

Workplace Bullying and Occupational Health

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Keywords: workplace bullying, absenteeism, decreased productivity

Objectives: Educate the employer and employee regarding the negative consequences of workplace bullying
Provide corporations options to address workplace bullying

Methods: Review of literature

Results: Review of literature

Conclusion: Corporations cannot afford to dismiss the financial consequences of bullying in the workplace. Bullied employees suffer physical and emotional consequences, while corporations are negatively affected by decreased productivity, quality of work, employee absenteeism, and staff turnover. Occupational Health Nurses (OHNs) are in a unique position to assess, educate, implement, and evaluate the effectiveness of an anti-bullying campaign, so that a more healthy working culture is established.

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Relationship between insomnia and work stress

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Keywords: Work stress, insomnia, literature review, psychosocial characteristics

Objective: Insomnia and work stress are aspects that need to be managed with care to provide a healthy work environment. This study tries to prove the relationship between both aspects. Statistics of work stress reported in Puerto Rico provided by *Puerto Rico State Insurance Fund Corporation* were analyzed in order to confirm the relation that could be establish between these two components.

Methods: This literature review was possible with the use of different databases like Science Direct, ESCO Host and PubMed. In addition, data on work stress cases registered by the *Puerto Rico State Insurance Fund Corporation* were collected.

Results: Results show a relationship between work stress and insomnia. Also show it appear that employees in Puerto Rico reported to the *Puerto Rico State Insurance Fund Corporation* show a high incidence of cases with emotional symptoms were one of the most common causes is work stress.

Conclusion: These studies linking symptoms of work stress with insomnia differ between persistence and future appearance. Psychosocial characteristics like low social support and effort reward imbalance are associated with persistent insomnia. While the psychosocial characteristics like high job strain and over commitment to work causing also contribute to the prevalence of insomnia. Further studies are needed to validate the finding that employees who suffer from work stress in Puerto Rico show symptoms of insomnia.

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