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The Effect of the SAMRY Model (Mahfudzat Adaptation Stress and Guided Imagery) on Nurse Work Stress

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Abstract

Nurses' work stress must be managed well. Work stress can affect nurses' performance, reduce service quality, and cause turnover intention. The 2018 PPNI survey showed that 50.9% of Indonesian nurses experienced work stress. A preliminary study at K.R.M.T Wongsonegoro Hospital Semarang of 10 nurses in special units stated that 90% experienced work stress. The SAMRY (Stress Adaptation and Guided Imagery) model can reduce nurses' work stress. This technique combines the application of the concepts of mahfudzat and guided imagery so that it can create relaxation distractions and increase adaptive coping patterns. This research aims to determine the effect of the SAMRY model on nurses' work stress. The research method uses a pre-experiment with a pre-post-test one-group design. The population is 223 nurses who work in special units. Sample of 35 respondents using a purposive random sampling technique. Data collection was carried out by assessing work stress pre and post-intervention. The research instrument used the Expanded Nursing Stress Scale (ENSS) questionnaire. The results of the study reported an average pre-intervention work stress score of 114 and post-intervention 78.26. Data analysis using the paired sample t-test obtained p-value=0.000 (p<0.05). It can be concluded that there is an influence of the SAMRY model on nurses' work stress.

Introduction

Work stress is a stressful condition that arises due to work demands that exceed a person's ability to cope, giving rise to various physiological, psychological, and behavioral reactions (Kokoroko and Sanda, 2019). A survey conducted by PPNI in 2018 stated that 50.9% of nurses in Indonesia experienced work stress. A study on stress and resilience in the workplace conducted in Australia showed that nurses experienced moderate to high levels of stress (Badu *et al.*, 2020). Research on the prevalence and relationship between work stress and *burnout* conducted in the United States during the Covid-19 pandemic odds of stress and burnout were 49% lower in those who felt valued by their organization (odds ratio 0.60, 95% CI [0.58, 0.63], p<0.001) (Prasad *et al.*, 2021). Nurses aged 30-34 years expressed the highest stress (Chatzigianni *et al.,* 2018).

In a preliminary study by researchers on five executive nurses in the ER and five executive nurses in the IBS K.R.M.T. Wongsonegoro Hospital, Semarang City, we found that 90% of nurses stated they experienced work stress. Adaptation stress model *guided imagery* at KRMT Wongsonegoro Hospital, Semarang City, so far it has never been applied to nurses, but only applied to patients to reduce the pain scale. *Mahfudzat* which has been implemented in the form of the motto "Serve with Sincerity", and the slogan which reads "Religious, Integrity, Professional, Innovative", as well as the employee motto

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BERAKHLAK (Service Oriented, Accountable, Competent, Harmonious, Loyal, Adaptive and Collaborative). The implementation and evaluation of hospital slogans and slogans have not been carried out in a structured and documented manner, so maximum results have not been achieved.

The stress adaptation model uses *mahfudzat* given by means of guided imagination*(guided imagery)* becomes a challenging model to experiment with. *Mahfudzot* are Arabic pearls of wisdom with deep meaning, wise values, ideas, motivation, and solutions, which can stimulate positive energy and *inner power* (Andi, 2019). Guided imagination (*guided imagery*) is a relaxation technique that aims to reduce stress and increase feelings of calm and peace and is a sedative for difficult situations in life (Moriya, 2018). Mc Kinney's research examines the effects of *guided imagery* on mood and cortisol, the results of the study concluded that *guided imagery* can positively influence mood and reduce blood cortisol levels. Mc Kinney's second research shows that guided imagination can stimulate peripheral endorphin levels which stimulate feelings of happiness (Alharbi and Alshehry, 2019). Researchers will conduct research on the implementation of the SAMRY model, namely the stress adaptation model which combines applications*mahfudzat* and guided imagination *(guided imagery),* then look at its effect on nurses' work stress levels.

Method

This research is quantitative, with methods *pre-experiment pre-post test one group design.* The population of this study was all nurses working in the special unit of K.R.M.T Wongsonegoro Hospital, Semarang City in 2023, totaling 223 people. Samples were taken by calculating the hypothesis test against the average of 1 population, resulting in 31 samples with estimates *dropping out* 10% so the total sample is 35. Researchers took samples by*purposive random sampling,* namely by selecting certain strata in the population (Harsono *et al.,* 2017). The inclusion criteria for this study were nurses working at K.R.M.T Wongsonegoro Hospital, Semarang City in 2023, nurses working in special units (Emergency Installation, Intensive Care Unit, Pediatric Intensive Care Unit, Neonatal Intensive Care Unit, Perynatology, Central Surgical Installation, and Anesthesia Unit), nurses with 1-10 years of service, nurses with non-ASN status, nurses aged 25-40 years, nurses who work in shifts, and executive nurses. The exclusion criteria for this study were nurses on leave or sick and nurses who were not willing to be respondents.

The research was conducted at K.R.M.T Wongsonegoro Hospital, Semarang City, for six months (August to January 2023). This research variable consists of the dependent variable, namely nurse work stress, and the independent variable, namely the SAMRY model. The research instrument used a questionnaire *Expanded Nursing Stress Scale* (ENSS) to measure nurses' work stress. ENSS *(Expanded Nursing Stress Scale)* uses a ratio scale to determine nurses' work stress with a total of 57 questions (Fasbender, *et* al., 2019) developed from NSS *(Nursing Stress Scale)* (Mert, Aydin Sayilan and Baydemir, 2021). The Indonesian version of the ENSS has been tested for validity, reliability, and internal stability with satisfactory results. So this instrument can be used to assess work stress in nurses in Indonesia (Harsono *et al.*, 2017). Data collection was carried out by researchers by asking respondents to fill out the ENSS questionnaire at the pre-intervention stage. Then, researchers conducted SAMRY model training followed by independent practice for two weeks. In the post-intervention stage, respondents filled out the ENSS questionnaire again to determine nurses' work stress after the SAMRY model intervention. Researchers compiled a SAMRY model reference book which was reviewed by *experts* and has been published. Then, the reference book is used as the respondents' guide in applying the SAMRY model.

Results and Discussion

Table 1 shows that the respondents used by researchers, according to the inclusion criteria, were aged between 25-40 years, with their average age being 30.6 (*SD* 3.5) years. The gender of respondents was predominantly male (62.9%), while 37.1% were female.

Table 1. Frequency Distribution of Respondent Characteristics at K.R.M.T Wongsonegoro Hospital, Semarang City, 2023 (n=35)

Characteristics	Categories	Amount	%	Min	Max	Mean±SD
Age	Early adulthood (20-40 years)	35	100%	25	34	30,6±3,5
Gender	Man	22	62,9%			
	Woman	13	37,1%			
Marital status	Marry	23	65,7%			
	Not married yet	12	34,3%			
Education	D III	18	51,4%			
	Ners	17	48,6%			
Working time	1-10 years	35	100%	1	10	5,26±2,8
Personality type	Extrovert	12	34,3%			
	Introvert	23	65,7%			

Source : Primary Data (2023)

Table 2. Job Stress Score of Nurses at K.R.M.T Wongsonegoro Hospital Semarang City Pre and PostSAMRY Model Intervention, Year 2023 (n=35)

	n	Score Minimum	Score Maximum	Mean	SD
Pre-intervention	35	47	193	114	37,351
Post-intervention	35	21	181	78,26	37,065

Source : Primary Data (2023)

Respondents' education showed almost the same number, namely D III nursing as much as 51.4%, and nursing education as much as 48.6%. Respondents' work period was between 1-10 years with an average value of 5.26 (*SD* 2.8) years. Characteristics of respondents based on marital status showed that 65.7% were married and 34.3% were unmarried. Respondents were given a personality questionnaire to determine their personality type. The results of the questionnaire assessment showed that 34.3% of respondents had extroverted personalities, and 65.7% had introverted personalities.

Table 2 shows the nurses' work stress assessment scores measured using a questionnaire *Expanded Nursing Stress Scale* (ENSS) at the pre-intervention stage with a minimum score of 47 and a maximum score of 193, an average score of 114 (*SD*=37,351). The assessment at the post-intervention stage resulted in a minimum score of 21 and a maximum score of 181, with an average score of 78.26 (*SD*=37,065). The average pre-intervention and post-intervention scores showed a decrease from 114 to 78.26. The difference in the average score pre and post-intervention was 35.74.

Table 3 shows that the pre-intervention assessment of nurses with normal stress was 1 person (2.86%), mild stress was 12 people (34.29%), moderate stress was 18 people (51.43%) and severe stress was 4 people (11, 43%). The assessment carried out after the intervention showed that there were 12 nurses with normal stress (34.29%), 16 people with mild stress (45.71%), 6 people with moderate

Table 3. Job Stress Categories of Nurses at K.R.M.T Wongsonegoro Hospital Semarang City Pre and Post SAMRY Model Intervention in 2023 (n=35)

	Stress Category			
	Normal (0-57)	Light (58-114)	Medium (115-171)	Heavy (172-228)
Pre-intervention	1 (2,86%)	12 (34,29%)	18 (51,43%)	4 (11,43%)
Post-intervention	12 (34,29%)	16 (45,71%)	6 (17,14%)	1 (2,86%)

Source : Primary Data (2023)

Table 4. Job Stress Categories of Nurses at K.R.M.T Wongsonegoro Hospital Semarang City based on Respondent Characteristics, at the Pre and Post-Intervention Stages of the SAMRY Model in 2023 (n=35)

Characteristics		Pre and Post-Intervention Job Stress Categories (n=35)									
		Normal (0-57)		Light (58-114)		Currently (115-171)		Heavy (172-228)		Total	
		pre	post	pre	post	pre	post	pre	post	pre	post
Age	20-30 th	0	5	5	9	10	3	3	1	18	18
	31-40 th	1	7	9	7	6	3	1	0	17	17
	Total	1	12	14	16	16	6	4	1	35	35
Gender	Man	1	8	10	12	7	1	4	1	22	22
	Woman	0	4	4	4	9	5	0	0	13	13
	Total	1	12	14	16	16	6	4	1	35	35
Marital status	Marry	1	9	9	10	11	4	2	0	23	23
	Not yet	0	3	5	6	5	2	2	1	12	12
	Total	1	12	14	16	16	6	4	1	35	35
Education	D III	1	6	3	7	13	5	1	0	18	18
	Ners	0	6	11	9	3	1	3	1	17	17
	Total	1	12	14	16	16	6	4	1	35	35
Working time	1-5 th	0	4	8	9	8	4	2	1	18	18
	>5-10th	1	8	6	7	8	2	2	0	17	17
	Total	1	12	14	16	16	6	4	1	35	35
Personality type	Introvert	0	7	8	12	12	3	3	1	23	23
	Extrovert	1	5	6	4	4	3	1	0	12	12
	Total	1	12	14	16	16	6	4	1	35	35

Source : Primary Data (2023)

stress (17.14%), and 1 person with severe stress (2, 86%). The average score of the 35 respondents was 114 (*SD*=37.35) at pre-intervention and 78 (*SD*=37.06) at post-intervention.

Statistical test to determine the effect of the SAMRY model intervention on work stress of nurses at K.R.M.T Wongsonegoro Hospital Semarang City using *paired sample t-test,* with a significance value of 0.000 (*p-value*< 0.05), we concluded that there is a significant influence of the SAMRY model intervention on nurses' work stress. The results of research data processing showed that the average pre-intervention nurse work stress value was 114 (SD=37.35). As many as 18 nurses (51.43%) experienced moderate work stress and 4 people (11.43%) experienced severe work stress. These results are supported by previous research where nurses face serious challenges in their work. Nursing is a very demanding and stressful profession (Mohamed *et al.*, 2019)this study showed significantly high level of both blood oxidative biomarkers as both levels of MDA, [Median (3.18. Work stress is a realistic phenomenon and is widespread among nurses throughout the world (Mohamed *et al.*, 2019)this study showed significantly high level of both blood oxidative biomarkers as both levels of MDA, [Median (3.18. Other research that supports this opinion was carried out by Oktovin in several hospitals and health centers in Indonesia reporting the same thing, namely that the majority of nurses experienced mild and moderate levels of work stress (Hendy *et al.*, 2021). Almazan explored the work-related stress of nurses in acute care hospitals in KSA using the PSS-14 (perceived stress) questionnaire, with 164 respondents reporting overall nurses had moderate levels of stress (Almazan, Albougami and Alamri, 2019). Sulistyawati, in her study on stress levels of nurse work with work *shift* In the emergency room at Karangasem Regional Hospital, it was reported that 87.1% of nurses experienced moderate levels of work stress (Sulistyawati, Purnawati and Muliarta, 2019).

Factors that contribute to the occurrence of work stress among nurses include the number of working hours per week, work

fatigue, working in special units (surgical rooms, ICU) and the front line (emergency unit), the ratio of nurses to patients, nurses with a shift work system, nurses with female gender, period of having and caring for children, fear of contracting infection, negative public stigma towards COVID-19, inadequate availability of PPE, lack of hospital attention to nurses, and conflicts with doctors (Lambert *et al.*, 2004). Respondents who underwent the SAMRY model intervention using training, demonstration, and independent practice methods showed a reduction in work stress. Respondents showed changes in coping while applying the SAMRY model, as evidenced by observations from researchers when respondents carried out daily tasks in the hospital. Researchers observed that respondents were more patient in dealing with conflicts that occurred during work, reduced high-pitched and unhelpful remarks, respected co-workers more, and were more communicative. Observations of other respondents showed that nurses carried out additional tasks given by their superiors sincerely and responsibly, did not complain, and did not compare them with their friends' lighter work.

Research supporting this suggests that the implementation of *mahfudzat* in aspects of life will bring many benefits, especially increasing effective coping (Braun-Lewensohn and Mayer, 2020). Applying concepts *mahfudzat*. It cannot be done immediately in a short time, but it requires a process. The formation of human character must be instilled from an early age, religious values are instilled as a foundation, and seeking knowledge is mandatory (Jurado *et al.*, 2019). The Koran views people with knowledge in a high and noble position, therefore enthusiasm and sincerity in seeking knowledge must be firmly built in the heart (Sugirma, 2020). Formal education, especially in Islamic boarding schools, requires every student to memorize Arabic proverbs known as *mahfudzat* as a medium for generating enthusiasm for students (Abdurrahman and Muqorobin, 2018). Strengthening based on character education *golden habits* One of them is done by implementation *mahfudzat*. Sugirma's research (2020) supports this opinion that studying and applying *mahfudzat*it must be accompanied by a balance in life in the afterlife and prioritizing morals so that it can have an effect on improving good coping according to the teachings of the religion one believes in (Sugirma, 2020).

Research that examines the influence *of guided imagery* looks at its effect on final-year students' stress in completing their thesis. Research that examines the influence *of guided imagery* on nurses' work stress has never been done, but theories in various previous studies show strengthening (Pohan & Kustiati, 2021). Anxiety, sleep quality, pain, decreased blood pressure, decreased blood sugar levels, and asthma recurrence are closely related to stress (Marudhar and Josfeena, 2019). Relaxation can reduce stress physiologically (Natsir, Hartiti and Sulisno, 2020). This relaxation will stimulate the brain through imagination, which can directly affect the nervous, endocrine, neuromodulatory, and endorphin systems by reducing the frequency of *heart rate* so that *cardiac output* according to normal rhythm (De Witte *et al.*, 2020). Cortisol plays a central role in metabolism in the body's response to stress, by reducing inflammation, improving analgesia, contributing to immune system function, and maintaining constant blood sugar levels as well as blood pressure (Giordano *et al.*, 2020). Marques' research supports this opinion that there was a significant decrease in blood cortisol after the intervention-guided *imagery* (*p-value* =0.001) (Berridge, 2018). The release of endorphin hormones produces a relaxing, comfortable, and happy feeling (Merakou *et al.*, 2019).

Nurses' coping mechanisms are greatly influenced by beliefs and perspectives. A person's positive perspective in facing life's problems will positively affect their life and vice versa (Lee and Jang, 2020)job stress, and fatigue (explanatory power = 56.7%. Success starts from thinking according to sentences *mahfudzat "man jadda wajada"*, which means whoever is serious will succeed. Strong beliefs provide energy and the strength to find solutions to various problems. The SAMRY model that has been applied by respondents has an influence on increasing the application of hospital mottos, slogans, and slogans, especially in the religious, loyalty, adaptive, and collaborative

aspects. Respondents stated that there had been changes in *mindset* namely complete belief in religious teachings (concept *mahfudzat*) which, if implemented correctly, will bring goodness in this world and the hereafter. Changes in beliefs and relaxation conditions affect nurses' psychology, this results in changes in attitudes and behavior. Nurse loyalty increases along with a sense of gratitude for the blessings received. Nurses accept all of God's decrees with an open heart, resulting in an adaptive and collaborative attitude in carrying out daily tasks (Teixeira *et al.*, 2016).

Previous research on influence *coping training* of coping mechanisms supports this training in coping interventions can help improve *emotion-focused, is family empowerment,* psycho-education, and spiritual programs (Tran *et al.*, 2019). Taylor explains coping as general habits that a person practices to deal with stressful events in certain ways (Prasad *et al.*, 2021). Coping strategies are cognitive and behavioral efforts to regulate internal and external demands that are considered to disturb individual boundaries (Fasbender, Van der Heijden and Grimshaw, 2019). Coping strategies consist of : *emotion focus coping* namely directing emotional control responses in stressful situations and *problem focus coping* namely reducing the demands of a stressful situation or confronting the source of stress (Fasbender *et al.,* 2019). Effective and adaptive coping mechanisms can reduce nurses' work stress. Teixeira's research proves this opinion, problem-focused strategies have been shown to be protective in relation to work stress in hospitals (Rodrigo Garcia Motta, Angélica Link, Viviane Aparecida Bussolaro *et al.*, 2021)Brazil, occurring in 2002-2004, are described. From a total population at risk of 1,359 cattle, 54 1-18-month-old calves from both sexes and several breeds were affected and 50 died spontaneously or were euthanatized while moribund. The highest frequency of cases was in recently weaned calves or calves submitted to other stressing factors. General rates of morbidity, mortality and lethality were respectively 3.97, 3.67 and 92.59%. Clinical courses varied from 3-10 days and included depression, nasal and ocular discharge, grinding of teeth, circling, blindness, fever, nistagmus, trembling, anorexia, dysphagia, drooling, incoordination, head pressing, rough hair coat, tachycardia, tachypnea, abdominal pain, melena, falls, recumbency, opisthotonus, convulsions and paddling. Nineteen calves were necropsied. Necropsy findings were characterized by hyperemia of leptomeninges, swollen rostral portions of the telencephalon, and flattening of frontal lobes gyri; frequently in these frontal areas there were segmental brown-yellow discoloration and softening (malacia. Woo researched problem-focused coping and emotion-focused coping as one of the stress management efforts (Woo and Kim, 2021). The results of Mundung's research and several previous studies reported a significant relationship (*p-value = 0,*001) between coping mechanisms and work stress of nurses (Selbmann *et al.*, 2020)Dothideomycetes, and Eurotiomycetes. The SAMRY model is an effort to increase effective and adaptive coping mechanisms for nurses.

Conclusion

The SAMRY model has a significant influence on reducing work stress for nurses at K.R.M.T Wongsonegoro Hospital, Semarang City, as evidenced by the results of statistical tests *paired sample t-test* with *p-value* = 0.000. The average score for assessing work stress for nurses using the ENSS questionnaire decreased by 35.74 after the SAMRY model intervention was carried out on 35 respondents through training by experts and continued with independent practice for 2 weeks, with a frequency of once every day for 20 minutes.

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