

EFFECTIVENESS OF A STRUCTURED RESILIENCE TRAINING PROGRAM IN IMPROVING STRESS MANAGEMENT, COPING STRATEGIES, AND MENTAL WELLNESS AMONG NURSING INTERNS.

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ABSTRACT

Nursing interns face high levels of stress, burnout, and mental health challenges due to the demands of transitioning from theoretical learning to clinical practice. This study aimed to evaluate the effectiveness of a structured resilience training program in improving stress management, coping strategies, and mental wellness among nursing interns. The primary objectives of the study were to 1. To assess the impact of the structured resilience training program on the perceived stress levels of nursing interns during their clinical rotations. 2. To examine the effect of the resilience training program on coping strategies used by nursing interns during their clinical rotations. 3. To evaluate the effectiveness of the resilience training program in preventing burnout and enhancing mental wellness in nursing interns during their clinical rotations. 4. To gather qualitative feedback from nursing interns regarding their experiences with the resilience training program, including perceived benefits and challenges. Methods: A quasi-experimental pre-test/post-test design was employed, involving 110 nursing interns from a single healthcare facility. Participants were randomly assigned to an experimental group (n = 55), which received the resilience training program, and a control group (n = 55), which received no additional intervention. Data were collected using standardized questionnaires, including the Perceived Stress Scale (PSS), Coping Strategies Inventory (CSI), Maslach Burnout Inventory (MBI), and the Warwick Edinburgh Mental Well-Being Scale (WEMWBS). Results: The experimental group showed significant improvements in all key outcomes ; Stress: A 20.4% reduction in perceived stress (p < 0.001), Coping Strategies: A 20.3% improvement in coping strategies (p < 0.001), Burnout: A 16% reduction in burnout (p < 0.001), Mental Wellness: A 10.6% increase in mental wellness (p < 0.001). Conclusions: The study demonstrated that a structured resilience training program is highly effective in reducing stress, improving coping strategies, preventing burnout, and enhancing mental wellness among nursing interns. Nursing Interns, Resilience Training, Stress, Burnout, Coping Strategies, Mental Wellness, Healthcare Professionals, Nursing Education..

Keywords: Resilience, Stress Management, Coping Strategies

INTRODUCTION

The nursing profession is widely recognized as one of the most demanding careers globally, characterized by long hours, high emotional and physical demands, and the need to make critical decisions in fast-paced environments. For nursing interns, the transition from theoretical learning to hands-on clinical practice can be overwhelming, often leading to elevated levels of stress. Research indicates that nursing interns are particularly vulnerable to stress due to the newness of their responsibilities, exposure to complex patient care situations, and the challenges of adapting to real-world clinical settings [1]. The consequences of unmanaged stress in nursing interns are far-reaching, impacting not only their mental health but also their professional performance and patient care quality [2]. Stress in nursing interns can manifest as anxiety, fatigue, and emotional exhaustion, which, if left unaddressed, can lead to burnout—a condition characterized by emotional exhaustion, depersonalization, and a diminished sense of personal accomplishment [3]. Burnout not only compromises the well-being of nursing professionals but also poses significant risks to patient safety, as it affects decision-making, communication, and the overall quality of care provided. Studies have shown that nurses experiencing burnout are more likely to make medical errors, demonstrate lower levels of patient satisfaction, and experience higher rates of absenteeism [4]. Resilience, the capacity to adapt positively to stress, has been identified as a crucial factor in managing work-related stress and preventing burnout in healthcare professionals [5]. Resilience allows individuals to cope with adversity, recover from setbacks, and maintain their well-being despite difficult circumstances. For nursing interns, building resilience is essential for navigating the high-stress environment of clinical rotations, where the demands of patient care, long shifts, and emotional challenges are constant. At the global level, stress and burnout among nurses have become pressing issues that demand attention from healthcare organizations and educational institutions. In India, a country facing a shortage of skilled healthcare professionals, nursing students and interns are often subjected to excessive workloads and insufficient support, leading to high levels of stress and burnout [6]. The central aim of this study is to evaluate the effectiveness of a structured resilience training program in reducing stress and improving coping strategies among nursing interns during their clinical rotations. The study aims to assess whether the resilience training program can mitigate the stressors faced by nursing interns, enhance their ability to manage the emotional and physical challenges of clinical practice, and ultimately improve their mental wellness and prevent burnout. Hypothesis 1: Nursing interns who participate in the structured resilience training program will report significantly lower perceived stress levels compared to those who do not participate in the training. 2. Nursing interns who undergo the structured resilience training program will demonstrate a significant improvement in adaptive coping strategies and a reduction in maladaptive coping strategies compared to those in the control group. 3. The resilience training program will lead to

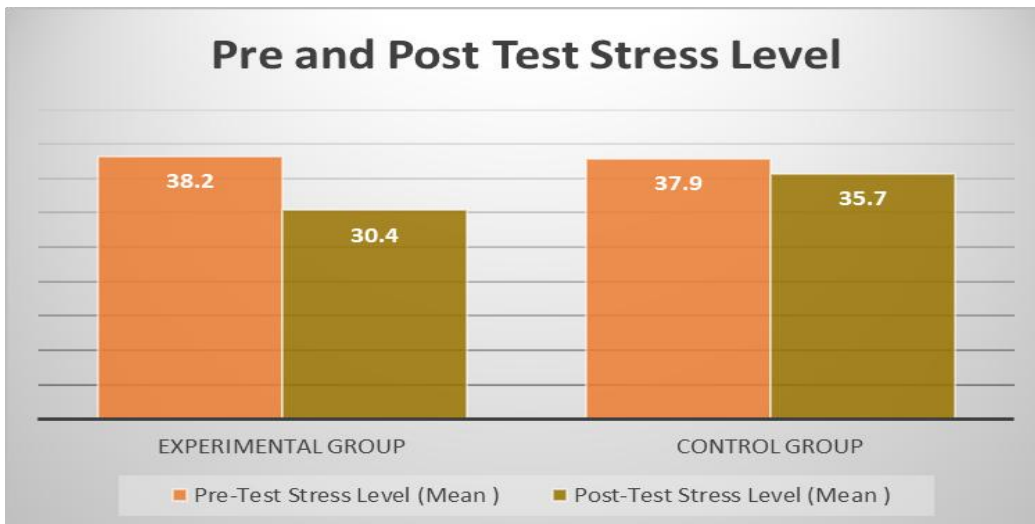
a significant reduction in burnout levels and an improvement in mental wellness among nursing interns, as measured by the Maslach Burnout Inventory (MBI) and the Warwick-Edinburgh Mental Well-Being Scale (WEMWBS). 4. Nursing interns who participate in the resilience training program will report positive qualitative feedback regarding the benefits and applicability of the program, with most interns highlighting its relevance to their clinical practice and mental health.

Method: A quasi-experimental pre-test/post-test design was chosen for this study because it allows for the evaluation of the effects of an intervention (resilience training) on participants in a real-world setting without the need for random assignment. In this design, participants are grouped based on pre-existing conditions, in this case, nursing interns who are undergoing clinical rotations. These 110 Nursing interns enrolled in clinical rotations within the healthcare setting were then assigned to an experimental group 55 (receiving the resilience training program) and a control group 55 (receiving standard clinical education without additional training). The sampling technique used for this study was convenience sampling, a non-probability sampling method in which participants are selected based on their availability and willingness to participate. Convenience sampling was chosen due to the practical constraints of the study. The Perceived Stress Scale (PSS) was used to measure participants' stress levels before and after the intervention. The total duration of the study was eight weeks, with the first week dedicated to pre-test data collection and the subsequent six weeks allocated for the resilience training program. The final week was reserved for post-test data collection and the evaluation of the program's effectiveness measures with the Coping Strategies Inventory (CSI), Maslach Burnout Inventory (MBI) and the Warwick-Edinburgh Mental Well-Being Scale (WEMWBS).

Result : The findings of this study demonstrate that the structured resilience training program had a significant positive impact on nursing interns' stress, coping strategies, burnout, and mental wellness.

Reduction in Stress: The experimental group, which received the resilience training program, showed a significant reduction in perceived stress levels, with a 20.4% decrease in the mean pre-test to post-test stress scores ($p < 0.001$), indicating that the training effectively reduced stress among nursing interns. The control group also exhibited a modest reduction in stress (5.8% decrease, $p = 0.003$), suggesting some natural reduction in stress, but this was far smaller compared to the experimental group.

Group	Pre-Test Stress Level (Mean)	Post-Test Stress Level (Mean)	Mean Difference	Percentage Change
Experimental Group	38.2	30.4	7.8	20.4% reduction
Control Group	37.9	35.7	2.2	5.8% reduction



2. Improvement in Coping Strategies: The experimental group demonstrated a 20.3% improvement in coping strategies, with a significant decrease in coping strategy scores ($p < 0.001$). This indicates that the resilience training program improved the interns' ability to cope with stress and challenges in clinical practice. The control group showed a more modest improvement (3.4% improvement, $p = 0.006$), reflecting small changes in coping without the intervention.

Group	Pre-Test Coping Strategies (Mean)	Post-Test Coping Strategies (Mean)	Mean Difference	Percentage Change
Experimental Group	31.5	25.1	6.4	20.3% reduction
Control Group	32.2	31.1	1.1	3.4% reduction

3. Reduction in Burnout: The experimental group experienced a 16% reduction in burnout, with a significant decrease in emotional exhaustion, depersonalization, and burnout overall ($p < 0.001$). This result suggests that the resilience training program helped prevent burnout among nursing interns. The control group showed a 6.1% reduction in burnout ($p = 0.001$), indicating some natural improvement, but again, this was much smaller than the effect observed in the experimental group.

Group	Pre-Test Burnout (Mean)	Post-Test Burnout (Mean)	Mean Difference	Percentage Change
Experimental Group	40.1	33.7	6.4	16% reduction
Control Group	39.6	37	2.4	6.1% reduction

4. Enhancement in Mental Wellness: The experimental group showed a 10.6% increase in mental wellness, with a significant improvement in overall mental health scores ($p < 0.001$). This finding

supports the hypothesis that resilience training enhances mental well-being, helping nursing interns to better manage the emotional demands of clinical practice. The control group showed a smaller improvement (2.2% increase, $p = 0.018$), suggesting that the natural course of their clinical rotations had a slight positive effect on mental wellness, but it was less significant than the impact of the training program.

Group	Pre-Test Mental Wellness (Mean)	Post-Test Mental Wellness (Mean)	Mean Difference	Percentage Change
Experimental Group	57.3	63.4	6.1	10.6 % reduction
Control Group	58.0	59.3	1.3	2.2 % reduction

DISCUSSION:

The results of the study demonstrated that the experimental group showed significant improvements in key outcomes:

- **Stress:** A 20.4% reduction in perceived stress levels ($p < 0.001$), indicating that the resilience training program was effective in reducing stress.
- **Coping Strategies:** A 20.3% improvement in coping strategies ($p < 0.001$), with the experimental group showing a significant increase in the use of adaptive coping mechanisms.
- **Burnout:** A 16% reduction in burnout scores ($p < 0.001$), particularly in emotional exhaustion and depersonalization.
- **Mental Wellness:** A 10.6% increase in mental wellness ($p < 0.001$), demonstrating that resilience training positively impacted overall mental health.

This study is significant for several reasons, with important implications for nursing education, clinical practice, and mental health initiatives.

1. **Nursing Education:** Resilience training should be integrated into nursing curricula to better prepare nursing students for the stresses of clinical practice.
2. **Clinical Practice:** Healthcare organizations should consider implementing resilience training programs for all healthcare professionals, not just nursing interns, to improve their ability to cope with stress and prevent burnout.
3. **Mental Health Support:** The study highlights the need for comprehensive mental health support systems in clinical settings, including peer support networks and mentorship programs to provide ongoing support for nursing interns and healthcare workers.

This study provides strong evidence that resilience training programs can significantly reduce stress, improve coping strategies, prevent burnout, and enhance mental wellness among nursing interns. By incorporating resilience training into nursing education and clinical practice, healthcare organizations can support the mental well-being of their workforce, leading to improved job satisfaction, performance, and patient care.

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