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An association between affective temperament dimensions and job stress in nurses and government administration workers

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Aim: The purpose of this study was to assess the affective temperament, burnout syndrome and the intensity of job stress and evaluation of associations between these variables in two groups' persons making important decision for other people (government administration workers and nurses).

Subjects: 200 healthy persons participated in this study, 100 government administration workers and 100 nurses working in different hospital divisions. Age of participants was 22-67 (mean 40+9) years.

Methods: For the evaluation of five affective temperaments dimensions TEMPS-A autoquestionnaire, for the assessment of eight areas of job stress - the questionnaire checked the intensity of stress on analogue Lickert's scale, and for evaluation of burnout syndrome the Maslach's MBI questionnaire were used. The distributions of variables were checked by Shapiro Wilk test and in statistical analysis the nonparametric test were used. The internal consistencies of the subscales of tests were done using the alphaCronblach parameter. Factor analysis using PCA method was done. The high internal consistencies of the scales were observed, which indicate their usefulness in investigation of these two workers groups. Hyperthymic temperament appears as a separate dimension probably connected with different etiopathogenetical mechanism compared to remaining temperament dimensions.

Results: The results obtained show the higher prevalence of hyperthymic temperament in investigated group of subjects. The affective temperament profile of government administration workers and nurses were different, which indicate differ temperamental job predisposition. Male and female presented different profile of affective temperament in TEMPS-A. Males scored higher on hyperthymic temperament, while females on depressive and anxious. The cyclothymic and anxious temperament show more robust association with higher vulnerability to stress and for development of emotional disturbances caused with burnout syndrome. The nurses group presents higher intensity of job stress associated with specific profile of affective temperament compared to government administration workers.

Conclusions: The data obtained indicate that some affective temperaments (especially cyclothymic and anxious) may be related to higher vulnerability of burnout syndrome and perception stress response in workers, while hyperthymic temperament may decrease risk of developing of these conditions.

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