



## JOB DEMANDS IN NURSING

		
<b>Time demands</b>	<b>Physical Demands</b>	<b>Psychological Demands</b>
Shift work Understaffing Frequent Attention Switching	Lifting Prolonged Standing Medical Hazards	Patient Interactions Incivility Burnout

## JOB RESOURCES IN NURSING



Autonomy

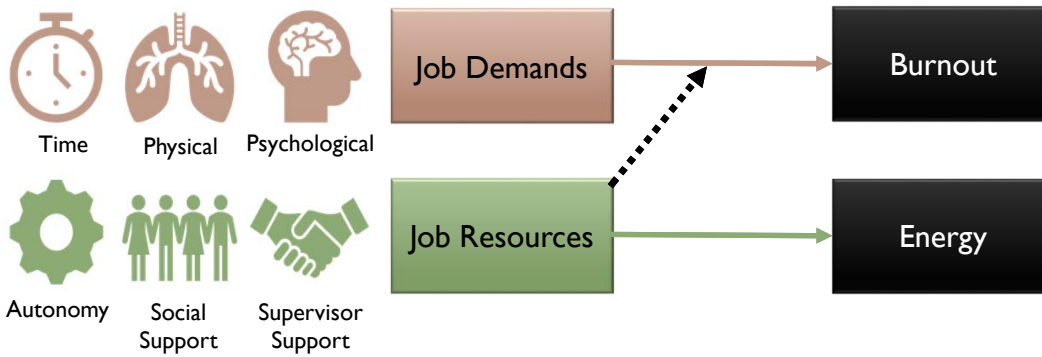


Social Support



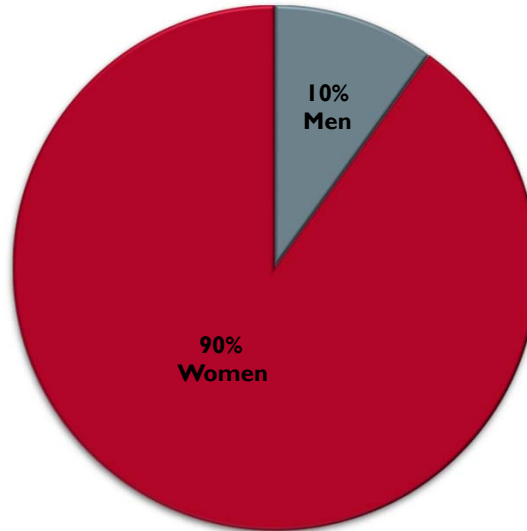
Supervisor Support

## JOB DEMANDS & RESOURCES



## GENDER IN NURSING

- Almost all research in nursing has been focused on women as the norm
- Percentage of male nurses is growing and men can help fill increasing need for nurses
- Vital to understand how demands and resources differ by gender so that interventions can be adapted or targeted



- Cultural ideas about gender are entwined in the concept of work
- Research has demonstrated that men who fulfill expectations of masculinity at work benefit socially
- Token men in predominantly female fields have been shown to have different work experiences than female colleagues

## HYPOTHESES

- *H1a*: Male nurses will report more physical workload demands than female nurses.
- *H1b*: Female nurses will report greater social demands in the form of coworker incivility than male nurses.
- *RQ1*: Do organizational demands of shift work, understaffing, and attention switching differentially impact male and female nurses?
- *H2*: Male nurses will report more job resources of (2a) autonomy, (2b) social support, and (2c) supervisor support.
- *RQ2*: Do male and female nurses report differing levels of burnout, stress, dissatisfaction, turnover intention, injury, and pain?

## METHOD



RNs and LPNs were recruited by email through the Ohio Board of Nursing and American Association of Men in Nursing

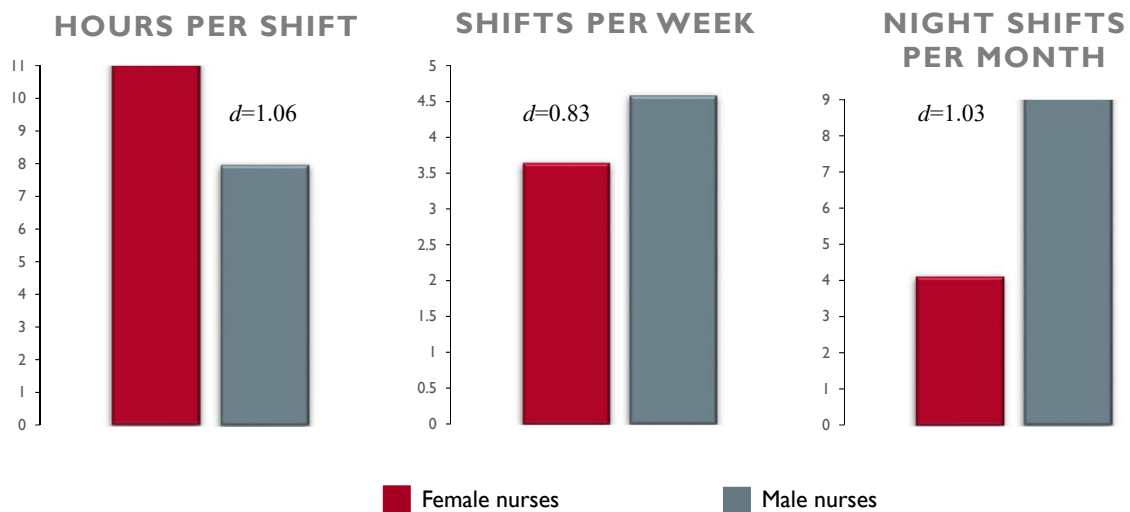


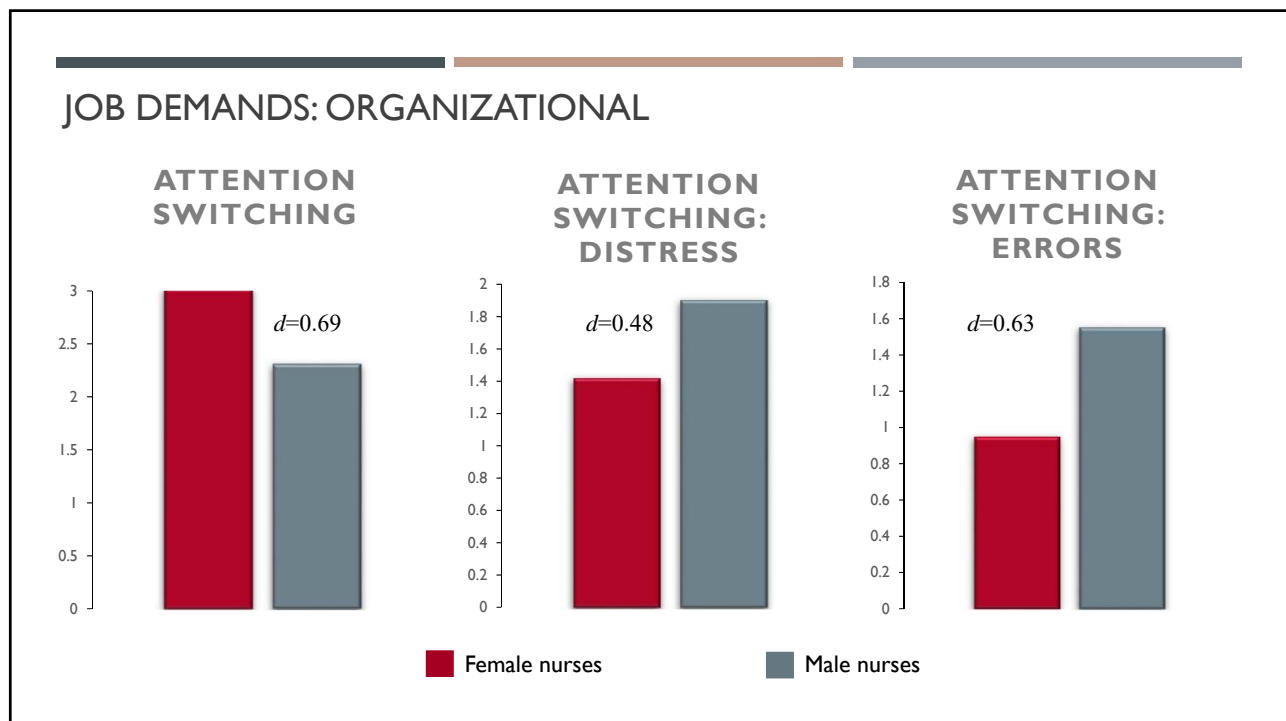
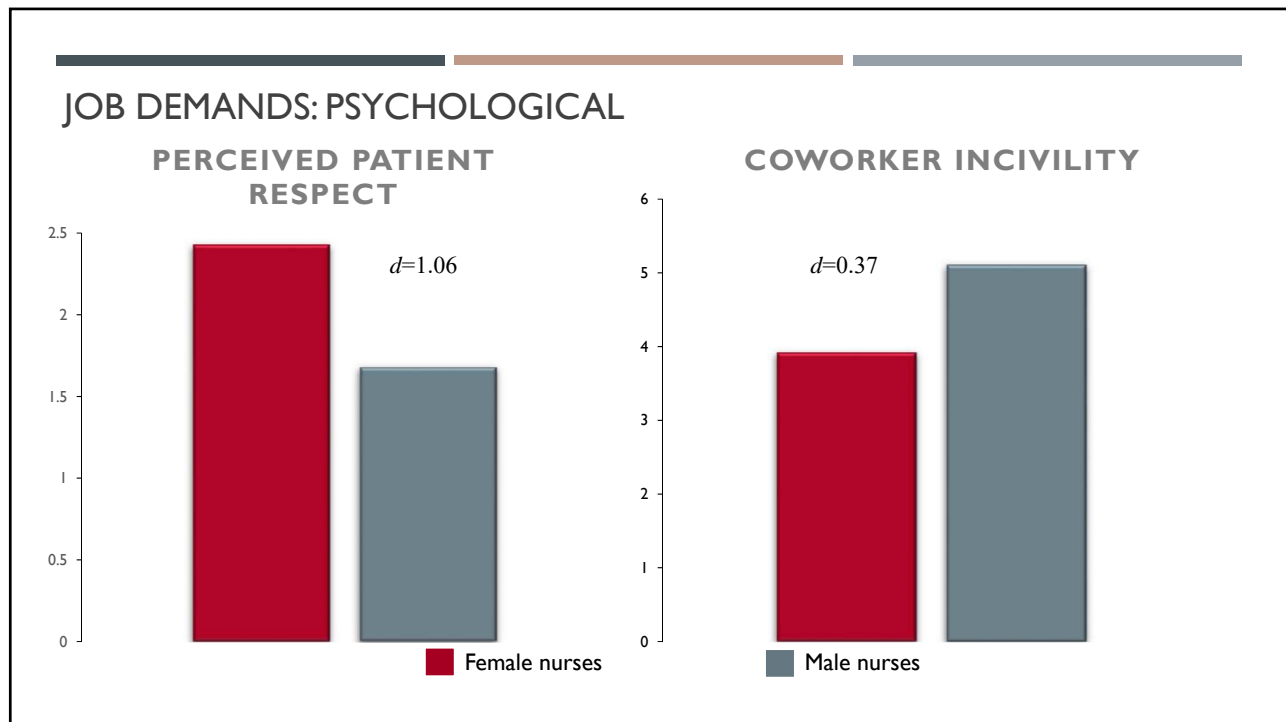
Additional participants (mostly male) were obtained through snowball sampling

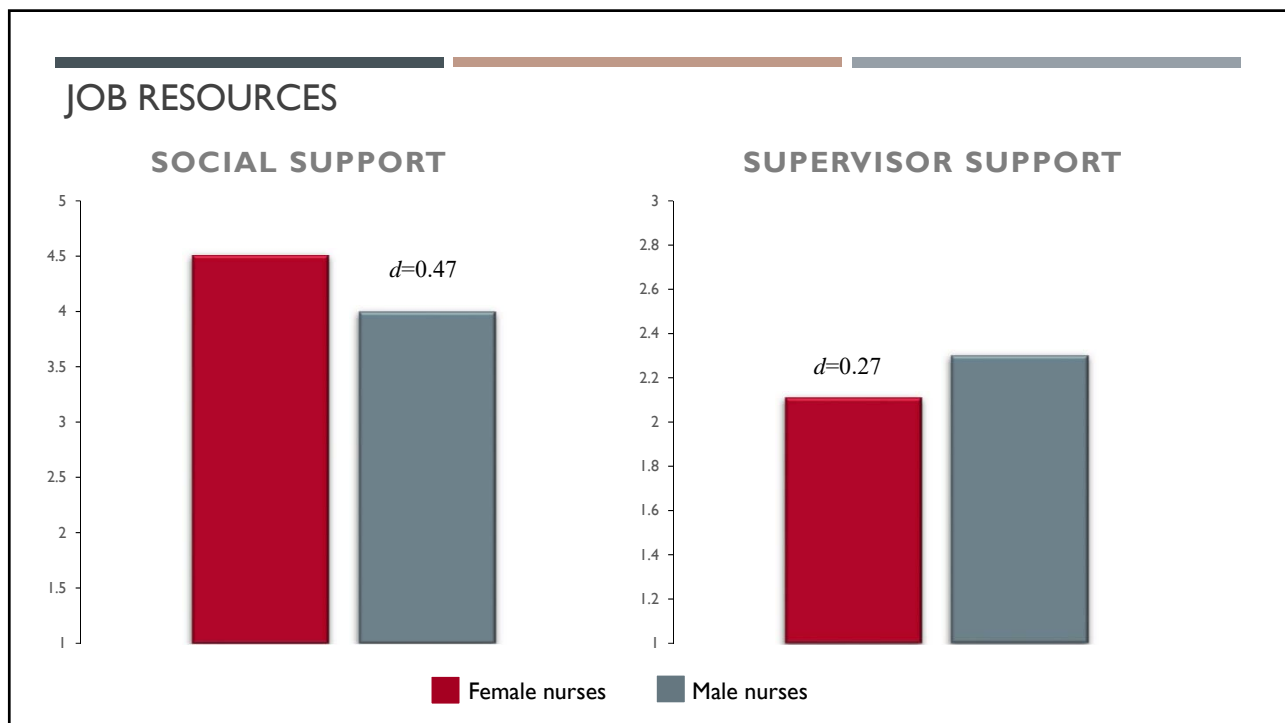
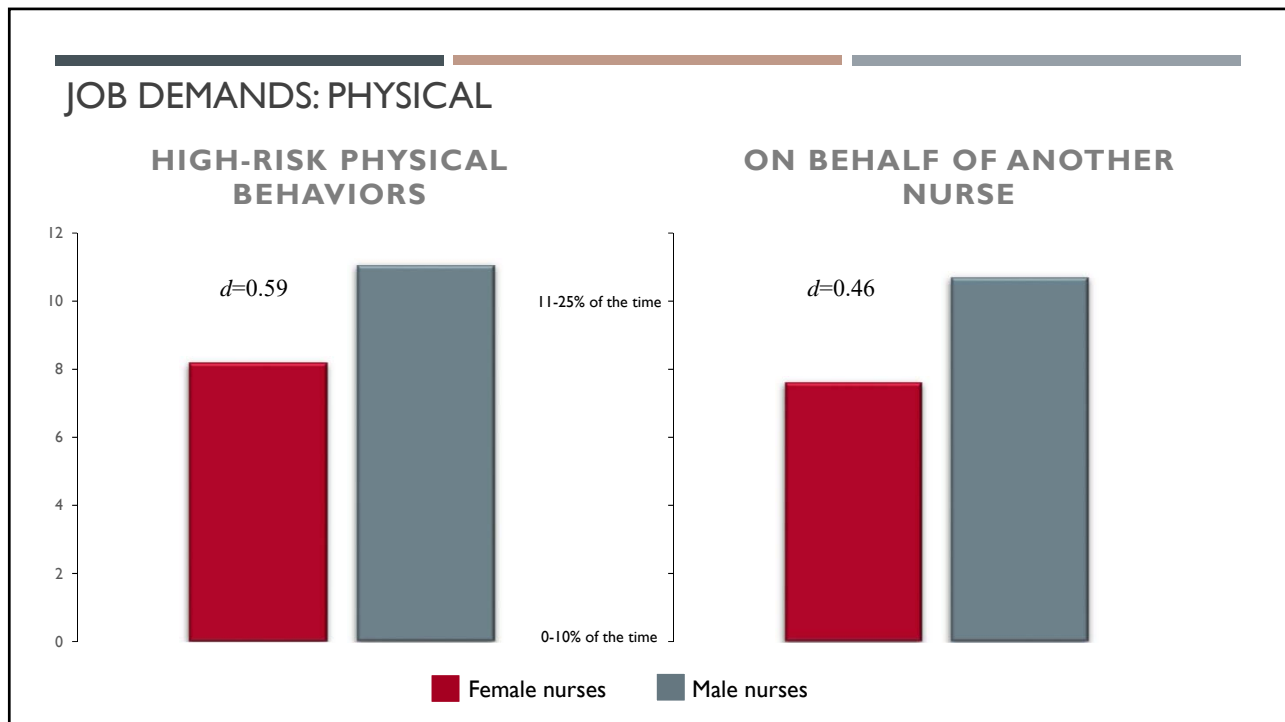


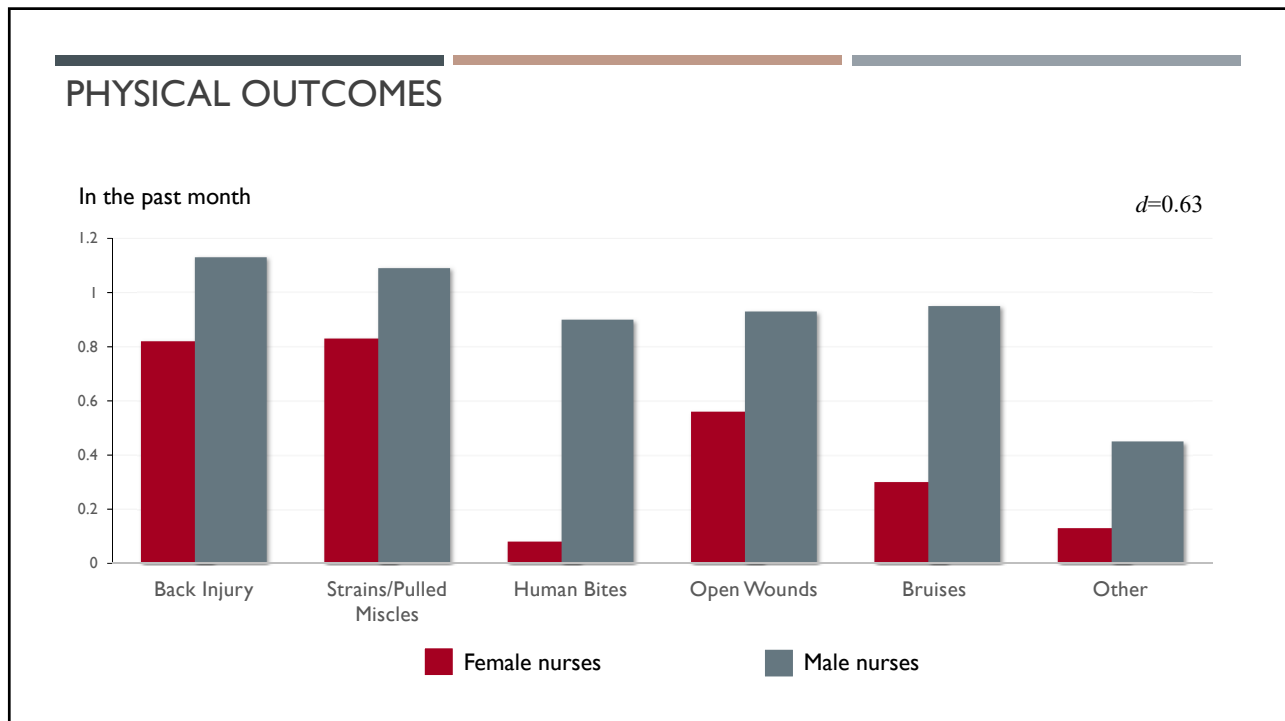
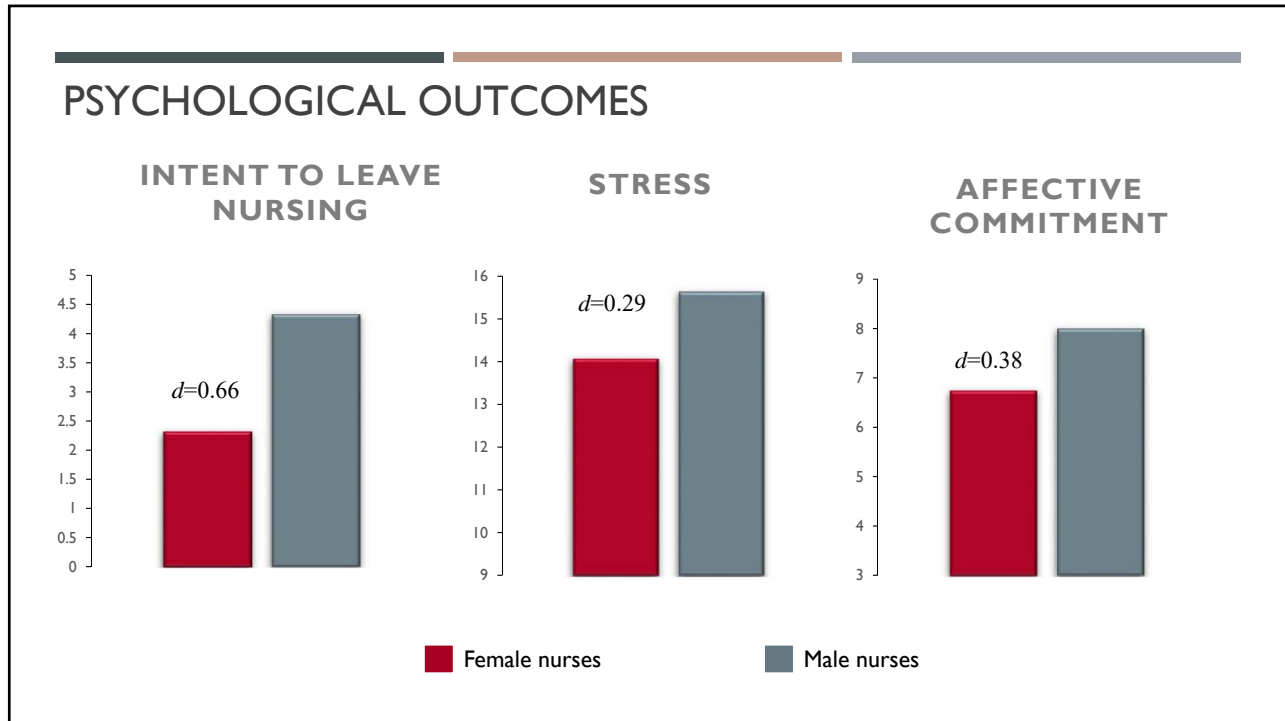
Participants took a 60-question online survey taking 30-40 minutes

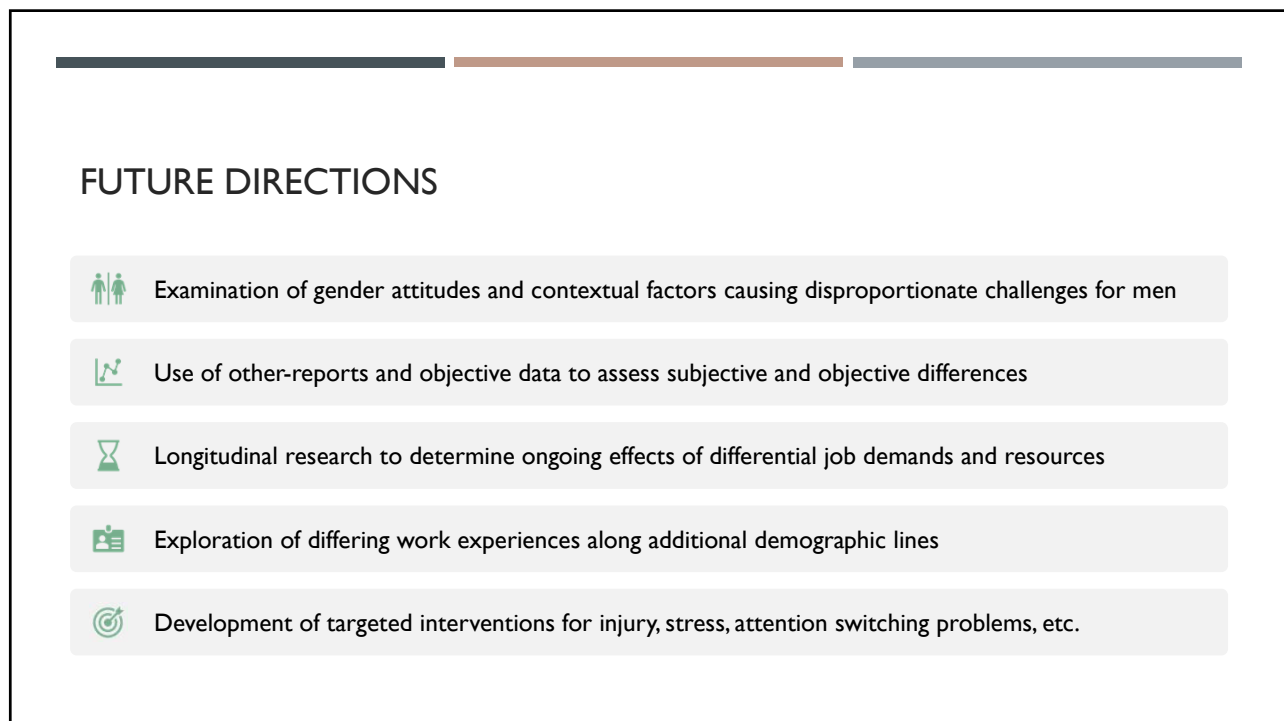
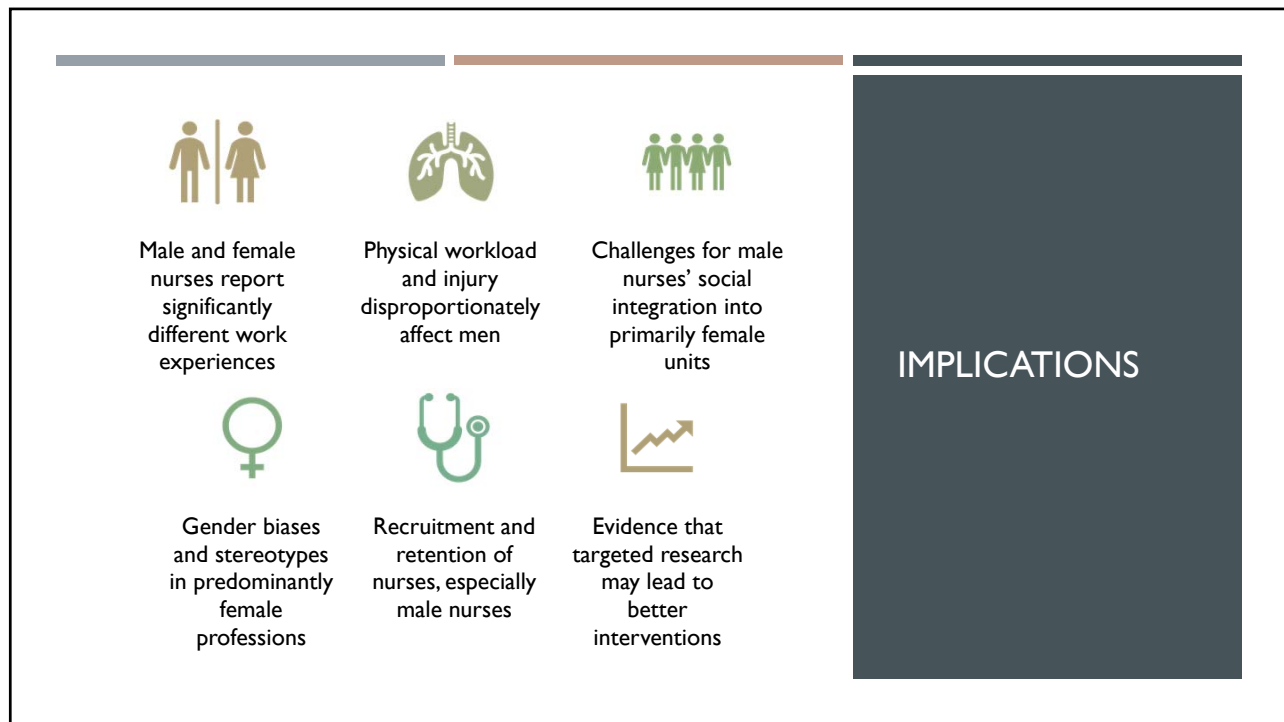
## JOB DEMANDS: TIME











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## ACKNOWLEDGEMENTS

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**University of Cincinnati  
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Pilot Research Project  
Symposium  
October 10-11, 2019**



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