



# Gender Differences in Nursing Job Demands and Resources

Katherine Barlow and Clare Barratt  
Bowling Green State University



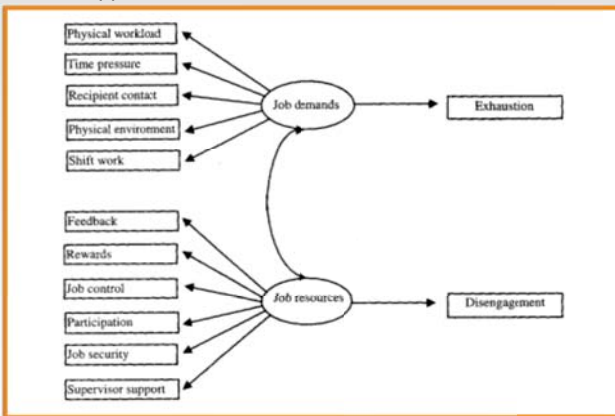
## Background

### Gender in Nursing

- 90% of nurses are female
  - 73% of male nurses report hesitations to pursuing nursing education due to stereotypes<sup>2</sup>
  - Half of male nurses report being “used as muscle”<sup>2</sup>
  - Female nurses report greater caregiver burden and time pressure<sup>3</sup>

### Job Demands-Resources Theory

- Job demands lead to increased burnout, exhaustion, disengagement<sup>4</sup>
  - Physical workload, time pressure, shift work, harsh contact with patients, etc.
- Resources decrease burnout, exhaustion, disengagement and mitigate negative effects of demands
  - Feedback, autonomy, supervisor support, social support, rewards, etc.



## Objectives

### How do the experiences of male and female nurses differ at work?

- Identify areas of differential demands and/or preferential treatment based on gender.
- Examine how historically privileged groups operate when working as minorities in a field.
- Understand health and workplace outcomes of job demands and resources that may affect men and women differently.
- Point to areas for intervention in preventing injury, turnover, and burnout.

## Hypotheses

**Hypothesis 1a:** Male nurses will report experiencing greater physical workload demands.

**Hypothesis 1b:** Female nurses will report greater time pressure and caregiver burden demands.

**Hypothesis 2:** Greater job demands will relate positively to experience burnout, such that for those with greater frequency and intensity of job demands, more experienced burnout will be reported.

**Hypothesis 3a:** The job demands-burnout relationship will be moderated by job resources such that for those experiencing greater job resources, the negative effects of greater job demands will be mitigated.

**Hypothesis 3b:** Male nurses will report greater job resources of autonomy, social support, and supervisor support.

**Hypothesis 4:** Male nurses will report lower experienced burnout as a result of these greater job resources

**Hypothesis 5:** Reported burnout will be positively related to injury frequency, pain experienced, intent to leave current job, and intent to leave the field of nursing.

## Research Design

- Planned recruitment of 150 male and 150 female nurses via email through Ohio Board of Nursing and American Association of Men in Nursing
- Cross-sectional, online survey design taking approximately 40 minutes for \$25 incentive
- Survey framed as “Nursing Job Demands” and demographics asked last to avoid undue influence



### Example Survey Measures

Variable	Measures	Components
Physical Job Demands	Trinkoff et al., 2003	lifting, overall physical effort, body positioning, strenuous activity by risk level
Other Job Demands	Alberta Context Tool	Time pressure
Job Resources	Xanhopouli et al., 2007	Autonomy, supervisor support, and social support
Burnout	Oldenburg Burnout Inventory	Exhaustion, disengagement
Health	Adapted from National Nursing Assistant Survey Questionnaire	Self-reported injuries from the past month

## Implications

Health

Safety

Burnout

Turnover

## Future Directions

- Targeted intervention based on differential job demands by gender
- Supervisor bias training to reduce gendered job expectations
- Guidance on gender biases in hiring, promotion, compensation
- Differing demands and resources for minorities, younger/older, LGBT nurses

## Selected References

- Williams, C. L. (1992). The glass escalator: Hidden advantages for men in the “female” professions. *Social problems*, 39(3), 253-267.
- The State of Nursing 2016. (2016, July). Retrieved December 01, 2017, from <http://www.nursing.org>
- Walters, V., Lenton, R., French, S., Eyles, J., Mayr, J., & Newbold, B. (1996). Paid work, unpaid work and social support: a study of the health of male and female nurses. *Social science & medicine*, 43(11), 1627-1636.
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied psychology*, 86(3), 499.

This research was supported by a grant from the Pilot Research Training Program through the University of Cincinnati and NIOSH.



**University of Cincinnati  
19th Annual  
Pilot Research Project  
Symposium  
October 11-12, 2018**



## Pilot Research Training Program (PRP) Overview

Welcome to the University of Cincinnati Education and Research Center's (ERC) 19th Annual Pilot Research Project (PRP) Symposium on October 11-12, 2018, held in the Kowalewski Hall Auditorium. The purpose of the PRP is to increase the research capacity of research trainees and young investigators in occupational health and safety and to encourage those in related disciplines to pursue occupational health and safety research.

Under the administrative direction of Dr. Amit Bhattacharya and Dr. Gordon Gillespie, research proposals are solicited and peer-reviewed annually by qualifying faculty and graduate students from the University of Cincinnati and the following PRP partnering institutions – Air Force Institute of Technology, Bowling Green State University, University of Toledo – Health Science Campus, Central State University, Purdue University, University of Kentucky, Western Kentucky University, Eastern Kentucky University, Murray State University, Ohio University and Kentucky State University.

At this symposium, the 2017-18 awardees will be presenting the results of their research and the 2018-19 awardees will make poster presentations of their proposed work. The keynote speaker on Thursday, October 11, 2018 is Captain Lauralynn McKernan from the CDC/NIOSH Division of Surveillance, Hazard Evaluation and Field Studies, presenting on "Listen to the Music: How Rock 'n' Roll Provides Touchstones for the Evolution of Occupational Health."

The University of Cincinnati's Education and Research Center is one of 18 national centers funded by the National Institute for Occupational Safety and Health (NIOSH). Dr. Tiina Reponen serves as the director of the ERC, which is based in the University's Department of Environmental Health within the College of Medicine. The purpose of the ERC is to train professionals in the didactic and research skills necessary to lead in occupational safety and health disciplines. Results of research are translated into action through an outreach program and shared with professionals and practitioners in the region via continuing education.

Since 1999, the PRP program has allocated over \$1.4 million to support 239 pilot research projects. These projects have served as a catalyst in bringing over \$41 million in additional research support to the region from sources independent of the PRP program, such as, the National Institute for Occupational Safety and Health (NIOSH), National Institutes of Health (NIH), United States Department of Agriculture (USDA), National Science Foundation (NSF), and the Centers for Disease Control and Prevention (CDC). Additionally, the PRP has brought 55 new investigators from other fields of expertise to the area of occupational safety and health research.

[Return to Main Menu](#)



**University of Cincinnati  
19th Annual  
Pilot Research Project  
Symposium  
October 11-12, 2018**



Hosted by: The University of Cincinnati Education and Research Center  
Supported by: The National Institute for Occupational Safety and Health.  
(NIOSH) Grant #: T42-OH008432

**Main Menu:**

- ◆ **Pilot Research Project Overview**
- ◆ **Welcome and Opening Remarks**
- ◆ **Keynote Address**
- ◆ **Podium Presentations**
- ◆ **Poster Presentations**
- ◆ **Video Montage of 19th Annual PRP Symposium**
- ◆ **Participating Universities**
- ◆ **Steering Committee Members**
- ◆ **Acknowledgements**
- ◆ **Problems Viewing the Videos**
  
- ◆ **PRP Website**

Copyright 2018, University of Cincinnati