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**EA507**

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**Outline**

**Introduction:** Describe which sources you will forward to accomplish your three moves (following the CARS model)

1. *Move 1: Establishing the research territory* 
   1. *Describe the research territory*

Previous researchers have noticed that people face different stressors and that lead to a series of mental and physical distress. Existing research has stated that stress is related to burnout, job satisfactions, work performance and emotional feedback. In addition, since the medical needs have increased constantly, it shows that the job demands and occupational stress for medical professions has increased as well. However, compared with general research on these relationships, less research conducted in medical occupations or the real medical tasks (e.g., the quality of nursing, surgery performance and rescue performance).

* 1. *List the sources you will forward to establish the territory*

Hunziker et al. (2011) regarded stress as a negative mental state which can impair one’s well-being and they found that stress has a negative influence on the rescue performance.

Sindi et al. (2017) assert that work-related stress is associated with worse cognition and cognitive decline.

Hussain et al.’s (2018) research shows that work stress and cognitive failure are significantly positively correlated.

Minnotte et al. (2013) reported that the need for medical workers to take care of healthcare necessities is more than the actual population of medical workers in the U.S.. Nabirye et al. (2011) also stated the contradict between inadequate clinic and hospital facilities with overcrowded very sick patients is severe in Uganda. Thus, whether developed countries or developing countries, they do have the same issues with the deficient medical resources and increased medical needs. It is significant to identify the occupational stress and the effects of it for medical workers.

* 1. *Explain why you will forward these sources to establish the territory*

I will forward these resources to provide background information on the relationship of stress, cognitive failure and work performance, and introduce the readers to what are the concentrations of this literature review and why we choose medical workers as our research populations.

*Move 2: Establishing a niche (what’s the social/research exigence?)*

1. Describe the exigence

Previous research has focused on stress and its influence in the work place in general but fewer research has been focused in the medical occupation and how stress influences performance and how cognitive abilities are impaired.

1. *List the sources you will forward to support the exigence*

Donnelly et al. (2014) point out that researchers pay little attention on the effects of the occupational hazards associated with the emergency medical services.

According to Day et al., (2012), though several researches have been conducted in the area of cognitive failures, fewer research has explored the relationship between psychological stress and cognitive failure and analyzing it through the relationship between the GHQ and CFQ.

In a study by Patel et al. (2017), it was deduced that there was little to no studies that focused on occupational stress and burnouts in surgeons in the South Pacific.

1. *Explain why you will forward these sources to establish the exigence*

Since a large number of these studies focused on occupational stress in the medical profession and spoke about the lack of substantial research in this field, we will be forward Donnelly et al. (2014), Day et al., (2012) and Patel et al. (2017) to assist in the study.

1. *Move 3: What’s the purpose of your research project?* 
   1. *Describe the purpose of your project*

The main purpose of this paper is to identify the influence of stress and its effect on cognitive failure and performance as we want to find out how different coping strategies can reduce cognitive failure and improve performance in hospitals.

* 1. *Describe the question you are attempting to answer*

In this review of the literature, we hope to figure out the following questions: How does stress impact job performance and influence cognitive failure for medical workers? How to choose an appropriate coping strategy in order to reduce medical workers’ negative cognition and improve their job performance?

* 1. *Explain why you are attempting to answer this question. How does it serve your audience?*

The reason why we try to figure out these questions is that recognition of occupational stress levels and the how severity of occupational stress effects for medical workers will contribute medical works identify their stress levels associated with cognitive abilities and work performance. In addition, this literature review also provides suggestions for HR managements and leaders of medical teams to notice the significance of occupational stress and the necessities to take training of coping strategies for all medical workers in order to reduce their cognitive failure and improve their work performance.

**Body:** Write your driving questions and your analysis here. Include evidence from at least two of your sources to answer each driving question. Try your best to make connections among your sources. Do the findings build on each other? Do they contradict each other? How do they work together to answer your driving question?

1. What is cognitive failure?
   1. Maritime Coastguard Agency (2007) suggested that cognitive failure is a result of job- or work-related stress that causes impaired judgement, effects memory, a significant deficit is seen in the area of decision making and a lack of attention and reaction time.
   2. Sindi et al. (2017) in their study were able to deduce that global cognition and processing speeds were prone to be influenced by work related stress.
2. What is stress?
   1. Bryant (2014) identify the circumstance when individuals perceive stress and its negative overcome on both psychological and physical status. Bryant (2014) indicates that stress experience occurs when there is a discrepancy between reality and anticipation, or the demands are too taxing to afford.
   2. Hunziker et al. (2011) regard stress as a negative mental state which can impair one’s well-being. Hunziker et al. (2011) also identify that stress occurs when the demands are overweighting one’s ability.
   3. Rodríguez et al. (2019) identify that stress takes place when individuals feel overloaded, and result in a series of negative outcomes, including the deterioration of mental health and performance.
3. What is performance?
   1. Chen et al. (2011) divided work performance into three dimensions: Absence, role limitation and social functioning limitation.
   2. Nabirye et al. (2011) regard that job performance is the behavioral process which individuals implement their job roles and responsibilities. Especially identify that job performance of nurses is the quality of nursing care.
   3. Campbell et al. (2015) assert that job performance is the actual actions of individuals which can help individual accomplish their job goals. Campbell et al. (2015) also identify a bunch of variables to measure work performance, included work efficiency (e.g., productivity, work quality, and work quantity), social abilities (e.g., interpersonal behavior, team work, and communication) and advanced skills (e.g., management, problem solving, creativity, and adaptability).
4. What kind of work performance will be measured (e.g., CPR performance, surgery and etc.)?
5. Hunziker et al. (2011) only focus on rescuers, thus work performance specifically refers to resuscitation performance that means hands-on time during the first 180 seconds after cardiac arrest.
6. Nabirye et al. (2011) only focus on the population of nurses, thus work performance is related to the quality of nursing care. They use leadership, critical care, teaching/collaboration, planning/evaluation, interpersonal relations/communication and professional development to measure work performance (Nabirye et al., 2011).
7. Chang et al. (2009) focus on physicians, nurses and other healthcare professionals. Using a self-reported method to measure perceptions of the quality of patient care as their work performance (Chang, Ma, Chiu, Lin, & Lee, 2009).
8. Hull et al. (2012) mainly focus on the medical workers in operating rooms (OR), which include surgeons, anesthesiologists and OR nurses. Thus, they evaluate surgery performance in the study.
9. How might medical professionals and future researchers benefit from this research? [relevance]
10. For future researchers, the research contributes to realize the effects of stress on medical workers’ cognitive failure and work performance and shows the future research direction
    * 1. Hunziker et al. (2011) suggest that future studies should continue to investigate the impact of stress and negative emotion on CPR performance of experienced physicians and resuscitation teams, and explore gender effects in future studies as well.
      2. Day et al. (2012) suggest that further research needs to be conducted in the area of taking an intervention in order to reduce job stress and reduce the cognitive errors that stress impacts.
      3. Nabirye et al. (2011) point out that future researchers should focus on the differences of stress levels between public and private hospital and the effects social support on occupational levels.
11. For medical professionals, the research will help them to identify their stress levels and noticed the negative overcomes of stress. Thus, they probably will choose an appropriate coping strategy to manage their stress levels, and then minimize their cognitive failure and improve their work performance.
    * 1. Rodríguez et al. (2019) suggest that organizational members should set common goals and cooperate with other members. In addition, problem-focused collective coping strategies (e.g., participative management, training, coordination of workers and creating opportunities for support from co-workers) can reduce stress appraisal and stress climate.
      2. Nabirye et al. (2011) suggest that nurse managers should provide more organizational support to reduce the work stress of nurses and nurse managers and other administrators should take training in HR and organizational management to equip with such skills. Nabirye et al. (2011) also provide some motivation strategies for nurse managers, such as effective communication and recognition for excellent work.
12. How is stress associated with work performance with cognitive failure as a moderator?
    1. Work performance is determined by how much one can accomplish a task and have effective outcome. Although some literature has asserted that stress can improve performance by enhancing concentration, most studies have work performance be hindered when an individual experiences excessive stress at the workplace.
       1. Nabirye et al. (2011) indicate that public hospital nurses experience more occupational stress and have less job stratification and lower job performance.
       2. Hunziker et al. (2011) found that stress has a negative influence on the rescue performance in a simulated cardiac arrest scenario. The results also showed there are gender differences of perceived stress and its impact on CPR performance (Hunziker et al., 2011).
       3. In Hull et al.’s (2012) literature review, a study found that the moderate increases in stress improved work performance on a simulated task. In contradiction, another study showed that increased stress due to inexperience and unfamiliarity with a task was related to poorer technical performance.
    2. Additionally, cognitive failures can also intensify the stress levels that the individual experiences and further reducing work performance.
       1. Hussain, S., Batool, I., Bano, S., & Ali, H. (2018), in their study suggested that apart from stress being a cause for effective work performance, cognitive failures due to stress and further be interpreted as an obstruction to effective work performance.
       2. Andrea J. Day, Kate Brasher, Robert S. Bridger. (2012) were able to deduce that the safety behavior and work performance slips and lapse are strongly predicted by the lack in cognition and thus lowered performance and increase in the number of accidents are often seen when stress and cognitive failure are intense.

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