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Wellbeing at Work in Psychiatric Nursing

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The purpose of the thesis was to examine the wellbeing at work of the employees in the field of psychiatric nursing. The Wellbeing at work would be covered by analyzing both decreasing and promoting aspects of the wellbeing in the working environment. The thesis was made as a narrative literature review, analyzing previously conducted studies about the wellbeing at work in psychiatric nursing. The findings in this study are based on 4 scientific articles about the subject.

Researches indicated mental health nursing to be one of the most stressful professions in the field of health care. (Edwards, D; Burnard, P. 2003. 195) Then again, job satisfaction effects on the quality of the provided nursing. (Ward, M Cowman, S. 2007. 455) Decreasing factors are highly associated with the environmental and organizational issues. Great amount of studies suggest that these are the most stressful aspects in psychiatric nurses work. Besides the decreasing factors, also supporting factors have been examined; including fluent professional relationships, nurse-patient relationships, good working environment with the possibility of effecting own working time, and having the feeling of an achievement. Moreover, different stress management techniques and courses have been examined and found supporting the wellbeing at work.

Wellbeing at work have been studied widely, and the stressful factors with the supporting factors are known, yet nurses and the field of health care still lacking from putting the results into practice. (Edwards, D; Burnard, P. 2003. 169)
This study brings up the previous researches and the factors associated with the job satisfaction and the wellbeing at work for psychiatric nurses. The results could then be taken into discussion and attention, and moreover, into practice.

Keywords	Wellbeing at work, occupational health, job satisfaction, psychiatric nursing, mental health care

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Tämän opinnäytetyön tarkoituksena oli tutkia psykiatrisessa hoitotyössä työskentelevien sairaanhoitajien työhyvinvointia. Työhyvinvointia oli tarkoitus tutkia selvittämällä työhyvinvointia tukevia, sekä heikentäviä osatekijöitä. Opinnäytetyö toteutettiin kuvailevana kirjallisuuskatsauksena, tutkimalla aiheesta aikaisemmin tehtyjä tutkimuksia. Tämän opinnäytetyön tulokset koottiin neljästä eri tieteellisen artikkelin lähteestä.

Psykiatrinen sairaanhoito on todettu yhdeksi stressaavimmista ammattiasemista sosiaali- ja terveysalan kentällä. (Edwards, D; Burnard, P. 2003. 195) Tämä on tärkeää havainnoida, sillä työhyvinvointi ja työtyytyväisyys vaikuttavat myös annetun hoidon laatuun. (Ward, M Cowman, S. 2007. 455) Työhyvinvointia heikentävät tekijät todettiin useassa aikaisemmassa tutkimuksessa johtuvan suureksi osaksi organisaatiollisista ongelmista. Tämän lisäksi, ympäristötekijät vaikuttavat suuresti sairaanhoitajan työhyvinvointiin. Työpaikka, ammatilliset työsuhteet, sekä eri ammatinedustajien yhteistyön tasokkuus vaikuttavat joko heikentävästi tai tukevasti työhyvinvointiin sekä tyytyväisyyteen. Myös hoitaja-potilas suhteen laadulla on todettu olevan vaikutusta. Näiden lisäksi eräitä työhyvinvointia tukevia aspekteja on havaittu olevan erilaiset stressinhallinta kurssit sekä tekniikat, joita myös organisaatiolla olisi mahdollista tarjota hoitohenkilökunnalle.

Työhyvinvointi psykiatrisessa hoitotyössä on laajasti tutkittu aihe, ja sekä tukevat että heikentävät osatekijät ovat hyvin tiedossa. Teoriatiedon on kuitenkin havaittu toteutuneen heikosti käytännön tasolla. (Edwards, D; Burnard, P. 2003. 169)
Tämä opinnäytetyö nostaa esille aikaisempia tutkimustuloksia, sekä summaa työhyvintiin yleisesti todettuja tukevia sekä heikentäviä osatekijöitä. Opinnäytetyön tarjoamat tulokset on siten mahdollista ottaa osaksi yhteiskunnallista keskustelua, sekä käytännönläheiseen toimintaan hoitoalalla.

| Avainsanat | työhyvinvointi, työssäjaksaminen, psykiatrinen hoitotyö |

Contents

1   Introduction

Mental health care is possibly the health care field with the most growth in recent years. Mental health, or illness, is increasingly more understood and accepted, Mental status could be said to be a fact where everyone is concentrating in an increasing trend. Inner issues and psychic wellbeing effects even more wider population than before. We are constantly encouraged not only to take care of the physical wellbeing, but to look after the mind as well. There is no more need to have a serious mental health issue in order to be able, or to have a reason to seek help. What tend to be an ordinary problem, has changed to be a reason to get support. This is the change that is happening in the modern living, and that is a positive thing. Problems are not left unnoticed, but furthermore, help is seeked merely easily than ever before. The attitude is clearly changing with this generation.

Hence, the field of mental health care is growing its popularity, the work load of the employees in the field is obviously increasing in the same pace. Profession of a mental health nurse is found to be one of the most stressful positions in the field of health care. (Edwards, D; Burnard, P. 2003. 195) In order to secure quality nursing also in the future, it is important to manage the health and wellbeing of the workers in the field. Job satisfaction effects also in the quality of nursing (Ward, M; Cowman, S. 2007. 460) Only by protecting the health and welfare of the health care staff, those who seek for treatment, can be helped. That is why this thesis serves not only the employees, and the employers, but everyone dealing with the mental health care.

In this thesis, the wellbeing at work of the staff in the mental health care is surveyed through analyzing previous studies about the subject. Four scientific articles acts as the base for the study and the results. Study is then conducted as a narrative literature review, with an inductive study analysis

2   Wellbeing at work

2.1   Overview of wellbeing at work

Wellbeing could be explained as one's inner emotional state and the overall satisfaction in life, after recognizing own personal believes about health, happiness and sense of purpose. (Litchfield et al. 2016). Wellbeing at work reflects then to the satisfaction, health and welfare at the work place. According to Ministry of Social Affairs and Health, wellbeing at work is in responsibility of both employers and employees, and it is affected by the safe working environment, good management, fair treatment of the employees and the overall atmosphere. Furthermore, updating and developing own personal skills and working conditions effects on the wellbeing at work. (Ministry of Social Affairs and Health).

However, the meaning of wellbeing at work differentiates depending on a culture or a language, since the explanation of the term varies depending on a country. (Gervais et al. European Agency for Safety and Health at work. 2013. 2). One specific, globally agreed definition has still not been found. However, the term is widely understood as a concept, which depends on physical, emotional and social factors, both inside and outside the workplace (Gervais et al. 2013. 7). More precisely, according to the research of European Agency, the concept of wellbeing at work compounds from the next five elements; 1) Social wellbeing 2) Community wellbeing 3) Financial wellbeing 4) Physical wellbeing and 5) Career wellbeing. That is, wellbeing at work being then the aggregation of these five factors.

Wellbeing at work is also said to be effected by the feeling of accomplishment and achievement (Ward, M; Cowman, S. 2007. 458 , Sharp, T. P. 2008. 374) Job satisfaction is described as the difference between the amount of rewards workers receive and the amount they believe they should receive (Sharp, T. P. 2008. 374) This indicates, that the wellbeing at work may be highly effected by the status which the nurses' have, and more specifically, the correlation between the status and skills.

3 Psychiatric nursing

3.1 Overwiew of psychiatric nursing

Psychiatric nursing is a specialized field of a health care, where the theories of a human behavior are utilized in a therapeutic relationship in order to provide emotional care, and to promote the learning of more positive or effective behaviors, thus achieving a developing emotional maturity. (Basavanthappa. 2007. 44) The aim of the psychiatric nursing is the promotion of optimum emotional health of the person, family, group, community and society. (Basavanthappa. 2007. 44)

Furthermore, to achieve this goal, the term of emotional health should be analyzed. Emotional health or mental health, is a multidimensional concept and process, which includes person's own believes and views, and the interaction with community and relationships. Emotional health is therefore much of an output of social interactions. J.P. Basavanthappa states in his book that mental health is "an outcome of interactions that individuals and families use in the process of 'copying'. adapting and achieving satisfaction in loving relationships in daily activities and in work and community activities and relationships." (Basavanthappa. 2007. 1-2) Through this description, mental health is seen very much as a concept which happens with social encounters. Moreover, Basavanthappa indicates to former psychiatry, Karl Menninger, who also saw mental health being effected much of a social environment. More precisely "as the adjustment of human beings to each other and the world around them with a maximum of effectiveness and happiness." (Basavanthappa. 2007. 2). Mental health, or illness, is also analyzed through the perceptions of a society. When person's behavior meets with norms of a society or culture, he or she is seen as a healthy individual. However, when the behavior does not encounter with the expectations of a society, and the expected role is not fulfilled, the person might be seen as an ill individual. Hence, mental health can be seen as a personal matter, which is effected by the social encounters and the norms of a society.

Psychiatric nursing then tackles these contradictions, which are generated between the aspects formulating the mental health. With the help of a health care professional, person is able to go through the different aspects effecting the mental state, and get individualized help for the situation.

3.2   Psychiatric nursing as a profession

What is then required from a health care professional who can carry out quality psychiatric nursing? Registered nurse, or other qualified, professional mental health care provider should demonstrate specialized competence, knowledge, skills and abilities in order to offer mental health support. (Boyd. 2007, 49). Professional status is achieved through both education and experience.

J.P. Basavanthappa indicates to different aspects of professional nursing, which should be fulfilled with a competent psychiatric, mental health nurse. (Basavanthappa. 2007, 45-51). These aspects include some of the follows; the nurse accepts the client as a unique human being who has value and worth exactly as he/she is. Nurse can carry out his/her role as a non-judgmental, meets the client with respect and shows interest towards client as a person. Competent nurse is an active listener, who can recognize and reflect the client's feelings; nurse can notice the background for the feelings the client is expressing. Nurse should be able to accept even strong, negative feelings from the client, since letting out those hidden feelings is a part of the recovery. By accepting the strong, negative emotions and expressions, the client will get the feeling, that the mentally problematic state is curable.

Furthermore, nurse should evaluate own personal behavior, feelings and thoughts while and after encountering a client. Health care professional should have a self-understanding, before having a competence to understand others. (Basavanthappa. 2007. 47). The key to psychiatric nursing, is knowing yourself. (Boyd. 2007. 50). Self-knowledge is the starting point for encountering the patients, and for constructing a proper nurse-patient relationship. By knowing yourself, you reflect balance, calmness and trustworthiness, which are needed factors when teaching, guiding and helping others.

4   Research questions and the purpose of the study

The purpose of the study is to examine the wellbeing at work of the employees in the field of psychiatric nursing. Furthermore, the purpose is also to find aspects supporting, and decreasing the wellbeing in the working environment. Research questions are then transforming in the form of;

- What are the supporting factors of the wellbeing at work for the employees in the field of psychiatric nursing?
- What are the decreasing factors of the wellbeing at work for the employees in the field of psychiatric nursing?

5   Implementation of the Thesis

5.1   Narrative literature review as a study method

This thesis was implemented as a narrative literature review. Resolutions for the research questions would be found by gathering findings from the scientific articles about the subject, from previously conducted studies. Literature review can be explained to be an analysis of the literature from one specific topic, combining findings into one study. (Aveyard. 2014. 2)

Narrative literature review offers a wide perspective about the reviewed subject. Literature review also enables to develop the already existing theory, or even to construct a theory to a new level. Furthermore, literature review helps to evaluate the previous theories, and notice possible mistakes. Finally, literature review offers a possibility to portray the historical development of each theory. (Salminen. 2011. 3)

Literature review, also described as general review, is a wide spread analyses of a study, which has no strict boundaries or rules. Study material can be quite broad, since the object is to review the theory in a large scale. Research questions are also wider than in systematic studies. (Salminen. 2011. 6). Compared to other study methods, literature review offers results in a more abstract level, that is more generalized information.

5.2   Search and selection of the study material

Scientific articles would be found through the databases, consisting from scientific studies of the medical field. Databases applied to this study were PubMed, Medline, Cinahl and Medic.

In order to be analyzed for the thesis, the articles should have been conducted in 21st century, published, scientific study, in English or in Finnish. As typical for the literature review, the criteria for the selection of the articles was broad, and more loose compared to other study methods.

Key words for the search of the articles adjusted to be wellbeing at work or occupational health, and psychiatric nursing or mental health nursing. Several databases were used for the search of the articles. Depending on the database, results varied from zero articles to over 4000 articles about the subject. (Search history seen on appendix). Furthermore, amount of the results depended on the terms used. To set an example, the term occupational health gave more results than the term wellbeing at work. These two seemed to be synonyms in English language, so both terms were used in the search process. After consulting thesis research professionals, in this case an information consultant of Metropolia University, one more term was taken aboard on the research process: job satisfaction. In the databases as Cinahl and Medline, this term seemed to give more accurate results than wellbeing at work or occupational health.

After searching the articles with the key words, the most suitable researches were chosen to be analyzed for this particular study. After cautious evaluation, four most applicable articles were found.

5.3   Analysing the study material

Study material for this narrative literature review was analyzed by implementing a method of an inductive analysis of the studies. This method is used when the aim is to gather more generalized information. Induction refers to an inference, which logically proceeds from specific details to a wider generalisation. (Grönfors. 2011. 15). Referring to an aim to find generic model from singular studies, and to connect all these articles in to a wider, common result. (Grönfors. 2011. 16) Inductive study analysis is a part of a wider concept of analysis of the study content, which is primarily used in qualitative studies. (Kyngäs et al. 2010. 139) Analysis of the study content is separated in to two fairly

different methods: inductive, where the study proceeds with the terms of the study material, and deductive, where the study findings are gathered due to a framework, constructed from the findings of previous studies. (Kyngäs et al. 2010. s.139)

Furthermore, inductive study analysis can be separated as three different, even more specific methods: narrative, empiric and theoretic inductive analysis. (Grönfors. 2011. 16). This particular study could be said to be based on the narrative inductive study analysis. This means that the aim is in the description of the phenomena. As an example, in empiric inductive analysis researcher does not only try to answer in the question of what kind of phenomena this is, but moreover to the question of why. (Grönfors. 2011. 16) Theoretic inductive analysis is then again based on the hypothesis of the studied phenomena. With this study the answers are focused just on the overall phenomena in a narrative way; what are the aspects that affect the wellbeing at work in psychiatric nursing. This study does not deepen in to the questions of why these aspects effect the wellbeing, or neither is based on the hypothesis about the studied phenomena. The aim was to find and describe the overall aspects effecting the wellbeing at work in psychiatric nursing.

Inductive study analysis is based on the different categories which can be separated from the studies. More precisely, common results can be found by utilizing different upper and lower categories. Similar findings from different articles can be summarized into one upper category. One upper category then consists from three to four different lower categories. This process can be seen from the example of next figure:

Work locations	Poor co-operation	Accomplishment and achievement	Stress management techniques
work environment	poor professional relationships	feeling of accomplishment through work	stress management workshops
organization issues and changes	problems with interpersonal relationships	feeling of personal accomplishment	behavioral technique training
work units	poor relationships with colleagues	feeling of achievement and recognition	relaxation techniques

Figure 1. Upper and lower categories.

6   Results of the study

6.1   Supporting factors of wellbeing at work

The most essential factors on supporting the job satisfaction and wellbeing at work for pscyhiatric nurses include firstly the nurse – patient relationship. (Ward, M; Cowman, S. 2007. 459). This professional relationship is also highly effected and supported by the teamwork. Fluent teamwork correlates to the positive attitude towards work, and then again to overall job satisfaction. This again promotes the quality care for the patients. (Ward, M; Cowman, S. 2007. 460) Also being able to witness the patient's road to wellness was highly satisfactory, and a supporting factor for job satisfaction and wellbeing. (Ward, M; Cowman, S. 2007. 460)

Another supporting factor was the ability to influence on working schedule, in the way that time was left for the personal and family time. Being able to take care of family and home supported the strength needed at work, and the motivation to stay at the field of health care. (Sharp, T.P. 2007. 377) Positive life situation, with partner and family was then one of the main coping strategies for the psychiatric nurse. (Edwards, D; Burnard, P. 2003. 195) Besides good family situation, also other stable relationships, social life, and peer support were seen as a supporting factor.
Additionally, freetime activities, and good physical condition reflect positively to the wellbeing at work. (Sharp, T.P. 2007. 377) Also, having a competence to notice own limitations, and to recognize problems instantly when they occur were cited to be coping strategies for the nurses.

Edwards and Burnard (2003) conducted a systematic review about stress management interventions for psychiatric nurses. Their article included six different studies about the subject, made in the UK. In the review, Edwards and Burnard summarize the different stress management interventions, which were the following: First finding of a stress reliever factor, was behavioral techniques. This one consisting from a behavioral therapy, where the nurses learn to develop their behavioral skills and knowledge in order to face

the client's problems more effectively. Other stress relieving factor was relaxation methods, including meditation, self-hypnosis, biofeedback and autogenics. Furthermore, stress management workshops, as example about the relaxation methods, were founded to be a helping point for the nurses who were at the risk of burnout. This risk was founded to be significantly decreasing during the 15-week training course about the therapeutic skills. Also social support was examined to be in a crucial role. Nurses were suggested to draw up their own social support network, and to sustain stress reliever from the backup support. (Edwards, D; Burnard, P. 2003. 193)

6.2   Decreasing factors of wellbeing at work

The purpose of this study was to examine the wellbeing at work of psychiatric nurses. Aim was to find both supporting and decreasing factors of the wellbeing, or in other words, job satisfaction. During the search process, several accurate articles came up about the subject, referring to the fact that the wellbeing of the nurses has always thought to be an important issue to study. As a profession, psychiatric nursing is founded to be one of the most stressful professional groups. (Edwards, D; Burnard, P. 2003. 195). When compared to other professions in the field of social and health care, higher stress levels were indicated also with medical and surgical nurses, general nurses, and health visitors and district nurses. (Edwards, D; Burnard, P. 2003. 195). This again points out the fact how highly important it is to examine and supervise the wellbeing of the psychiatric staff.

One of the common, decreasing factors of the wellbeing, which was mentioned in the articles, was environmental and organizational issues. Poor institutional settings and organizational changes was founded to be one of the most stressful factors in psychiatric nurses' work. (Ward, M; Cowman, S. 2007. 460. Konstantinos, S; Ouzouni, C. 2008. 191)

Being able to choose the working area helps the nurse to maintain the satisfaction in work. Different working areas provide differences in the routine, which according to one study, was the main source of stress. (Ward, M; Cowman, S. 2007. 458) Comparing institutional and community-based nurses, those in institutional settings reported higher

levels of stress than those in community-based settings. Institutional work does not provide that much of a freedom in daily schedule, than in community-based nursing. Institutional settings has more strict, day-by-day routine, which founded to decrease the satisfaction and wellbeing at work. Community-based psychiatric nurses had more chance to change the daily routines, not working in a similar schedule and pattern every day, which helped to maintain the interest towards work and then again increase the wellbeing at work. (Ward, M; Cowman, S. 2007. 458).

Besides the working area or working place, one highly affecting environmental issue commonly named in the studies, was inoperative co-operation and lack of respect from the employers and other health care personnel. (Sharp, T.P. 2007. 377. Edwards, D; Burnard, P. 2003. 195) Inadequate collaboration with doctors, or other colleague nurses rises the stress level. (Konstantinos, N; Ouzouni, C. 2008. 191) Studies then suggest that management should actively supervision staff's wishes for preferred working areas, and the adequate collaboration between health care providers. (Ward, M; Cowman, S. 2007. 460) Dissatisfaction on the management's workforce was actually seen to be in an association of leaving the psychiatric field. (Edward, D; Burnard, P. 2003. 196) Appreciation and sincerity in the management's actions was hoped and needed, and founded to be the answer for these stressing issues.

Moreover, to the issues of working areas and collaboration, other external issues decreasing the wellbeing of the nurses are founded to be heavy workload, overtime, and financial issues. (Sharp, T.P. 2007. 377. Edwards, D; Burnard, P.2003. 195). Unsafe working conditions also rises the stress level and then again effects the job satisfaction. (Sharp, T.P. 2007. 377) Aggressive patients, and facing violence at work furthermore effects nurse's decision to find a job from another environment than the field of health care. (Sharp, T.P. 2007. 377-378) Also lack of technology and poor use of the advanced technology, was founded to be a troubling issue in psychiatric nurses' work. (Sharp, T.P. 2007. 377)

Factors which may increase the dissatisfaction, and effect negatively on the wellbeing at work, are irregular working shifts, including night shifts, longer work years in a same work place, being female, younger at age, lack of social support, diminished time with client contact and inadequate level of responsibility. (Edwards, D; Burnard, P. 2003. 195) Also diminished time for personal and social life, including spending time with family, presumably effect negatively on the wellbeing at work. (Edwards, D; Burnard, P. 2003. 195)

7   Discussion

7.1   Examining the results

The aim of the study was to find and conclude factors associating with the wellbeing at work of nurses in psychiatric field. Through the examination of scientific articles about the subject, some main points were found. These factors play a part in ensuring the job satisfaction and motivation towards work, while ensuring a quality nursing.

The main issue in the wellbeing at work, was studied to be the workforce of the management, and the co-operation between staff and management. More adequate input was needed from the management, and the upper levels of organization. Nurses need to feel understood and appreciated, in order to maintain interest towards work. Nurses' voice must be heard when planning the work environment and shifts. Freetime with family increase the satisfaction also at work. Many of the articles tackled this issue, and brought up the fact, that this issue needs more attention.

Moreover listening to staffs preferences, one instructive method was organizing stress management courses. Through this training, nurses have the opportunity to develop own behavioral skills, which then again improves the skills to face the patients. (Edward, D; Burnard, P. 2003. 193) Self-development and achievement does not only improve the nursing quality and reflect to the patients, but moreover increase the nurse's self-trust and self-understanding through learning to cope with anxiety and stress. (Edwards, D; Burnard, P. 2003. 193). This is why investing to the staff training through courses and seminars is a proper way to increase the wellbeing of the staff.

In addition to organizational level actions, the wellbeing and physical and psychologial stamina is in the responsibility of the nurses themselves. Taking care of one's physical condition improves the stamina at work. Building also a supporting social circle outside the work place is an important factor which reflects to working life.

Management's actions correlates to nurses' wellbeing, which is the only way to ensure the wellbeing of the patients. Motivated staff has the ability to help and to build a long-term nurse-patient relationship, with a reliable and safe atmosphere. Job satisfaction then correlates to the quality of nursing provided (Ward, M; Cowman,S. 2007. 460)

7.2   Examining the process

This study was started after an realization about the importance to study the psychiatric field. Study was then focused towards the wellbeing of the nurses, since that is the fundament of quality psychiatric nursing. After finding the subject, personal interest, with the theoretic guidance, lead the process.

Firstly, the study method was chosen to be a narrative literature review. This was seen as the best method to examine the subject for this particular study. Gathering results from previous studies helps to create a picture about the factors that still needs to be focused on. Through the literature review, this study then offers a clearer picture about the decreasing and supporting factors for the wellbeing at work of psychiatric nurses, which can be then utilized in further studies.

After the method was chosen, the research material was to be found. Before this could take place, it was important to find the correct terms about the subject. After going through previous scientific literature, and consultating the information consultants of the University, the most adequate terms were found. These terms were then ana-lyzed through, and opened up in the first chapter. Same terms were then utilized in the search process of the articles. The study references were searched and found through the scientific database, Cinahl, PubMed, Medline and Medic. It was interesting to notice how different terms (e.g. *wellbeing at work* or *job satisfaction)* offered widely different amounts of appropriate articles. After the search process, the next step was to exam-ine through the articles. Those articles which were mostly answering the study question, were chosen to be the references for this study. After finding the five most spesific, interesting and comprehensive studies, the job was then to analyse carefully the studies and the results. After the process of examining the articles, the next phase was to gather and write down the results, answer the study question and   fulfil   the aim of this study. Thesis was then to be concluded with analyzing the ethics and reliability of the study, the discussion about the results, process and the suggestions for further studies.
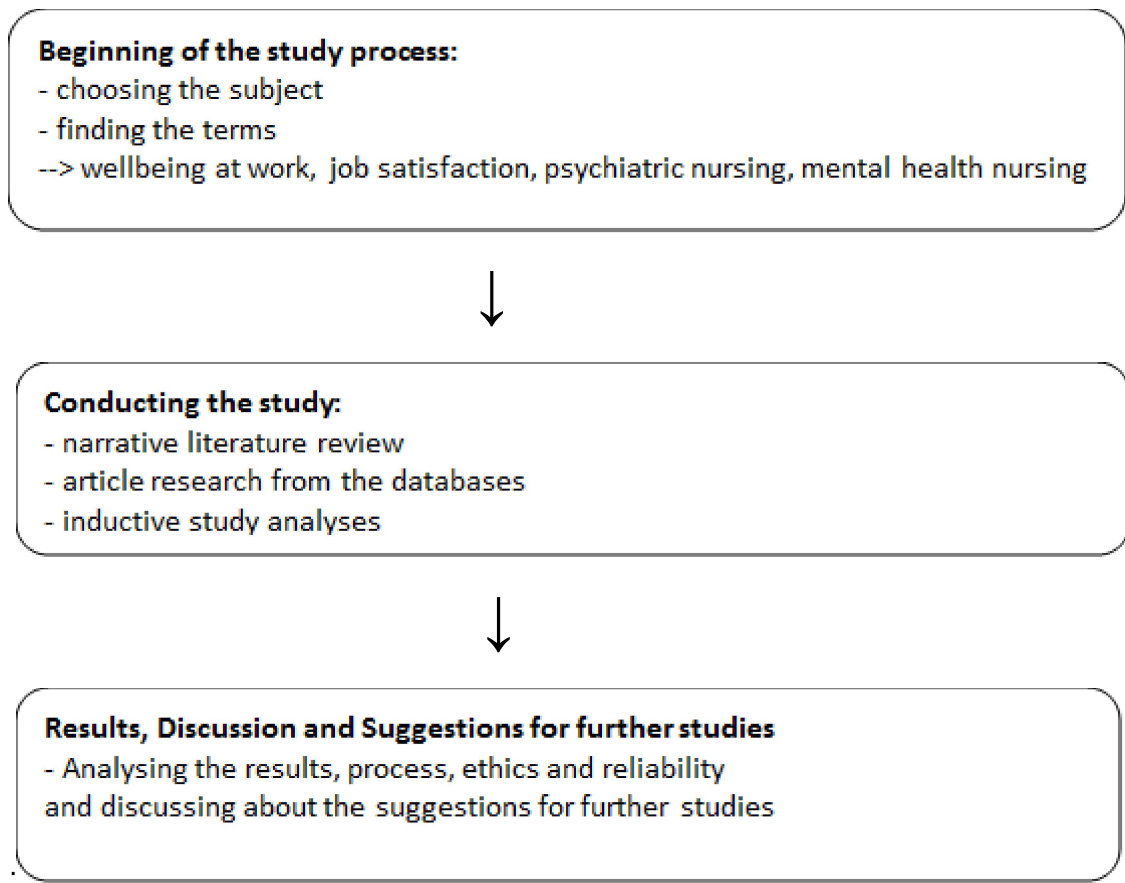
Beginning of the study process:
- choosing the subject
- finding the terms
--> wellbeing at work, job satisfaction, psychiatric nursing, mental health nursing

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Conducting the study:
- narrative literature review
- article research from the databases
- inductive study analyses

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Results, Discussion and Suggestions for further studies
- Analysing the results, process, ethics and reliability
and discussing about the suggestions for further studies
:

Figure 2. The study process

7.3   Reliability and ethics of the study

Ethical questions of a research as an example include the selection of the topic, research methods, publishing the results and the reliability of the work. (Hirsjärvi. 2001. 26-28). New research must also be conducted based on a good scientific practice. (The National Advisory Board on Research Ethics. 2002. 3). This is said to be including; honesty and overall caution during the whole study process; study methods being based on a scientific research and evaluation methods; and respecting and regarding other researchers and their findings in one's study. (The National Advisory Board on Research Ethics. 2002. 3) Ethical aspects must be considered and evaluated throughout the whole study process, in order to ensure executable findings.

In this particular study, the research method was selected to be a narrative literature review. The topic was chosen from the personal interest of the researcher, and the observation about the necessity to study this particular subject. Personal enthusiasm towards the field of psychiatric nursing advocated the thought of finding and collecting the aspects effecting the wellbeing at work of the nurses in to one study.

At the beginning of a literature review the challenge was to find the suitable articles, to be used for this study. At this point, another ethical question arised; how to adjust proper, accurate terms for the process of finding the suitable articles from the databases. In this phase, all the possible terms had to be analyzed through. Different terms, and the translations, moreover are an ethical and a reliability issue. While working with two different languages, even more accuracy, carefulness and contribution is required. After an explicit, thorough analyzation of the terms and the topic, main terms were found, which the article searching was then to be based on. Scientific articles, founded from the databases with the selected terms, were then reviewed diligently and carefully, respecting the investment of other researchers. Articles which are based on scientific background, furthermore rises the reliability of the study.

Literature reviews, used as a reference for this study, may decrease the reliability of the results. Using a literature review as a reference base, is not the most trustworthy source or findings, since the results are already gathered from combining previous studies. Reviews do give proper results, but as a reference base, the reliability of the new study might suffer.

7.4   Suggestions for further studies

Wellbeing and the job satisfaction of the psychiatric nurses should be under an on-going examination. As the mental health nursing was founded to be one of the most stressful professions in the field (Edwards, D; Burnard, P. 2003. 195), health of the nurses must be evaluated also in the future researchers. Taking care of the nurses' wellbeing, the quality nursing can be achieved. Only healthy staff can support healthy patients. Furthermore, not only quality nursing is ensured, but the continuity of the field. With supporting the job satisfaction, nurse's motivation is empowered. Motivated staff then again has the interest to continue working in the field.

In the future studies, wellbeing at work of psychiatric nurses should also be examined through the field level studies. Interviews, questionnares, and indirect obseravations (as example sick leave records), are ways to gather updated information about the wellbeing at work. (Edwards, D; Burnard, P. 2003. 195) However, similar tools to examine the job satisfaction and stress levels should be developed. (Edwards, D; Burnard, P. 2003. 195) Variable methods used to measure the stress levels makes it harder to compare the findings and gather univocal results. Common method is then the way to get executable conclusions.

Follow-up of the results is then essential to remember in the future studies. (Edwards, D; Burnard, P. 2003. 195) Gathering results does not provide any benefit, if the findings are not utilized in practice, and evaluated after being in the use. This study offers a summon about the effecting points of the wellbeing at work. Those points can be then examined in the further studies. The decreasing factors and possible changes can be examined. Moreover, the supporting factors can be followed-up, have they been taken into action and have they been helpful, which can be then examined also in the future. In further studies, the decreasing factors named in this study, can be examine

By finding the decreasing and supporting factors from other researches, this study then offers a summon about the effecting points for the wellbeing at work. Then for the further studies, it comes possible to study about the decreasing factors and have there been any changes. Moreover it then makes also possible to study about the supporting factors and how have they been taken into action, or have they been helpful.

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Edwards, D; Burnard, P. 2003. A systematic review of stress and stress management interventions for mental health nurses. Journal of Advanced Nursing, 42(2), 169-200

Nakakis, Konstatinos; Ouzouni, Christina. 2008. Factors influencing stress and job satisfaction of nurses working in psychiatric units: a research review. Health Science Journal. Volume 2, Issue 4

Sharp, T.P. 2007. Job satisfaction among psychiatric registered nurses in New England. Journal of Psychiatric and Mental Health Nursing, 15, 374-378

Ward, M; Cowman, S. 2007. Job satisfaction in psychiatric nursing. Journal of Psychiatric and Mental Health Nursing, 14, 454-461.

Articles used as a study reference

Writer	Year	Country	Title	Aim	Method	Results
Ward, M; Cowman, S.	2007	Ireland	Job satisfaction in psychiatric nursing.	Major organizational changes in mental health care in Europe during recent years. Aim was to collect data about the well-being of the nurses undergoing these changes.	Method: Questionnare adopted from the Occupational Stress Indicator.	The importance of work location, and possibility to choose working environment might have the biggest effect on job satisfaction.
Edwards, D; Burnard, P.	2003	UK	A systematic review of stress and stress management interventions for mental health nurses.	Workers in the field of social and health care seem to have more sickness and absence records in UK than in other work sectors. Aim was to study the possible stressors and stress outcomes of the mental health nurses.	A systematic review	Relaxation techniques, training in behavioral and therapeutical skills and other stress management workshops seem to be effective ways on stress management for mental health nurses. Study also indicates, that a lot is known about the stressors and stress management, but lacking about to use the methods in practice.
Konstantinos, Nakakis; Ouzouni, Christina.	2008	Greece	Factors influencing stress and job satisfaction of nurses working in psychiatric units: a research review.	Mental health nursing is founded to be a stressful profession with decreased job satisfaction. Aim: Review scientific studies and conclude the effectors on stress and job satisfaction of mental health nurses.	A literature review	Study identified variety of stressors, however possibly the most effect on job satisfaction founded to come from leadership and quality co-operation between health care staff.

| Sharp, T.P. | 2007 | USA | Job satisfaction among psychiatric registered nurses in New England | To study the effectors on job satisfaction of the mental health nurses, in Connecticut, Maine and Massachusetts | Weiss et al:s Minnesota Satisfaction Questionnare | Nurses reported mainly high satisfaction amongst their job, the greatest job satisfaction effectors being ability utilization and achievement. Nurses responding to the questionnaire, reported to have least satisfaction about the compensation. However, factors such as job safety, and balance between work and family could increase the job satisfaction furthermore. |

Figure. 3. Referenced articles

Search history

Database	Search words	Hits
PubMed	wellbeing at work AND psychiatric nursing	11
PubMed	wellbeing at work AND psychiatric nursing OR mental health work	445
PubMed	wellbeing at work OR occupational health AND psychiatric nursing	526
PubMed	wellbeing at work OR occupational health AND psychiatric nursing OR mental health work	4504
PubMed	job satisfaction AND psychiatric nursing	431
Cinahl	wellbeing at work AND psychiatric nursing	3
Cinahl	wellbeing at work AND psychiatric nursing OR mental health work	13
Cinahl	wellbeing at work OR occupational health AND psychiatric nursing OR mental health work	224
Cinahl	wellbeing at work OR occupational health AND psychiatric nursing	47
Cinahl	job satisfaction AND psychiatric nursing	228
Medic	job satisfaction AND psychiatric nursing	321
Ovid	wellbeing at work AND psychiatric nursing	0
Ovid	wellbeing at work AND mental health nursing	0
Ovid	occupational health AND mental health nursing	12
Ovid	job satisfaction AND psychiatric nursing	322
Database	**Article chosen by topic**	**Authors**
Cinahl	An exploratory study of resilience and job satisfaction among psychiatric nurses working in inpatient units.	Matos, PS et al. 2010.
Cinahl	Job satisfaction among psychiatric registered nurses in New England	Sharp, TP. 2008.
Cinahl	Factors influencing stress and job satisfaction of nurses working in psychiatric units: a research review	Nakakis K; Ouzoni C. 2008.

Categories

Cinahl	Mental health nursing and stress: Maintaining balance	Ward, Louise. 2011.
Cinahl	Job Satisfaction in psychiatric nursing	Wordman, M; Cowman, S. 2007.
Cinahl	Occupational stress and job satisfaction in mental health nursing: focused interventions through evidence-based assesment	Cotrell, S. 2001.
Ovid	Stress and burnout in forentic mental health nursing: literature review.	Dickinson, T; Wright KM. 2008.
Ovid	Emotional labour and stress within mental health nursing.	Mann, S; Cowburn, J. 2015.
Ovid	Identifying sources and effects of carer fatigue and burnout for mental health nurses: a qualitative approach.	Taylor, B; Barling, J. 2004.
Ovid	The relationship between support and stress in forensic community mental health nursing.	Coffey, M; Coleman, M. 2001.
Ovid	Stress and burnout in community mental health nursing: a review of the literature.	Edwards D; Burnard P; Coyle D; Fothergill A; Hannigan B. 2000.
Ovid	Scoping practice issues in the Australian mental health nursing workforce.	Clinton, M; Hazelton, M. 2000.
Ovid	Standards of practice for forensic mental health nurses: Identifying contemporary practice	Martin, Trish et al. 2013.
Ovid	Putting all the pieces together: Exploring workforce issues in mental health nursing.	Happel, B. 2008.

Original reference	Simplified phrase	Lower category	Upper category	Main category
"Staff work location is a major predictor of job satisfaction in psychiatric nursing" "...research indicated that nurses identify their work environment (external to the self) as the chief cause of job dissatisfaction."	Work location effects the job satisfaction.	Work environment	Work locations	Decreasing the wellbeing at work
"The most frequently reported sources of stress were administrational and organizational concerns." "Organizational change is essential in meeting nurse's expectations now and in the future..."	Organizational issues effect the job satisfaction and wellbeing at work.	Organization issues and changes	Work locations	Decreasing the job satisfaction
"...it seems that nurses' level of satisfaction or dissatisfaction varies according to the type of unit they work in."	Work unit effects the job satisfaction.	Work units	Work locations	Decreasing the job satisfaction
"Poor professional relationships have been identified as a frequent stressor for mental health nurses working in hospitals."	Poor professional relationships are a frequent stressor at work.	Poor professional relationships	Poor Co-operation	Decreasing the job satisfaction.

"...when problems with interpersonal relationships did occur, they invariably resulted in major problems that were experienced as stressful."	Problems with interpersonal relationships is a big stressor at work.	Problems with interpersonal relationships	Poor co-operation	Decreasing the job satisfaction.
"...nurses who have low level of stress will have collaborative relationships with doctors and other nurses, and those with high stress scores will have poor relationships with colleagues."	Poor relationships with colleagues increase the stress level.	Poor relationships with colleagues	Poor co-operation	Decreasing the job satisfaction
"Previous researchers have found nurse/doctor patient relationship to be a source of satisfaction for nurses..."	Nurse – patient relationship supports the job satisfaction.		Nurse-patient relationship	Supporting the job satisfaction
"...resulting feelings of accomplishment are highly related to desirable patient care practices and job satisfaction."	Feeling of accomplishment effects on the nursing quality and job satisfaction.	Feeling of accomplishment through work	Accomplishment and achievement	Supporting the job satisfaction
"....nurse's greater sense of satisfaction with factors intrinsic to their profession, such as their perceived sense of achievement, the recognition they receive from their efforts and the degree of responsibility, which they hold."	Feeling of achievement, and recognition at work, effects on the job satisfaction.	Feeling of achievement, and recognition.	Accomplishment and achievement	Supporting the job satisfaction

Quote	Interpretation	Subtheme	Theme	Category
"Decreased levels of personal accomplishment were associated with dissatisfaction..."	Decreased level of accomplishment effects the job satisfaction negatively	Feeling of personal accomplishment	Accomplishment and achievement	Supporting the job satisfaction
"Stress management workshops were effective in reducing levels of burnout for psychiatric nurses.."	Stress management workshops decreases the stress level	Stress management workshops	Stress management techniques	Supporting the job satisfaction
"Training in behavioral techniques improved work satisfaction and levels of sickness and reduced strain in psychiatric nurses"	Behavioral technique training increases job satisfaction	Behavioral technique training	Stress management techniques	Supporting the job satisfaction
"Personal stress management relaxation techniques significantly improved psychiatric nurses ability to cope with stress and anxiety."	Relaxation techniques decreases stress and anxiety	Relaxation techniques	Stress management techniques	Supporting the job satisfaction