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Assessment of Work Related Stress and Coping Strategies among Nurses in Some Selected Hospitals in Maiduguri, Borno State, Nigeria

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Abstract

This study was conducted to assess work related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno Btate, Nigeria. This study adopted cross-sectional research design. The population of this study was 2367, while 743 nurses in some selected hospitals in Maiduguri, Borno State were selected as sample size. Two difference instrument was used to collect data. The first measuring instrument used for data collection was adapted and modified named Occupational Stress Rating Scale (OSRS) which was adapted. The internal consistency or reliability of the original version of OSRS was 0.93. Some items of the instrument were modified, and the response mode were modified to 4-point likert scale. The third questionnaire was the Brief Coping Stress Inventory Instrument (BCSII) which was also adapted and modified. It has internal consistency of (α = .77 to .88). The response mode was on 4-point likert scale. Test-retest was used to determine the reliability of the instrument among 20 selected teachers from the school that was excluded from the study. Pearson Product Moment Correlation Coefficient (PPMCC) was used to establish their reliability coefficients which yielded r= 0.84 which adjudge the instrument reliable. The result indicated that work related stress among nurses in Maiduguri is high, this is because the Mean of most of the item exceeded the midpoint threshold of 2.5. The result of the analysis also indicates that problem-focused coping and emotional-focused coping are the frequently used coping strategies by the nurses. The result revealed that there is significant difference in works related stress among nurses in Maiduguri based on gender ($P<0.05$). It was concluded that nurses in the selected hospital Maiduguri, Borno State had

high level of works related stress in every dimension. It was then recommendation that programme like stress management strategies should be organized in order to prevent negative outcomes.

Key Words: Work related stress, coping strategies, nurses, hospitals, selected

Introduction

Work-related stress among nurses has become an increasingly prominent issue globally, affecting not only the mental and physical health of healthcare professionals but also the quality of patient care and organizational efficiency (Ullah, Arbab, Khan, Liu, Fayaz, Tian & Li, 2025). The nursing profession inherently involves high levels of responsibility, emotional labor, and exposure to traumatic situations, which predispose nurses to occupational stress (Li et al., 2020). In Nigeria, and particularly in Borno State, the situation is compounded by socio-political challenges such as insecurity, resource scarcity, and high patient loads, which intensify the stress experienced by nurses (Ogunyemi et al., 2021). Similarly, in Nigeria, studies have documented high levels of occupational stress among nurses working in different healthcare settings, with significant implications for mental health and job retention (Adebayo et al., 2022). Maiduguri, as the capital of Borno State, has faced unique healthcare challenges due to ongoing insurgency and insecurity, which have strained the healthcare system (Nwosu & Obi, 2021). Nurses in Maiduguri often provide care under difficult circumstances such as frequent threats to personal safety, inadequate medical supplies, and high patient influx, especially in emergency and trauma units. These factors increase occupational stress levels and necessitate effective coping strategies to prevent burnout and ensure sustained healthcare delivery (Okafor et al., 2020).

A study of job related stress among nurses working in private hospitals in Amman Jordan revealed that lack of enough staff to adequately cover the unit is the most stressful event perceived by the staff nurses as indicated by mean stress level of 3.03 (ALnems, Aboads, AL-Yousef, AL-Yateem & Abotabar, 2004). The study indicated the importance of adopting strategies to reduce the perceived job related stress and also adopting strategies to demonstrate more social support for the staff nurses in the work place in the private hospitals in Amman. In a hierarchical regression predicting global stress among nurses, Workload alone accounted for 19% of variance, while death and dying predictors accounted for 15% of the variance (Peters, Margaret & Lee, 2005). Social support, healthy nutrition, healthy environment, exercise, spirituality and meditation have proven to be effective health enhancement activities employed by nurses to combat job stress (Peters, Margaret & Lee, 2005). Lambert and Lambert (2008) described the Lazarus and Folkman eight strategies people use to contend with stress.

These strategies tend to be either problem-focused or emotion-focused in nature. The eight strategies include: confrontive coping, distancing, self-control, seeking social support, accepting responsibility, escape-avoidance, and planful problem-solving, and positive reappraisal. Confrontive coping is described as aggressive efforts to alter a situation that involve using some degree of hostility and risk-taking behavior. Distancing is disengagement or detachment from a situation in an attempt to minimize the significance of the situation. Self-control involves efforts to regulate one's feelings and actions. Seeking social support involves efforts used to obtain informational, tangible and/or emotional support from others. Recognizing one's role in solving a problem describes accepting responsibility. Wishful thinking and behavioral efforts to avoid confronting a problem or stressful situation describes escape-avoidance. Painful problem solving involves efforts to alter the situation, including an analytic approach. Finally, positive reappraisal is described as a spiritual dimension that includes giving positive meaning to a situation by focusing on one's personal growth experience.

In the most favorable situations work provides the income and quality outcomes and also have positive impact on social, psychological and physical health and wellbeing. In spite of these the fact that conditions at work and work environment, in many countries still involve distinct and even severe hazards to health that reduces the span of working of individuals. The health hazard that is associated with the work are categorized as physical hazards, psychological hazards, organizational hazards and environment hazards which affect workers who operate at the place of work; these hazardous can threatened the occupational health of numerous numbers of workers. Among them, teaching occupation has got several work health hazards (Hayford, 2014). Teachers spend most of their life in such hazardous work environment, which has negative effect on their health. Worldwide, psychological well-being of teachers had received attention more than any other times. Finding from studies around the world suggest that, out of all the illnesses that encounter to human beings, 60-90 percent is emanated from stress-related cases. Studies indicate that work stress of workers which confronted them is one of the growing health complications that affect their work motivation, productivity and make them to become absent from their work areas (Cutiva, Vogel & Burdorf, 2013).

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(Hayford, 2014). Teachers spend most of their life in such hazardous work environment, which has negative effect on their health. Worldwide, psychological well-being of teachers had received attention more than any other times. Finding from studies around the world suggest that, out of all the illnesses that encounter to human beings, 60-90 percent is emanated from stress-related cases. Studies indicate that work stress of workers which confronted them is one of the growing health complications that affect their work motivation, productivity and make them to become absent from their work areas (Cutiva, Vogel & Burdorf, 2013).

Coping strategies are the mental, emotional, and behavioral responses one would use to separate themselves from a stressor. Coping strategies refer to the cognitive and behavioral efforts employed to manage stressors. Recent studies highlight adaptive coping mechanisms such as social support, problem-solving, and mindfulness, which can buffer the adverse effects of occupational stress (Okechukwu et al., 2020). Conversely, maladaptive strategies like substance abuse, denial, and withdrawal tend to exacerbate stress and negatively impact mental health and job performance (Uzochukwu et al., 2021). In the context of Maiduguri, understanding the specific coping mechanisms used by nurses is crucial for designing contextually relevant interventions. Despite the critical need, there remains a dearth of research focusing on the stress levels and coping strategies among nurses in this region, which impedes the development of targeted support systems. Given the ongoing security challenges and resource constraints in Maiduguri, it is imperative to examine the nature of work-related stress among nurses and their coping strategies to inform policy and practice. Understanding these factors can help healthcare administrators implement effective support mechanisms, reduce burnout, and improve patient outcomes. Studies have shown that effective coping strategies allow an individual to manage negative emotions, lessen stress, and facilitate a sense of mastery and control, which are all important for maintaining mental well-being (Ozoemena et al., 20121). In a study conducted by Ogundu, Agbaje and Nwoko (2019), among primary school teachers in Nsukka LGA, Enugu State, the result indicated that primary school teachers had a high level of psychological distress (M = 25.9; SD = 13.93), the primary school teachers in Nsukka adopted problem-focused coping strategies (M = 2.37; SD =1.26). It is against this view this paper was conducted to assess work related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno Btate, Nigeria.

Statement of the Problem

Nursing is widely recognized as a demanding and stressful profession due to the nature of healthcare delivery, which involves high levels of responsibility, emotional involvement, and exposure to life-threatening situations. Work-related stress among nurses has been linked to adverse outcomes such as burnout, reduced job satisfaction, absenteeism, and compromised patient care. In Maiduguri, a city with a burgeoning healthcare sector and unique socio-economic challenges, nurses are often confronted with additional stressors including resource shortages, high patient-to-nurse ratios, security concerns, and the emotional toll of caring for severely ill or traumatized patients. Despite the critical importance of nurses' well-being to

the quality of healthcare delivery, limited empirical data exists regarding the prevalence and sources of work-related stress among nurses in this region. Furthermore, understanding the coping strategies employed by nurses is essential for developing targeted interventions to alleviate stress and enhance their resilience. However, there is a paucity of research focusing on the specific coping mechanisms utilized by nurses in Maiduguri's hospitals, and how these strategies influence their psychological health and job performance. This gap in knowledge necessitates a comprehensive investigation into the levels of work-related stress experienced by nurses, the coping strategies they adopt, and the effectiveness of these strategies in mitigating stress.

Objectives of the Study

The following objectives were to determine:

1. Works related stress among nurses in some selected hospitals in Maiduguri, Borno State, based on gender.
2. Coping strategies adopted by nurses in some selected hospitals in Maiduguri, Borno State, based on gender.
3. Relationship between works related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno State.

Research Question

The following research questions were asked:

1. What is the level of works related stress among nurses in some selected hospitals in Maiduguri, Borno State, based on gender?
2. What is the Coping strategies adopted by the nurses in some selected hospitals in Maiduguri, Borno State, based on gender to mitigate works related stress?
3. What is the relationship between works related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno State?

Hypotheses

The following hypotheses were tested:

HO_1: There is no significant difference in works related stress among nurses in some selected hospitals in Maiduguri, Borno State, based on gender.

HO_2: There is no significant difference in coping strategies among nurses in some selected hospitals in Maiduguri, Borno State, based on gender.

HO_3: There is no significant relationship between works related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno State.

Methodology

Design: This study adopted cross-sectional research design

Population and Sample: The population of this study is 2367 (source: field source). The selection of the sample size followed the rule of thumb suggested by Nworgu (2015). Rule of

thumb states that "when the population of a study is few hundreds, the sample size should be 40-50%. If they are a several hundred, 20% of the population should be the sample size. When a few thousand, 10% of them will do and if several thousands 2-5 % of the population will be considered respectively". Since the population of teachers is in few thousands, the study used a sample size of 40% of the total population. Therefore, the study was conducted among 743 nurses in some selected hospitals in Maiduguri, Borno State. Four (4) conventional hospitals within Maiduguri were purposively selected, proportionate sample technique was used to ensure equal representation of the respondents in each of the selected hospital, while accidental sample technique was used to administer the instrument. For confidentiality, the name of the selected hospitals was kept secret. The population and sample of the nurses in each of the selected hospitals were in the table below:

Table 1: Population and Sample

SN	Name of the Hospitals	Population	Sample
1.	A	672	268
2.	B	306	122
3.	C	489	196
4.	D	390	156
	Total	**1857**	**743**

Research Instrument

The instrument for this study is divided into 3 sections. The first section is self-developed demographic characteristic of the respondents (gender, year of experience and cadre). The name of second measuring instrument is Occupational Stress Rating Scale (OSRS) which was adapted from Reddy & Anuradha (2013) and modified to suit a different context, population, language, and cultural setting of the respondents. The internal consistency or reliability of the original version of this instrument was 0.93. Some items of the instrument were modified, and the response mode were modified from 6-point likert scale to 4-point likert scale; that is strongly agree (SA) =4, Agree (A) =3, Disagree (DA) =2, strongly disagree (SD) =1. The scale has 5 dimensions of occupational stress; which are organizational structure and climate, personal and professional efficiency, intra and interpersonal interactions, home-work interface and environmental factors. The third questionnaire was the Brief Coping Stress Inventory Instrument (BCSII) which was adapted from Carver, (1997) and modified. The internal consistency indicated good acceptability of (α = .77 to .88). The instrument has 3 dimensions coping stress; Problem-Focused Coping e.g y active coping, use of informational support, planning, and positive reframing; Emotion-Focused Coping such as acceptance, emotional support, venting, humour, religion, and self-blame; and Avoidant Coping like denial, behavioural disengagement, self-distraction, and substance use. The response mode was on 4-point likert scale; that is strongly agree (SA) =4, Agree (A) =3, Disagree (DA) =2, strongly disagree (SD) =1. The questionnaire was subjected to face and content validities by the experts

in the Department of Physical and Health Education, University of Maiduguri (Dugdale et al., 2018). Test-retest was used to determine the reliability of the instrument by selecting 20 teachers from the school that was excluded from the study. The scores were then correlated using Pearson Product Moment Correlation Coefficient (PPMCC) to establish their reliability coefficients which yielded r= 0.84 for works related stress and 0.75 for coping stress which adjudge the instrument reliable.

Descriptive statistic of means and standard deviation was used to answer the research questions. The descriptive statistics were used to describe and summarize inform decisions based on data patterns of the research question (Montgomery, 2012). The mean score is calculated for each subscale by summing responses to items within that subscale and dividing by the number of response mode. That is, 4+3 +2+1/4. The decision rule is that any item with mean score of 2.50 and above will be regarded as stressful; while item with mean score less than 2.50 will be regarded as not stressful (Olaitan, 1983). On coping strategies, higher scores indicate greater use of that particular coping strategy. Hypotheses 1 and 2 were Independent t-test while, hypothesis 3 was tested using Pearson Product Moment Correlation (PPMC) at 0.05 level of significant. PPMC is a valuable statistical tool for assessing the strength and direction of linear relationships between variables (*Triola, 2018).*

Result

Table 2: Demographic Information of the Respondents

n=736

SN	Variable	Frequency	Percentage(%)
1	**Gender**		
	Male	249	33.9 %
	Female	487	66.1%
2.	**Years of Experience**		
	1—5years	156	21.2 %
	6—10years	341	46.3 %
	11years and above	239	32.5 %
3.	**Cadre**		
	NOI— NOII	331	45.0%
	SNO — PNO	215	29.2%
	ACNO — CNO	190	25.8%

Key: Nursing Officer I= NOI, Nursing Officer II =NOII, Senior Nursing Officer = SNO, Principal Nursing Officer = PNO, Assistant Chief Nursing Officer = ACNO, Chief Nursing Officer = CNO

Table 2 which is on demographic information of the respondents indicated that 249 (33.9 %) of the nurses were male, while 487(66.1%) of them were female. The table also showed that 156(21.2 %) of these nurses had 1-5 years of experience, 341(46.3 %) had 6-10 years, while

239(32.5 %) had 11years and above. Similarly, the table revealed that 331(45.0%) were between NOI— NOII, 215(29.2%) were between SNO — PNO, while 190(25.8%) were between ACNO — CNO.

Table 3: Percentage and Mean distribution of nurses with work related stress (N=736)

S/N	Dimension of Stress	SA	A	DA	SD	Mean	Decision
1.	Professional and Personal efficiency	323(43.9%)	257(34.9%)	79(10.7%)	77(10.5%)	3.0	stressful
2.	Inter and Intra-personal interactions	317(%)	297(%)	85(%)	37(%)	3.2	stressful
3.	Organizational structure and climate	389(%)	317(%)	30(%)	-	3.4	stressful
4.	Home-work interface	299(%)	313(%)	81(%)	43(%)	3.2	stressful
5.	Environmental factors	277(%)	311(%)	79(%)	69(%)	3.0	stressful
	Total					3.2	stressful

SA=4, A=3, D=2, SD=1

The result of table 3 shows mean scores of work related stress among the nurses in some selected hospital in Maiduguri. The analysis indicates that all of the items were rated above a mean score of 2.5 by the respondents, this implies that work related stress among nurses in Maiduguri is high.

Table 4: Percentage and Mean distribution of coping strategies used by nurses (N=736)

S/N	Dimension of Stress	SA	A	DA	SD	Mean	Decision
1.	Problem-Focused Coping	419(56.9%)	301(40.9%)	16(2.2%)	(-%)	3.5	
2.	Emotion-Focused Coping	397(53.9%)	310(42.1%)	19(2.6%)	10(1.4%)	3.4	
3.	Avoidance Coping	19(2.6%)	24(3.3%)	377(51.2%)	316(42.9%)	1.6	
	Total					2.8	

SA=4, A=3, D=2, SD=1

The result of table 4 shows mean and percentage scores of work related stress among the nurses in some selected hospital in Maiduguri. The result of the analysis indicates that

problem-focused coping and emotional-focused coping are the frequently used coping strategies by the nurses. This evident as there mean are 3.5 and 3.4 respectively which is above mean score of 2.5.

Table 5: Independent Sample t-test Analysis Showing Differences in works related stress of among Nurses in Maiduguri, Borno State based on Gender.

N=736

works related stress	Gender	N	Mean	SD	Cal.value	Df.	P-value	Decision
	Male	249	3.12	0.87	2.34	734	0.019	Sig.
	Female	487	3.45	0.91				

Table 5 contains information on works related stress among nurses in Maiduguri based on gender. Independent sample t-test was applied to test the null hypothesis. The hypothesis stated that there is no significant difference in works related stress among nurses in some selected hospitals in Maiduguri, Borno State, based on gender. However, the result revealed that there is significant difference in works related stress among nurses in Maiduguri based on gender ($P<0.05$). Hence, the null hypothesis was rejected.

Table 6: Independent Sample t-test Analysis Showing Differences in coping strategies used by the Nurses in Maiduguri, Borno State based on Gender.

N=736

Coping strategies	Gender	N	Mean	SD	Cal. value	Df.	P-value	Decision
	Male	249	5.20	1.30	2.45	734	0.014	Sig.
	Female	487	4.85	1.42				

Cal. Value=2.45, df. =734, p-value=0.014

Table 6 contains information on coping strategies adopted in mitigating works related stress among nurses in Maiduguri based on gender. Independent sample t-test was applied to test the null hypothesis. The hypothesis stated that there is no significant difference in works related stress among nurses in some selected hospitals in Maiduguri, Borno State, based on gender. However, the result revealed that there is significant difference in coping strategies adopted in mitigating works related stress among nurses in Maiduguri based on gender ($P<0.05$). Hence, the null hypothesis was rejected.

Table 7: Pearson Product Moment Coefficient of relationship between Works related stress and Coping strategies among Nurses in some selected hospitals in Maiduguri, Borno State, Nigeria.

Variable	N	Mean	SD	Df.	R	P-value	Decision
Works related stress	736	3.50	0.85	734	0.45	0.00	Significant positive relationship
Coping strategies	736	3.20	0.75				

Table 7 shows relationship between works related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno State, Nigeria. Pearson Product Moment Coefficient of relationship was applied to test the hypothesis. The result indicated that works related stress has a mean of 3.50 and standard deviation of 0.85; also, coping strategies has mean of 3.20, and standard deviation of 0.75. Correlation coefficient (r) value of 0.45 indicates a moderate positive correlation between work-related stress and coping strategies, meaning as stress increases, nurses tend to employ more coping strategies. The low Prob. = 0.000: The correlation is statistically significant at $p < 0.05$, further supporting the rejection of the null hypothesis. This shows that the stated hypothesis that there is no significant relationship between works related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno State, Nigeria was rejected. Hence, there is significant relationship between works related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno State, Nigeria ($P < 0.05$).

Discussion

This study assessed work related stress and coping strategies among nurses in some selected hospitals in Maiduguri, Borno Btate, Nigeria. The result of the analysis indicates that work related stress among nurses in Maiduguri is high, this is because most of the items were rated above a mean score of 2.5 by the respondents, this implies that work related stress among nurses in Maiduguri is high. This is related to the study of Faremi, Olatubi, Adeniyi and Salau (2019), who found that workload was the most frequently stressful aspect of nurses' work followed by death and dying. Three most stressful aspect of nurses' work was observed to be, not having enough staff to adequately cover the load of the ward inadequate drugs and equipment required for nursing care and death of patient with whom you develop a close relationship with. The findings of this study also corroborate the previous studies conducted within Nigeria and beyond Ojoatre, 2008; Ogundipe, Obinna, and Olawale, 2015; Sveinsdóttir, Biering and Ramel, 2006; they reported that nursing as a profession fronting occupational challenges like excessive workload, inadequate resources to give proper care, chaos, enormous human need, unresponsive administration, and a highly stressful work environment.

The findings of this study revealed that problem-focused coping (mean = 3.5) and emotion-focused coping (mean = 3.4) were the most frequently used coping strategies among nurses in Maiduguri, Borno State, as both mean scores exceeded the benchmark mean score of 2.5.

These findings are theoretically grounded in the seminal transactional model of stress and coping proposed by Lazarus and Folkman (1984). According to Lazarus and Folkman, problem-focused coping involves cognitive and behavioural strategies to alter or manage the problem causing the stress, whereas emotion-focused coping encompasses managing the emotional response to the stressor without addressing the stressor itself. The predominance of problem-focused coping among the nurses in this study is consistent with a substantial body of international literature. Studies carried out internationally show that the coping strategies preferred by nurses in the workplace are planned problem-solving, self-control, seeking social support, and positive reappraisal, with problem-focused coping used more often than emotion-focused coping to manage stressful work situations associated with nursing, contributing positively to reducing stress, as well as improving performance and job satisfaction (Bartosiewicz, et al. 2022; Al-Hammouri et al. 2024). This finding further aligns with the work of Barr (2023), which demonstrated that the interaction between nursing stress and problem-oriented coping style comprising positive reframing, planning, religion, and active coping was significant and explained further variance in psychological distress, emotional well-being, and hopelessness, with problem-oriented coping buffering the ill effects of nursing stress on both positive and negative dimensions of mental health in nurses.

The finding of this study, which revealed a statistically significant difference in work-related stress among nurses in Maiduguri, Borno State based on gender ($p < 0.05$), is consistent with a growing body of national and international literature establishing gender as a significant determinant of occupational stress in the nursing profession. In the context of this study, the significant gender difference observed may be particularly attributed to the compounding burdens borne by female nurses, who constitute the majority of the nursing workforce in Nigeria. Research indicates that female nurses may experience different stressors compared to their male counterparts, which could be linked to societal and familial expectations, and the interplay between personal life stressors and occupational demands highlights the multifaceted nature of stress experienced by female nursing professionals (Boamah, et al. 2023). This is further corroborated by Frame et al. (2024), extensive review of 71 studies, which found that gender inequality in the workplace leads to added stress and burnout for female healthcare professionals, with female healthcare workers often required to work long hours and multiple shifts while still balancing on-the-job demands with family responsibilities such as childcare, housework, and other duties that often fall disproportionately to women, and compared to their male colleagues, many female healthcare professionals are assigned to patients with complex medical problems, which demands more emotional energy and increases stress.

The result revealed that there is significant difference in coping strategies adopted in mitigating works related stress among nurses in Maiduguri based on gender ($P<0.05$). This highlights the influence of gender on how healthcare professionals manage work-related stress. This aligns with existing literature indicating that gender plays a crucial role in the choice and effectiveness of coping mechanisms in stressful occupational settings. Research by Lazarus and Folkman (1984) emphasizes that gender socialization influences coping styles,

with women more likely to engage in emotion-focused coping strategies, such as seeking social support, while men tend to adopt problem-focused coping (Lazarus & Folkman, 1984). This difference may be rooted in societal norms and gender roles that shape emotional expression and behavioral responses to stress. Further, studies conducted among nurses in various settings have demonstrated gender-specific coping patterns. For instance, Abedini et al. (2017) found that female nurses more frequently utilized social support and emotional regulation strategies, whereas male nurses relied more on problem-solving approaches. This divergence can impact the overall effectiveness of stress mitigation, influencing job satisfaction, mental health, and patient care outcomes (Delgado & Moreno, 2018).

The study's finding of a significant relationship between work-related stresses and coping strategies among nurses in selected hospitals in Maiduguri ($P < 0.05$) underscores the importance of understanding how nurses manage occupational stress in a challenging healthcare environment. This relationship suggests that as nurses experience varying levels of stress, their choice and utilization of coping strategies are correspondingly affected. In the Nigerian context, studies have demonstrated that the relationship between stress and coping is particularly salient due to resource constraints, high patient loads, and socio-cultural factors influencing stress management (Adebayo et al., 2018). For instance, Adeyemi et al. (2016) reported that nurses who employed adaptive coping strategies, such as seeking social support and positive reframing, experienced lower levels of burnout and stress. Furthermore, the significant association found in this study aligns with findings from similar settings where effective coping strategies mitigate the adverse effects of occupational stress (Oladele & Adejumo, 2019). It highlights the necessity for healthcare institutions to promote stress management programs tailored to the needs of nurses, enhancing their resilience and capacity to cope effectively.

Conclusion

Based on the findings of this study, it was concluded that nurses in the selected hospital Maiduguri, Borno State had high level of works related stress in every dimension. Furthermore, the most frequently adopted strategies by these nurses are problem-focused coping and emotion-focused coping.

Recommendations

Based on findings of this study, the following recommendations were made:

1. The findings of this study indicated that works related stress has negative influence on the health status of nurses, hence programme like stress management strategies should be organized in order to prevent negative outcomes.
2. This significant relationship indicates that interventions aimed at improving coping skills may reduce the negative impact of work-related stress among nurses. Training programs focusing on stress management techniques, peer support systems, and

organizational changes could be beneficial in fostering more adaptive coping mechanisms.

3. Understanding these differences is vital for designing gender-sensitive interventions that enhance coping efficacy among nurses. Tailored stress management programs that consider gender-specific needs could improve psychological resilience and job performance, ultimately benefiting healthcare delivery in Maiduguri.

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