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Streszczenie w języku angielskim

ANALYSIS OF THE IMPACT OF STRESS AND COPING STRATEGIES ON
INTERGENERATIONAL DIFFERENCES AMONG NURSES – A CROSS-SECTIONAL
CORRELATIONAL STUDY

Keywords: nursing, generational differences, occupational stress, coping strategies, tool validation, nursing work environment.

Aim of the study: The aim of this doctoral dissertation was a multifaceted analysis of occupational stress and coping strategies among nurses, considered in the context of intergenerational differences.

Material and methods: The dissertation is based on four scientific publications. In the first stage, a non-systematic review of the Polish and English-language literature was conducted, which allowed for the identification of key sources of stress and coping strategies, taking generational variables into account. Subsequently, two methodological studies were carried out, involving the cross-cultural adaptation and validation of two instruments: the Expanded Nursing Stress Scale (ENSS) and the Multidimensional Nursing Generation Questionnaire (MNGQ). The third stage comprised a cross-sectional national survey conducted among nurses representing Generations X, Y, and Z. Three standardized research tools were applied: PSS-10, Mini-COPE, and MNGQ, with the aim of analyzing generational differences in stress levels and coping mechanisms.

Results: Both adapted tools demonstrated high reliability; however, only the factor structure of the MNGQ was confirmed through confirmatory factor analysis. The ENSS-PL, despite strong content validity, did not yield unequivocal results regarding construct validity. The main study revealed statistically significant differences between generations in terms of stress intensity and preferred coping strategies. Generation Z was characterized by higher stress levels and more frequent use of avoidance strategies, whereas Generation X more often employed active coping strategies.

Conclusions: The findings provide justification for the implementation of individualized psychological support programs and training aimed at developing coping competencies, with attention to generational specificity. The developed and validated tools may serve as valuable resources in clinical practice as well as in further research on nursing team management and patient safety.