

Management Strategies: Prevention of Work-Related Stress, Organizational Climate, And Education in the Surgical Area

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ABSTRACT

An unstimulating organizational environment with limited training and educational opportunities, coupled with a heavy workload, generates work-related stress as one of its main consequences. Therefore, the teaching role constitutes an essential dimension of the nurse's professional identity, aiming to strengthen motivation and foster proactive work environments that serve as a bridge for personal and professional growth in nursing contexts. Hence the need to propose management strategies for the prevention of work-related stress through improvements in the organizational climate and education in the surgical area of the Dr. Enrique Tejera Hospital Complex in Valencia, Carabobo State. In this regard, the study is based on Brunet's postulates on organizational climate, Likert's Systems Theory, Maslow's Hierarchy of Needs Theory (1991), and Bandura's Self-Efficacy Theory. The methodology employed was based on the positivist paradigm, with a quantitative approach, a feasible project modality, framed within the research line of integral human development. A Likert-type questionnaire with 11 items, validated by three experts and with a reliability of 0.99 according to Cronbach's alpha coefficient, was administered using a survey technique. The population consisted of 57 nurses, from which a representative sample of 28 subjects (49%) was selected. The findings revealed that work-related stress is associated with excessive workload, role ambiguity, interpersonal conflicts, and deficiencies in the performance of the teaching role. These aspects demonstrate the need to design this educational proposal focused on training nursing professionals in leadership, supervision, and negotiation for harmonious coexistence and cooperation as key elements for conflict resolution in the surgical area.

Keywords: Management strategies, prevention, work-related stress, organizational climate, education, surgical area.

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