

# [Theoretical experience (kanner, coyne, schaefer, and lazarus, 1981).](https://assignbuster.com/theoretical-experience-kanner-coyne-schaefer-lazarus-1981/)

Theoretical Framework            FlorenceNithtingale’s Environmental Theory, was considered the first theorist nurse/she defined the act of utililizing the environment of the patients and nursesconsist of environmental factors such as pure or fresh air, pure water, efficient drainage, cleanliness, light, noise.

Environmental factors ofNightingale attain significance when hospitals considers sanitation thatreliable, uneducated and incompetent care as a health care providers.            Additional for those Nightingale’sfactors also contribute stressed that are surrounds the well-being andconsidered in relation to the health status or health state of health careproviders, the importance of keeping the working environment calm andmaintaining a noise-free environment that affect on both client and health careproviders. Poor ventilation of the work environment deprives both persons.

Nightingalebelieved that nursing should be health as well as they engaged to ill persons. Also she supported the importance of looking beyond the individuals to thesocial environment in which both client and health care providers can live.            Lazarus and Cohen (1977) classifiedworkspace stressors into three distinct categories, namely; 1) cataclysmicphenomena or sudden, powerful events that affect many people, such as naturaldisasters; 2) powerful events that only affect fewer people, such as familycrises, and 3) daily hassles or repetitive problems of daily life, such as workfrustration and commuting. This concept of ‘ daily hassles’ need to bedistinguished from other major life events, as ‘ daily hassles’ alone closer tothe person’s daily experience (Kanner, Coyne, Schaefer, & Lazarus, 1981). The stress produced by our ‘ daily hassles’ is generated by stable, repetitiveor chronic conditions that may annoy an individual employee on a regular basis. Therefore, this concept of ‘ daily hassles’ stress is useful in the study of thephysical environment on people’s behavior, specifically referring to workbehavior related to job performance.

The study of the ‘ daily hassles’ in theworking environment, has resulted in discovery of five influencing factors: noise, air, temperature, light and color, and space. McCoy and Evans (2005)characterized how physical environment could interfere with the attainment ofwork objectives. These stressors; noise, air, temperature, light and color, andspace in the work environment affect an individual employee’s performanceadversely in a high intensity level or prolonged exposure. This is when thestressor delay the abilities to process and to understand the number andpredictability of ‘ signals’, in which increase with task complexity. However, this environmental stressor also could influence physiological processes, produce negative affection, limit motivation and impede social interaction. Moreover, a mismatch between the demands placed on workers and the physical environmentin which they meet those demands is by definition stress-generating. Thedefinition of misfit refers to the environment places inappropriate orexcessive demands on users, specifically employee, in spite of their ability toadapt and adjust their work behavior (Alexander, 1970; Herring, Szigeti, , 1977; Preiser, 1983; Zeisel, 2005). McCoy and Evans (2005) alsoemphasized on the temporal dimension of ‘ daily hassles’: any environmentalelement that is recognize as temporarily annoying cannot be regarded as astressor, compared to the same element that causes annoyance over time.

Vischer(2007) claimed that the sustained impact of adverse environmental elements mayalso cause a delayed reaction, affecting performance immediately after theeradication of the stressor elements in the working environment.