family relationships and support is an approach that could reduce almost all student nurses

ultimately needs family support. The interviewees indicated that good relationship from family act as motivators and reduce level of stress and anxiety among the students nurses. Improving relations with other working student nurses also act as an approach to reduce workstress and lower anxiety among student nurses. The study was supported by Malta (2014) recognizes that stressors may induce higher level of stress and anxiety and affect quality of health provision to patient and that responsibility and consequently have to cope with the pressure of work expected in the internship period, lack of leisure time and work relationship

Further interviewees indicated that job designing and redesigning would be an approach that would reduced workstress among student nurses at Sagana Sub County hospital as this would reduce excessive workload demands and reduce conflicting expectations in workplace. The interviewees explained that this would provide favourable working conditions as critical to reduction of job stress.

The interviewees also indicated that use of training approach would be appropriate in reducing stress among the students nurses as its enable them to become aware of the signs of stress, using this to interrupt behaviour patterns when the stress reaction is just beginning, able to assess the situation and developing an active plan to reduce the stressors, enhance learning skills to actively cope and relax as well as develop a lifestyle that creates buffer against stress and engage in a more constructive engagement rather than results into taking alcohol. Further key informants revealed that student nurses need to be trained on stress management to foster physiological support to enhance coping with patients and people, improve interpersonal awareness through reductions in depression, anxiety, psychological strain, and emotional

exhaustion immediately after the programme. The result were supported by Masomboka (2014) that provision of adequate academic and practicum training programs were the main mitigation of work related stress among student nurses across all five years of the curriculum in this study, followed by personal issues.

CHAPTER FIVE

Discussion, Conclusions and Recommendations

Introduction

The chapter present summary of research findings and conclusions. The chapter also present the recommendations based on the research objectives and suggestion of areas for further research

Summary of findings

1. The first objective was to examine work related stress among the students' nurses in Sagana Sub County Hospital. The study revealed that there existed workplace stress due to inadequacy of clarity of responsibilities assigned, insufficient support from supervisors and poor work life balance. This significantly contributed to work related stress among student nurses in Sagana Sub County hospital in Kirinyaga County to a very great extent.
2. The second objective was to assess work related stress factors influencing alcoholism among students' nurses in Sagana Sub County Hospital. The results revealed that increase work pressure, inadequate health support and poor working conditions significantly contributed to work related stress among student nurse in Sagana Sub County hospital. Further, inadequate support from the top management health officials and poor skill mix also contributed to work related stress to a large extent.
3. The third objective of the study was to determine the effects of work related stress and alcoholism among student nurses in Sagana Sub County Hospital.

The findings established that work related stress had detrimental effect among student nurses in Sagana Sub County hospital in Kirinyaga County.

4. This was demonstrated by student nurses frequent lateness to work, engaged in excessive alcohol drinking patterns affirming that it was due to high level of workstress. The results also revealed that there was high workload increase job pressure the resulted into anxiety and stress among the student nurses. Further, there was increase in fatalities, accidents and errors in provision of care within healthcare services. Student nurses exhibited dissatisfaction, discouragement, and fatigue and less motivated to work. Workplace stress also had effect among student nurses exhibited through the high level of tension, anxiety, insomnia, lack of time for relaxation and lack of leisure activities, and inadequate of time for taking care of family resulting into taking substance and heavily taking alcohol affecting their productivity level and poor job performance.
5. The fourth objective was to examine the relationship between work related stress and alcoholism among student nurses in Sagana Sub County Hospital. The results established that student's nurses engage in alcoholism and this affected their job performance at workplace. The results revealed that work related stress factors significantly contributed to poor productivity to a very great extent ($M=4.61$, $SD= 0.69$). Work related stress results also resulted into dissatisfaction at work contributed to alcoholism leading to lateness at work and lower their productivity to a great extent ($M= 4.35$ and 4.22 and $SD= 0.44$ and 0.42). Work related stress contributed to frustrations among

student nurses, increase absenteeism, increased psychological distress and excessive alcohol drinking patterns among the student nurses influence student nurse to engage in alcoholism in Sagana Sub County hospital in Kirinyaga

Implications of the Study

High workloads, poor working conditions and inadequate support from fellow staff and students nurses contribute to work related stress among student nurses in Sagana Sub County hospital in Kirinyaga. Work related stress had a negative effect among the student nurses as it hinders student nurses level of commitment at work, lower motivate level, increase level of job dissatisfaction and increase rate of absenteeism and low productivity resulting into poor job performance.

Further, the results implied measures that could be employed to minimise workplace stress among the student nurses. This include deployment of training approach empowers students nurses in assessing work related stressful situation and developing an active plan to reduce the work related stressors, enhance learning skills to actively cope and relax as well as develop a lifestyle that creates buffer against workstress and engage in a more constructive engagement rather than results into taking alcohol.

Conclusions

1. Based on the summary of findings, the study concluded that students nurses at Sagana medical facility experience high level of workstress that contributed to engagement in alcoholism leading to poor job performance. Most male student nurses were found to take excessive alcoholism compared to women counterpart. In the social context, male engage in heavy drinking occurs due to

environmental and social conditions which make alcohol use and work related stress more likely to happen among the male students nurses in internships. In social learning theory, Work related stress and alcohol abuse is described as a method of coping with the demands of everyday life .

2. The study concluded that high workload increase, job demand leads to workstress among student nurses in Sagana hospital causing job dissatisfaction and making students nurses to engage in heavy drinking of alcohol as a way to manage anxiety and workstress.
3. In conclusion, high workload among student's nurses was experiencing long working hours causing workstress that influences alcoholism. The students nurses were exposed to long working hours characterized by increase in fatalities, accidents and errors in provision of care within healthcare services causing dissatisfaction, discouragement, and fatigue and less motivated student nurse causing high rate of alcohol taking to cope up with the pressure of long working hours. Due to long working hours, students nurses registered high level of tension, anxiety, insomnia, lack of time for relaxation and lack of leisure activities, and inadequate of time for family and engage heavy drinking of alcohol affecting their productivity level and poor job performance.
4. Poor definition of specific roles of the students nurses results into assigning of duties those students nurses were not trained for, other assigned complex patient cases that were difficult to handle resulting into high-level of stress among the student's nurses who in turn results into alcoholism in an effort to cope. Lack of clarity of responsibilities, increase in workload that demand

high level competency and occurrence of insufficient time allocation to provide quality patient care causes work related stress.

5. Ineffective working environment characterized by inadequate support, inadequate medical staff that hinder students nurses from taking time off to address physical and psychological concerns contributed to workstress among student nurses at Sagana Sub County hospital. Failure to engage students nurses health critical decision regarding patients contribute to professional isolation, affect job rotation, increase role ambiguities and unclear role expectations causing job dissatisfaction. This causes high level workstress and engagement in alcoholism among students nurses.
6. The results demonstrated that inadequate support from top hospital management causes workstress among the students nurses at Sagana Sub county Hospital to a great extent. Inadequate support from the top management in the health facility through failure to offer counseling support, failure to provide workplace resources increased level of workstress making students nurses to engage taking of alcohol.
7. Further conclusion indicated that inadequate human resources in Sagana Sub County medical facilities translate to increase in workload among the student's nurses. Poor staffing level increase workload among the student's nurses, affect job rotation and increase long working hours, caused negative interrelation and misunderstanding with clinical manager, and decreased motivation among the student nurses. This results into poor concentration causing errors in provision of care, increase level of anxiety and impairment of

emotional and physical statuses among intern nurses this led to alcoholism, student's nurses productivity and affected job performance.

8. The study concluded that the poor work-life balance contributed to workstress among student's nurses at Sagana Sub County Hospital to a great extent. Lack of work life balance hinder medical having quality time for the family due to high workload ineffective policy that support work life balance increase level of burnout syndrome and increasing work-related stresses at the medical facility.
9. On the effect of alcoholism on job performance at workplace, the study concluded that engagement in alcoholism among students nurses in Sagana Sub County hospital in Kirinyaga County, contributed to poor productivity among, students nurses, cause dissatisfaction, increase sense of frustration as they could not offer patient care or demands, increase absenteeism, increased psychological distress and excessive alcohol drinking patterns and affected job performance negatively.

Recommendations

The study recommends that management in sub county hospitals should take measures to mitigate occurrence of workstress that influence student's nurses to engage in alcoholism so as to improve on individual productivity and improve job performance at health facilities in Kenya.

The study recommend that ministry of health and hospital management should take measures such as ensure adequate staffing, ensure effective working scheduled

and assigned standard workload should be deployed to reduce high workload students nurses were experiencing long working hours causing workstress and influence alcoholism.

The study recommends that top management in the health institutions and Ministry of health should strive to design and clearly define the responsibilities of student's nurses. This would reduce work related stress and reduce alcoholism among the student nurses as it would promote effective job orientation in the workplace, support sufficient and improve motivation through offering financial support, housing allowances and accommodation mitigate work related stress and reduce intern alcoholism to a large extent.

The study recommend that measures should be carried out to improve cleanness at workplace, enhance provision of working tools and instruments, provision of conducive working rooms, offering quality foods, housing and accommodation, clean environment and having effective working schedules as well as involving students nurses in decision making to reduce level of workstress and alcoholism among the students nurses at hospitals and improve quality health care service provision..

The study also recommend that there should be a training framework deployment to empower students nurses in assessing work related stressful situation and developing an action plan to reduce the work related stressors, enhance learning skills to actively cope and gain skills on stress management foster physiological support; improvement in interpersonal awareness through reductions in depression,

anxiety, psychological strain, and emotional exhaustion immediately after the programme.

The study recommend that top management in health sector should formulate strategies to improve work life balance program, improve family support system for the students nurses and improve training of the intern to reduce workstress and mitigate alcoholism to achieve increase job satisfaction, improve productivity and improve job performance

Areas of Further Research

1. The study was limited to focusing on health sectors. A further study needs to be carried out to determine the extent to which workstress influence employee's engagement in alcoholism among employees in other sectors. This would provide a significant generalizability on effect of workstress on alcoholism among employees in organizations.

REFERENCES

- Allan, A., & Cooke, E. (2012). A review of the literature regarding stress among nursing students during their clinical education. *International Nursing Review*, 61(3).
- Arslan, S., Özlü, Z. K., Özer, N., Nazik, E., Gümüş, K., & Özlü, I. (2015). Investigating the Stress Level of Nurses Working at Emergency Care Services: A Pilot Study. *International Journal of Caring Sciences*, 8(2), 420.
- Austin, T. (2011). Relationship between nurse leader emotional intelligence and registered nurse job satisfaction. (Dissertation/Thesis), ProQuest Dissertations Publishing. *Australian Institute of Health*, 113
- Bachman, J.G, Staff, J, O'Malley, P.M., & Freedman-Doan, P. (2013): Adolescent work intensity, school performance, and substance use: *Journal Development Psychology*, 49 (11): 2125-2128.
- Bae, S.-H., & Fabry, D. (2014). Assessing the relationships between nurse work hours/overtime and nurse and patient outcomes: *Systematic literature review. Nursing Outlook*, 62(2), 138-156.
- Basińska, M. A., Andruszkiewicz, A., & Grabowska, M. (2011). Nurses' sense of coherence and their work related patterns of behaviour. *International Journal of Occupational Medicine and Environmental Health*, 24(3), 256-266.
- Beanland, C. (2013). Tackling the workforce shortage. *Australian Nursing Journal*, 20(11), 47-48.
- Bennett, E., & Allie, S. (2014). A workforce development strategy for nursing in early parenting services in Australia: Solutions for the 'baby boomer' exit from the nursing workforce. *Australian Journal of Child and Family Health Nursing*, 11(1), 10-16.
- Blomberg, K., Isaksson, A. K., Allvin, R., Bisholt, B., Ewertsson, M., Kullén Engström, A. & Högskolan, I. S. (2016). Work related stress among newly graduated nurses in relation to workplace and clinical group supervision. *Journal of Nursing Management*, 24(1), 80-87.
- Boals, A., & Banks, J. B. (2012). Effects of Traumatic Stress and Perceived Stress on Everyday Cognitive Functioning. *Cognition & Emotion*, 26(7), 1335-1343.
- Boer, J., van Rikxoort, S., Bakker, A. B., & Smit, B. J. (2014). Critical incidents among intensive care unit nurses and their need for support: explorative interviews. *Nursing in critical care*, 19(4), 166-174.
- Bogaert, P., Clarke, S., Willems, R., & Mondelaers, M. (2013). Nurse practice environment, workload, burnout, job outcomes, and quality of care in

- psychiatric hospitals: a structural equation model approach. *Journal of Advanced Nursing*, 69(7), 1515-1524.
- Cairney, J., Kwan, M. Y., Veldhuizen, S., & Faulkner, G. E. J. (2014). Who uses exercise as a coping strategy for stress? Results from a national survey of Canadians. *Journal of physical activity & health*, 11(5), 908-916
- Carrigan, C. (2013). Safe staffing: Critical to care. *Australian Nursing Journal: ANJ*, The, 20(10), 26-29.
- Castner, J., Ceravolo, D. J., Foltz-Ramos, K., & Yow-Wu Bill, W. (2013). Nursing Control Over Practice and Teamwork. *Journal of Issues in Nursing*, 18(2), 1-1.
- Clark, A., Moule, P., Topping, A., & Serpell, M. (2015). Rescheduling nursing shifts: scoping the challenge and examining the potential of mathematical model based tools. *Journal of Nursing Management*, 23(4), 411-420.
- Cooper, D.R & Schindler, P.S (2013). *Business Research Methods*. New York: Mc
- Cope, V., Jones, B., & Hendricks, J. (2016). *Why nurses chose to remain in the workforce: Portraits of resilience*. Collegian (Royal College of Nursing, Australia), 23(1), 87-95.
- Craft, J. A., & Gordon, C. J. (2015) *Understanding Pathophysiology*. Sydney. Elsevier.
- Cricco-Lizza, R. (2014). The Need to Nurse the Nurse: Emotional Labor in Neonatal Intensive Care. *Qualitative Health Research*, 24(5), 615-628.
- Currie, E. J., & Carr-Hill, R. A. (2013). What is a nurse? Is there an international consensus? *International Nursing Review*, 60(1), 67-74.
- Davis, J. M. (2014). Hair Cortisol as a Biomarker of Stress in Mindfulness Training for Smokers. *Journal of Alternative & Complementary Medicine*, 20(8), 630-634.
- Dawson, A. J., Stasa, H., Roche, M. A., Homer, C. S. E., & Duffield, C. (2014). Nursing churn and turnover in Australian hospitals: Nurses perceptions and suggestions for supportive Strategies. *BMC nursing*, 13(1), 11-11.
- De Almeida, V., A., Shadvar, S., Lepage, S., & Rennick, J. E. (2016). Experienced pediatric nurses' perceptions of work-related stressors on general medical and surgical units: A qualitative study. *International journal of nursing studies*, 60, 216-224.
- Donnelly, T. (2014). Stress among nurses working in an acute hospital in Ireland. *British Journal of Nursing*, 23(13), 746-750.

- Donovan, R. O., Doody, O., & Lyons, R. (2013). The effect of stress on health and its implications for nursing. *British journal of nursing* 22(16), 969-973.
- Doran, D., Jeffs, L., Rizk, P., Laporte, D. R., Chilcote, A. M., & Bai, Y. Q. (2015). Evaluating the late career nurse initiative: a cross-sectional survey of senior nurses in Ontario. *Journal of Nursing Management*, 23(7), 859-867.
- Dung, J.S., & Wang, M.S. (2013). The case for alcohol research as a focus of study by nurse researchers. *South Africa Nursing Journal*.4.1.89-90
- Drury, V., Craigie, M., Francis, K., Aoun, S., & Hegney, D. G. (2014). Compassion satisfaction, compassion fatigue, anxiety, depression and stress in registered nurses in Australia: Phase 2 results. *Journal of Nursing Management*, 22(4), 519-531.
- Edward, K.-l., Ousey, K., Warelow, P., & Lui, S. (2014). Nursing and aggression in the workplace: a systematic review. *British Journal of Nursing*, 23(12), 653-659.
- Etwel, F., Russell, E., Rieder, M. J., Van Uum, S. H., & Koren, G. (2014). Hair cortisol as a biomarker of stress in the 2011 libyan war. *Clinical & Investigative Medicine*, 37(6), E403-408. 119
- Faresjö, Å., Jullander, M., Göttmalm, S., & Theodorsson, E. (2014). Higher perceived stress and poorer health reflected in elevated cortisol concentrations measured in extracts of hair from middle-aged healthy women. *BMC Psychology*, 2, 30-39.
- Farrelly, R. (2014). What's right with nursing? *British Journal of Nursing*, 23(14), 823- 823.
- Field, A. P. (2013). *Discovering statistics using IBM SPSS Statistics*. 4. London: SAGE.
- Galbraith, N. D., Brown, K. E., & Clifton, E. (2014). A Survey of Student Nurses' Attitudes Toward Help Seeking for Stress. *Nursing Forum*, 49(3), 171-181
- Geraghty, S., & Oliver, K. (2015). Is work-related stress affecting nurses and midwives? *Australian Nursing and Midwifery Journal*, 23(3), 32.
- Giga, J. & Hoel, A (2003). Theoretical and methodological problems within occupational stress and burnout research', *Human Relations*, 41:351–369.
- Goodnite, P. M. (2014). Stress: A Concept Analysis. *Nursing Forum*, 49(1), 71-74.
- Hallman, I. S., O'Connor, N., Hasenau, S., & Brady, S. (2014). Improving the Culture of Safety on a High-Acuity Inpatient Child/Adolescent Psychiatric Unit by Mindfulness-Based Stress Reduction Training of Staff. *Journal of Child & Adolescent Psychiatric Nursing*, 27(4), 183-189.

- Han, A., Won, J., Kim, O., & Lee, S. E. (2015). Anger Expression Types and Interpersonal Problems in Nurses. *Asian nursing research*, 9(2), 146-151.
- Han, K., Trinkoff, A. M., & Gurses, A. P. (2015). Work-related factors, job satisfaction and intent to leave the current job among United States nurses. *Journal of Clinical Nursing*, 24(21-22), 3224-3232
- Hendson, L., Reis, M. D., & Nicholas, D. B. (2015). Health Care Providers' Perspectives of Providing Culturally Competent Care in the NICU. *Journal of Obstetric, Gynecologic, & Neonatal Nursing*, 44(1), 17-27.
- Huntley-Dale, S. (2015). Health promoting behaviors of nursing faculty and perceived levels of stress. (Dissertation/Thesis), *ProQuest Dissertations Publishing*.
- Jamieson, I., Kirk, R., Wright, S., & Andrew, C. (2015). Generation Y New Zealand Registered Nurses' views about nursing work: a survey of motivation and maintenance factors. *Nursing Open*, 2(2), 49-61.
- Kishi, Y., Inoue, K., Crookes, P., & Shorten, A. (2014). A Model of Adaptation of Overseas Nurses: Exploring the Experiences of Japanese Nurses Working in Australia. *Journal of Transcultural Nursing*, 25(2), 183-191.
- Koh, S.-J., Kim, M., Oh, D. Y., Kim, B. G., Lee, K. L., & Kim, J. W. (2014). Psychosocial stress in nurses with shift work schedule is associated with functional gastrointestinal disorders. *Journal of neurogastroenterology and motility*, 20(4), 516-522.
- MacKay, P.W., Donovan, D.M., & Marlatt, G.A., (2011). *Cognitive and behavioural approaches to alcohol abuse*. In R.J. Frances & S.I. Miller (Eds.), *Clinical textbook of addictive disorders* . 452-481. New York: Guilford.
- Mahiri, E. & Orwa, B.H., (2016). Occupational Stress and Employee Performance:A case study of Kenya National Highways Authority. *International Journal of Education and Research*, 4 .1
- Mannix, J., Harrison, L., & Sumsion, J. (2013). Transition to work and the career destinations of double degree nurses. *Contemporary nurse*, 45(1), 64-78.
- Masomboka, R, (2014). *Stress, appraisal and coping*. New York: Springer; 2014.2. Koochaki GM, Charkazi A,
- Mendes, A. (2015). The role of nurses' and patients' personal beliefs in nursing care. *British journal of nursing*. 24(6), 345-345.
- Mohamed, Z., Newton, J. M., & McKenna, L. (2014). Belongingness in the workplace: a study of Malaysian nurses' experiences. *International Nursing Review*, 61(1), 124-130.

- Mörelus, E., Gustafsson, P. A., Ekberg, K., & Nelson, N. (2013). Neonatal Intensive Care and Child Psychiatry Inpatient Care: Do Different Working Conditions Influence Stress Levels? *Nursing Research and Practice*, 2013, 1-8.
- Nekoranec, J., & Kmosena, M. (2015). Stress in the workplace - sources, effects and coping strategies. *Review of the Air Force Academy* (1), 163-170.
- O'Connor, D. B., Armitage, C. J., & Ferguson, E. (2015). Randomized Test of an Implementation Intention-Based Tool to Reduce Stress-Induced Eating. *Annals of Behavioral Medicine*, 49(3), 331-343.
- O'Brien, K. M., Tronick, E. Z., & Moore, C. L. (2013). Relationship between Hair Cortisol and Perceived Chronic Stress in a Diverse Sample. *Stress and Health*, 29(4), 337-344.
- Onyango, M. A. (2012). The magnitude and effects of stress and burn out Among nurses at Kenyatta national hospital, Kenya. *UON Project Report*.
- Ovayolu, Ö., Ovayolu, N., & Karadag, G. (2014). Workplace Bullying in Nursing. *Workplace health & safety*, 62(9), 370-374.
- Pallant, J. (2013). *SPSS survival manual : A step by step guide to data analysis using IBM SPSS* (5th ed. ed.). Maidenhead.
- Pallesen, S. (2014). Mental and physical health-related functioning mediates between psychological job demands and sickness absence among nurses. *Journal of Advanced Nursing*, 70(8), 1780-1792.
- Powell, K. R., Mabry, J. L., & Mixer, S. J. (2015). Emotional Intelligence: A Critical Evaluation of the Literature with Implications for Mental Health Nursing Leadership. *Issues in mental health nursing*, 36(5), 346-356.
- Pullen, L. M. (2012). The relationships among alcohol abuse in college students and selected psychological/demographic variables. *Journal of Alcohol and Drug Education*, 40, 36-50.
- Roseboom, T. J., & Rooij, d. S. R. (2010). Further evidence for an association between self-reported health and cardiovascular as well as cortisol reactions to acute psychological stress. *Psychophysiology*, 47(6), 1172-1175.
- Rudman, A., & Gustavsson, J. P. (2011). Early-career burnout among new graduate nurses: A prospective observational study of intra-individual change trajectories. *International journal of nursing studies*, 48(3), 292-306.
- Salilih, S. Z., & Abajobir, A. A. (2014). Work-Related Stress and Associated Factors among Nurses Working in Public Hospitals of Addis Ababa, Ethiopia: A Cross- 131 Sectional Study. *Workplace health & safety*, 62(8), 326-332.

- Schaufeli P, & Bakker A, (2004) Occupational Stress and Coping among Nurses. *Journal of Health Management*; 6: 115-27.
- Schluter, P., Turner, C., & Benefer, C. (2012). Long working hours and alcohol risk among Australian and New Zealand nurses and midwives: A cross-sectional study. *International journal of nursing studies*, 49(6), 701-709
- Seay, T.A., & Beck, T.D. (2013). Alcoholism among college students. *Journal of heath*. 4 (2)
- Seegerstrom, S. C., & O'Connor, D. B. (2012). Stress, health and illness: four challenges for the future. *Psychology and health*, 27(2), 128.
- Sermeus, W. (2014). Nurse staffing and education and hospital mortality in nine European countries: A retrospective observational study. *Lancet*, 383(9931), 1824-1830.
- Servodidio, C. A. (2011). Alcohol Abuse in the Workplace and Patient Safety. *Clinical Journal of Oncology Nursing*, 15(2), 143-145
- Shahrzad, G., Masoumeh, Z., & Hamid, P. (2015). Nurse as a Facilitator to Professional Communication: A Qualitative Study. *Global Journal of Health Science*, 7(2), 294.
- Sheard, M., Huntington, A., & Gilmour, J. (2014). A study of alcohol consumption in a cohort of military nurses. *Journal of Military & Veterans' Health*, 22(3), 25-33
- Shirey, M. R. (2009). Stress and coping in nurse managers: A qualitative description. (Dissertation/Thesis), *ProQuest Dissertations Publishing*.
- Shirey, M. R., Ebright, P. R., & McDaniel, A. M. (2013). Nurse manager cognitive decision-making amidst stress and work complexity. *Journal of Nursing Management*, 21(1), 17-30.
- Shirtcliff, E. A., Peres, J. C., Dismukes, A. R., Lee, Y., & Phan, J. M. (2014). Riding the physiological roller coaster: Adaptive significance of cortisol stress reactivity to social contexts. *Journal of Personality Disorders*, 28(1), 40-51.
- Shivaprasad, A. H. (2013). Work Related Stress of Nurses. *Journal of Psychiatric Nursing*, 2(2), 53-58.
- Singh, N., & Kohli, C. (2015). Stress Reaction and Coping Strategies among Nursing Students in Delhi. *Asian Journal of Nursing Education and Research*, 5(2), 274.

- Smith, C. R., Gillespie, G. L., Brown, K. C., & Grubb, P. L. (2016). Seeing Students Squirm: Nursing Students' Experiences of Bullying Behaviors During Clinical Rotations. *The Journal of nursing education*, 55(9), 505.
- Smith, C. R., Gillespie, G. L., Brown, K. C., & Grubb, P. L. (2016). Seeing Students Squirm: Nursing Students' Experiences of Bullying Behaviors During Clinical Rotations. *The Journal of nursing education*, 55(9), 505
- Smith, S. A. (2014). Mindfulness-based stress reduction: an intervention to enhance the effectiveness of nurses' coping with work-related stress. *International journal of nursing knowledge*, 25(2), 119-130
- Spence Laschinger, H. K., & Nosko, A. (2015). Exposure to workplace bullying and post-traumatic stress disorder symptomology: the role of protective psychological resources. *Journal of Nursing Management*, 23(2), 252-262.
- Spiva, L., Hart, P., & McVay, F. (2011). Discovering ways that influence the older nurse to continue bedside practice. *Nursing Research and Practice*, 2011(2090-1429), 1-8.
- Stecker, M., & Stecker, M. M. (2014). Disruptive Staff Interactions: A Serious Source of Inter-Provider Conflict and Stress in Health Care Settings. *Issues in mental health nursing*, 35(7), 533-541.
- Stephens, T. M. (2013). Nursing Student Resilience: A Concept Clarification. *Nursing Forum*, 48(2), 125-133.
- Stodart, K. (2015). *A profession under stress*. Kai Tiaki : Nursing New Zealand, 21(5), 15.
- Suresh, P., Matthews, A., & Coyne, I. (2013). Stress and stressors in the clinical environment: a comparative study of fourth-year student nurses and newly qualified general nurses in Ireland. *Journal of Clinical Nursing*, 22(5/6), 770-779.
- Takase, M., Teraoka, S., & Yabase, K. (2016). Retaining the nursing workforce: factors contributing to the reduction of nurses' turnover intention in Japan. *Journal of Nursing Management*, 24(1), 21-29.
- Tett, F., Jackson, C., & Rothstein, G. (2006): Job stress Employee Health and Organizational Effectiveness: A facet Analysis, *model and literature review*, *Personnel Psychology*, 31, 1978.
- Thunman, E. (2015). Managing stress: A matter of proactivity or trust? A thematic study of female- and male-dominated Swedish work settings. *Qualitative Research in Organizations and Management: An International Journal*, 10(2), 134-152.

- Timmins, F., & Kaliszer, M. (2002). Aspects of nurse education programmes that frequently cause stress to nursing students -- fact-finding sample survey. *Nurse education today*, 22(3), 203-211.
- Toh, S. G., Ang, E., & Devi, M. K. (2012). Systematic review on the relationship between the nursing shortage and job satisfaction, stress and burnout levels among nurses in oncology settings. *International Journal of Evidence-Based Healthcare*, 10(2), 126-141.
- Toode, K., Routasalo, P., Helminen, M., & Suominen, T. (2014). Hospital nurses' individual priorities, internal psychological states and work motivation. *International Nursing Review*, 61(3), 361-370.
- Towell, A., Nel, E., & Muller, A. (2013). The emotional intelligence of a group of critical care nurses in South Africa: Research Online U6. *Global Qualitative Nursing Research*, 3: 1–11
- Treven, I.J. (2002). Job stress, job strain, and psychological withdrawal among Dutch university staff: Towards a dual-process model for the effects of occupational stress', *Work & Stress*.
- Trybou, J., Germonpre, S., Janssens, H., Casini, A., Braeckman, L., Bacquer, D. D., & Clays, E. (2014). Job-Related Stress and Sickness Absence Among Belgian Nurses: A Prospective Study. *Journal of Nursing Scholarship*, 46(4), 292-301.
- Tucker, S. J., Weymiller, A. J., Cutshall, S. M., Rhudy, L. M., & Lohse, C. M. (2012). Stress Ratings and Health Promotion Practices Among RNs: A Case for Action. 135 JONA: *The Journal of Nursing Administration*, 42(5), 282-292.
- Tu vesson, H., Eklund, M., & Wann-Hansson, C. (2011). Perceived Stress among Nursing Staff in Psychiatric Inpatient Care: The Influence of Perceptions of the Ward Atmosphere and the Psychosocial Work Environment. *Issues in mental health nursing*, 32(7), 441-448.
- Twigg, D., Duffield, C., Thompson, P. L., & Rapley, P. (2010). The Impact of Nurses on Patient Morbidity and Mortality - the Need for a Policy Change in Response to the Nursing Shortage. *Australian Health Review*, 34(3), 312-316.
- Udod, S. A., & Care, W. D. (2013). 'Walking a tight rope': an investigation of nurse managers' work related stressors and coping experiences. *Journal of Research in Nursing*, 18(1), 67-79.
- Vagharseyyedin, S. A. (2016). Nurses' perspectives on workplace mistreatment: A qualitative study. *Nursing & Health Sciences*, 18(1), 70-78.
- Van Rossum, E. F. C., Manenschijn, L., & Feelders, R. A. (2012). Measuring cortisol levels in hair: potential clinical applications in Cushing 's syndrome. *Expert Review of Endocrinology & Metabolism*, 7(2), 123-125.

- Volpe G., Leigh James H.; Lucas, George H. and Woodman Richard W. (1996): Effect of Perceived Organizational and Factors on role stress Job attitude relationship. *Journal of Management*, 14(1), 1988.
- Vroom, V. (1964), *Work and Motivation*, John Wiley, New York,
- Wakim, N. (2014). Occupational Stressors, Stress Perception Levels, and Coping Styles of Medical Surgical RNs: A Generational Perspective. *JONA: The Journal of Nursing Administration*, 44(12), 632-639.
- Wells, S., Tremblay, P. F., Flynn, A., Russell, E., Kennedy, J., Rehm, J. Graham, K. (2014). Associations of hair cortisol concentration with self-reported measures of stress and mental health-related factors in a pooled database of diverse community samples. *Stress*, 17(4), 334-342.
- Wester, V. L., Lamberts, S. W. J., & van Rossum, E. F. C. (2014). Advances in the assessment of cortisol exposure and sensitivity. *Current Opinion in Endocrinology, Diabetes & Obesity*, 21(4), 306-311.
- Winefield, L., Gillispie, S., Stough, A. Dua K. and Hapuararchchi, B. (2002). Job stress, employee health and organizational effectiveness: A facet analysis, model, and literature review. *Personal Psychol*, 1978; 31:665–9.
- World Health Organization. (2011). *Global Status Report on Alcohol and Health*; WHO: Geneva, Switzerland 2134.
- Wright, K. (2014). Alleviating stress in the workplace: advice for nurses. *Nursing Standard*, 28(20), 37-42.
- Yuwanich, N., Sandmark, H., & Akhavan, S. (2016). Emergency department nurses' experiences of occupational stress: A qualitative study from a public hospital in Bangkok, Thailand. *Work*, 53(4), 885.
- Zander, M., Hutton, A., & King, L. (2013). Exploring resilience in paediatric oncology nursing staff. *Collegian*, 20(1), 17-25.
- Zhao, X., Sun, T., Cao, Q., Li, C., Duan, X., Fan, L., & Liu, Y. (2013). The impact of quality of work life on job embeddedness and affective commitment and their co-effect on turnover intention of nurses. *Journal of Clinical Nursing*, 22(5/6), 780-788.

APPENDIX I: CONSENT FORM

CONSENT FORM

Hello Sir / Madam,

My name is Esther Wanjiku Muchiri. I am a student at Pan African Christian University studying Masters of Arts in Marriage and Family therapy. Please feel free to stop me as we go through the information and I will take time to explain my questions or concerns you may have .If you have questions later, you can ask me or any member of my research team to respond to your concern .May we proceed? _ Yes _ No

You've been selected randomly and I wish to seek your permission to interview you. Some of the questions asked ,are in sensitive nature ,but please note that your name will not be recorded in the questionnaire and any details related to your privacy will be kept confidential .Any personal information about you (such as your name)will not be used and will not be disclosed to anyone .Instead ,you will be assigned a number and this will be used in place of your name .Your participation of this survey is very important and rely on you to provide me with accurate information that will help me to develop an effective strategy to address work related stress. There is no risk associated with your participation in study. However, I feel that your participation will contribute greatly in knowing how best to address challenges related work related stress. Be assured that I want to learn from your experience and all information I collect will be used to help me in my studies. Please sign below if you agree to participate in the study.

The interview will take approximately ten (10) minutes, but with your cooperation it can be done quickly.

May I have your permission to undertake this interview? Yes No

☐ ☐

Signature of the interviewee to indicate that informed consent was obtained

Signature.....

Name.....

Date.....

Appendix Ii: Medical Students Nurses Questionnaire

SECTION A: Background Information

1. Please indicate your gender
 - i. Male ☐
 - ii. Female ☐
2. Indicate your age bracket
 - i. 17-20years yrs ☐
 - ii. 21-25years ☐
 - iii. Above 25 years ☐
3. What is your religion?
 - i. Catholic ☐
 - ii. Protestant ☐
 - iii. Muslim ☐
 - iv. Hindu ☐Other (Specify)_____

Section B: Factors that Contributes to Work –Related Stress and Alcoholism among Medical Students Nurses.

4. How often do you feel tired?
 - i. Always ☐
 - ii. Often ☐
 - iii. Sometimes ☐
 - iv. Seldom ☐
 - v. Never/almost never ☐
5. How often are you physically exhausted?
 - i. Always ☐
 - ii. Often ☐
 - iii. ☐
 - iv. Sometimes ☐
 - v. Seldom ☐
 - vi. never/almost never ☐
- 6.) Besides working in this unit do you work in other departments, clinics or hospitals?
 - i. Yes ☐
 - ii. No ☐If yes, specify
7. How often are you emotionally exhausted?
 - i. Always ☐
 - ii. Often ☐

- iii. Sometimes []
- iv. Seldom []
- v. never/almost never []

1. Indicate the extent the following factors contribute to work related stress

among student nurse in Sagana Sub County hospital in Kirinyaga County.

Using a Scale of 1-5 where 1-No at all,2-to small extent, 3-to a moderate

Extent,4- to a large Extent and 5- to a very large Extent

Statement	Not at all	Less extent	Moderate extent	Great extent	Very great extent
There is high work load					
There is increase academic pressure					
Lack of support from the top management health officials					
Experience long work hours					
Poor working conditions					
lack of health support					
Lack of support from supervisors and colleagues					
Conflict with demands					
Poor work life balance					
Lack of clarity of responsibilities assigned					
Poor skill mix					

Any other, kindly specify.....

Work related stress and Alcoholism

9. Indicate the extent the following factors of work related stress influence student nurse to engage in alcoholism in Sagana Sub County hospital in Kirinyaga County.

Using a Scale of 1-5 where 1-No at all,2-to small extent, 3-to a moderate Extent,4- to a large Extent and 5- to a very large Extent

Statement	Not at all	Less extent	Moderate extent	Great extent	Very great extent
High work load					
Academic pressure					
Lack of support from the top management health officials					
Experience long work hours					
Poor working conditions					
lack of health support					
Lack of support from supervisors and colleagues					
Poor staffing level					
Conflict with demands					
Poor work life balance					
Lack of clarity of responsibilities assigned					
Poor skill mix					

Any other, kindly specify.....

Work related stress effects

10 Do you get adequate social support from your Family Members?

- i. Yes []
- ii. No []

If yes how.....

11 Do you get adequate social support from your colleagues or Peers?

- i. Yes []
- ii. No []

If yes how.....

12. Do you sometimes experience loss of work interest?

- i. Yes []
- ii. No []

If yes how.....

13. Have you had frequent lateness due to work –related pressure?

- i. Yes []
- ii. No []

If yes how.....

14. Has work place affected your performance?

- i. Yes []
- ii. No []

If yes how.....

15. In the past four weeks, how do you rate your taking of alcohol?

- i. High []
- ii. Moderate []
- iii. Low []

16. Indicate the extent the following factors of work related stress influence student nurse to engage in alcoholism in Sagana Sub County hospital in Kirinyaga County.

Using a Scale of 1-5 where 1-No at all,2-to small extent, 3-to a moderate Extent,4- to a large Extent and 5- to a very large Extent

Statement	Not at all	Less extent	Moderate extent	Great extent	Very great extent
Overindulge in alcohol abuse					

Frustration at not being able to meet the patient's expectations or demands					
Poor productivity from the individuals					
Excessive alcohol drinking patterns					
Increase psychological distress among the student nurses					
Experience dissatisfaction at work place					
Increase absenteeism					
Withdrawn or improperly talkative					
Avoid taking to superior about work issues					
Reporting late to work for various reasons related to drugs					

Any other, kindly specify.....

17. How has work related stress and Alcoholism affected your performance?

18. In your opinion, what should be done to mitigate work-related stress and Alcoholism on job performance? Please indicate

**Appendix (III): Interview Schedule: Extent To Which Management Has
Addressed Stress And Alcoholism Among Medical Students Nurses, In Sagana
Sub County Hospital.**

1. Explain the extent medical student nurses are physically exhausted?
.....
.....
2. Explain whether student nurses experience emotionally exhausted?
.....
.....
3. Discuss factors that contribute to work related stress among student nurse in
Sagana Sub County hospital in Kirinyaga County.
.....
.....
4. Explain the following factors of work related stress influence medical student
nurses to engage in alcoholism in Sagana Sub County hospital in Kirinyaga
County.
 - i. High work load
.....
.....
.....
 - ii. Academic pressure
.....
.....
.....
 - iii. Lack of support from the top management health officials
Experience long work hours
.....
 - iv. Poor working conditions
.....

- v. Lack of health support
.....
- vi. Lack of support from supervisors and
colleagues.....
Poor staffing level
.....
Conflict with demands
.....
Poor work life balance
.....

Lack of clarity of responsibilities assigned
.....

- 5. Discuss whether nurse students are given adequate social support from their
Family Members and top management?
.....
.....
- 6. Explain how factors of work related stress influence student nurse to engage in
alcoholism in Sagana
- 7. Sub County hospital in Kirinyaga County.
.....
.....
- 8. How has work related work related stress and Alcoholism affected your
performance?
.....
.....
- 9. In your opinion, what should be done to mitigate work-related stress and
Alcoholism on job performance? Please indicate.....
.....
.....

10. In your opinion, what approaches has your organization used to address stress and alcoholism among medical students nurse (please explain).....

.....
.....

11. In your opinion, are the approaches effective in addressing work related stress and alcoholism in the workshop.....

.....
.....

THANK YOU

Appendix IV: Schedule of research activity

	Nov ember 2017	Decemb er 2017	Januar y 2018	Februar y 2018	Marc h 2018	Apr il 201 8	Ma y 201 8	Jun e 201 8	July 201 8	Augu st 2018	Sep 2018	
Concept Paper Development												
Approval and Allocation of supervisor												
Preparation and finalizing the proposal												
Submission and Defense of Proposal												
Field work and progress report.												
Completion of field work.												
Data analysis and project writing												
Project presentation												
Oral defense.												
Submission of final project.												

Appendix V: Research Project Budget

NO	ACTIVITY	BUDGET (IN KSHS)
1	Purchase of Stationery	5,000
2	Printing of 6 copies of the Proposal for defence	6,000
2	Transport /travel costs for six data collectors	5,000
3	Payment of five data collectors	25,000
4	Analysis of the Report	30,000
5	Printing of six copies of the report	6,000
6	Binding of the six copies	6,000
7	Nacosti	1000
7	Miscellaneous/contingency	8500
TOTAL		93,500

Appendix Vi; Introduction Letter from the University

24th July, 2018

PAN AFRICA CHRISTIAN UNIVERSITY

P.O. Box 56875 - 00200
Nairobi, Kenya
Lumumba Drive, Roysambu
off Kamiti Rd, off Thika Rd
Tel: 0734 400694/0721 932050
Email: enquiries@pacuniversity.ac.ke
website: www.pacuniversity.ac.ke

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

**RE: RESEARCH AUTHORIZATION & ETHICS CLEARANCE FOR ESTHER WANJIKU
MUCHIRI REG. NO: MFT/0448/15**

Greetings! This is an introduction letter for the above named person a final year student at Pan Africa Christian University (PAC University), pursuing a Master of Arts in Marriage and Family Therapy.

She is at the final stage of the programme and she is preparing to collect data to enable her finalise on her thesis. The thesis title is **"Effects of Stress on Alcoholism among medical students' nurses in Sagana Sub County Hospital, Kirinyaga County, Kenya"**

We therefore, kindly request that you allow her conduct research at your organization.

Warm Regards,

Angela

PAN AFRICA CHRISTIAN UNIVERSITY
P. O. Box 56875, NAIROBI - 00200.
TEL: 8561820 / 8561945 / 2013146

Dr. Lilian Vikiru
Registrar Academic Affairs
Pan Africa Christian University
Lumumba Drive, Roysambu, off Kamiti Rd, off Thika Rd
P.O Box 56875-00200, Nairobi, Kenya
Tel: +254 721-932050/726-595863/734-400694
Email: registrar@pacuniversity.ac.ke
Web: www.pacuniversity.ac.ke

Where Leaders are Made

Appendix Vii: Letter from NACOSTI

THIS IS TO CERTIFY THAT:
MS. ESTHER WANJIKU MUCHIRI
of PAN AFRICA CHRISTIAN UNIVERSITY,
47-10230 SAGANA, has been permitted
to conduct research in Kirinyaga
County.
on the topic: EFFECT OF WORK STRESS
OF ACOHOLISM AMONG MEDICAL
STUDENTS NURSES IN SAGANA SUB
COUNTY HOSPITAL, KIRINYAGA COUNTY,
KENYA.
for the period ending:
17th August, 2019

Permit No : NACOSTI/P/18/56991/24445
Date Of Issue : 18th August, 2018
Fee Relieved : Ksh 1000



Sammy B. J.
Director General
National Commission for Science,
Technology & Innovation

CONDITIONS

1. The License is valid for the proposed research, research site specified period.
2. Both the Licence and any rights thereunder are non-transferable.
3. Upon request of the Commission, the Licensee shall submit a progress report.
4. The Licensee shall report to the County Director of Education and County Governor in the area of research before commencement of the research.
5. Excavation, filming and collection of specimens are subject to further permissions from relevant Government agencies.
6. This Licence does not give authority to transfer research materials.
7. The Licensee shall submit two (2) hard copies and upload a soft copy of their final report.
8. The Commission reserves the right to modify the conditions of this Licence including its cancellation without prior notice.



REPUBLIC OF KENYA



National Commission for Science,
Technology and Innovation
**RESEARCH CLEARANCE
PERMIT**

Serial No.A 20100

CONDITIONS: see back page