

Theoretical  
experience (kanner,  
coyne, schaefer, and  
lazarus, 1981).



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Theoretical Framework Florence Nightingale's Environmental Theory, was considered the first theorist nurse/she defined the act of utilizing the environment of the patients and nurses consist of environmental factors such as pure or fresh air, pure water, efficient drainage, cleanliness, light, noise.

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

Nightingale believed that nursing should be health as well as they engaged to ill persons. Also she supported the importance of looking beyond the individuals to the social environment in which both client and health care providers can live. Lazarus and Cohen (1977) classified workspace stressors into three distinct categories, namely; 1) cataclysmic phenomena or sudden, powerful events that affect many people, such as natural disasters; 2) powerful events that only affect fewer people, such as family crises, and 3) daily hassles or repetitive problems of daily life, such as work frustration and commuting. This concept of 'daily hassles' need to be distinguished from other major life events, as 'daily hassles' alone closer to the person's daily experience (Kanner, Coyne, Schaefer, & Lazarus, 1981). The stress produced by our 'daily hassles' is generated by stable, repetitive or chronic conditions that may annoy an individual employee on a regular basis. Therefore, this

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concept of 'daily hassles' stress is useful in the study of the physical environment on people's behavior, specifically referring to work behavior related to job performance.

The study of the 'daily hassles' in the working 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 of work objectives. These stressors; noise, air, temperature, light and color, and space in the work environment affect an individual employee's performance adversely in a high intensity level or prolonged exposure. This is when the stressor delay the abilities to process and to understand the number and predictability 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 environment in which they meet those demands is by definition stress-generating. The definition of misfit refers to the environment places inappropriate or excessive demands on users, specifically employee, in spite of their ability to adapt and adjust their work behavior (Alexander, 1970; Herring, Sziget, , 1977; Preiser, 1983; Zeisel, 2005). McCoy and Evans (2005) also emphasized on the temporal dimension of 'daily hassles': any environmental element that is recognize as temporarily annoying cannot be regarded as a stressor, compared to the same element that causes annoyance over time.

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