



Mental Distress among Nurses: A Systematic Review and Thematic Synthesis

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Abstract

Background: Nurses play a vital role in healthcare and patient care, yet they often face significant psychological and mental stress due to high workloads, emotional demands, and challenging work environments. The objective of this study is to systematically review and synthesize papers exploring mental distress among nurses.

Methods: The design of the study is based on a systematic review and synthesis of qualitative papers. Papers are identified through (3) data sources which are searched in the English language from 2020 to 2024. Studies that explored the factors affecting mental distress among nurses and the relevant coping mechanisms were eligible for inclusion. A total of (16) papers were included in the review.

Results: The mental distress among nurses is profoundly affected by a variety of interconnected factors, including workload and job demands, emotional and psychological factors, work environment and support systems, resilience, and crisis-related stressors. Also, the findings highlighted majors coping mechanisms for overcoming mental distress among nurses including support and social networks, mindfulness and stress management techniques, organizational support, self-care practices and psychological support, and professional support.

Conclusion: the interplay of various factors contributing to mental distress among nurses emphasizes the need for comprehensive strategies that address both individual and systemic issues. By fostering supportive work environments, enhancing resilience, and providing effective coping mechanisms, healthcare organizations can significantly improve the mental health of nurses. This holistic approach benefits not only the caregivers but also the patients they serve, ultimately leading to better healthcare outcomes.

Keywords: *Mental Distress, Psychological Stress, Nurses, Factors, Coping Mechanisms*

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Introduction

Mental distress among nurses has become a critical area of concern, particularly in light of recent global health crises, such as the COVID-19 pandemic. Nurses, who form the backbone of healthcare systems, are frequently exposed to high-pressure environments that can lead to significant psychological strain (Tzeng et al., 2024). The nature of their work, which involves not only the physical care of patients but also emotional support and decision-making in life-and-death situations, renders them vulnerable to various forms of mental distress (Marthoenis et al., 2021; Ghawadra et al., 2019). This distress manifests as anxiety, depression, burnout, and moral injury, all of which can severely impact their well-being and job performance (Belay et al., 2021; Silva-Junior et al., 2021; Wang et al., 2022).

Research indicates that the prevalence of mental distress among nurses is alarmingly high (Lamoureux et al., 2024). For instance, studies have shown that many nurses report experiencing symptoms of anxiety and depression, particularly during and following the COVID-19 pandemic (Lee et al., 2020; Lu et al., 2021; Saragih et al., 2021). The chronic exposure to occupational stressors, such as emotional demands, workload, and ethical dilemmas, contributes significantly to their psychological burdens (Gómez-Salgado et al., 2020; Sirois & Owens, 2021; Hines et al., 2021). The interplay of these factors highlights the urgent need for systemic changes in the healthcare environment to promote mental health and resilience among nursing professionals.

The impact of mental distress extends beyond the individual nurse, affecting patient care quality and overall healthcare outcomes (Tzeng et al., 2024; Lamoureux et al., 2024). Nurses suffering from psychological distress may exhibit decreased job satisfaction and increased turnover intentions, which can lead to staffing shortages and further strain on the healthcare system (Ghawadra et al., 2019; Chueh et al., 2021; Kagan, 2021). Moreover, the stigma surrounding mental health issues often prevents nurses from seeking help, exacerbating their distress and diminishing their capacity to provide optimal patient care (Alimoradi et al., 2023; Mboya et al., 2020; Yáñez et al., 2020). Addressing mental distress among nurses is not only a matter of individual well-being but also a critical component of maintaining an effective healthcare workforce.

Several studies have aimed to explore the factors contributing to mental distress among nurses, revealing a complex interplay of personal, organizational, and environmental influences. Research suggests that organizational culture, management practices, and the availability of support systems play significant roles in either mitigating or exacerbating mental distress (Hines et al., 2021; Shahrouf & Dardas, 2020; Alimoradi et al., 2023). Furthermore, the COVID-19 pandemic has introduced additional stressors, such as fear of infection, increased workload, and emotional toll from witnessing patient suffering, which have

heightened the overall mental health crisis among healthcare workers (Sriharan et al., 2021; Leng et al., 2021; Gómez-Salgado et al., 2020).

To combat these challenges, various interventions have been proposed and implemented, ranging from mindfulness-based stress reduction programs to organizational changes aimed at improving workplace conditions (Ghawadra et al., 2019; Silva-Junior et al., 2021; Alimoradi et al., 2023). However, the effectiveness of these interventions varies, indicating the need for tailored approaches that consider the unique circumstances of different nursing populations (Marthoenis et al., 2021; Wang et al., 2022; Chueh et al., 2021).

Given this context, the current systematic review and thematic synthesis aims to comprehensively analyze the existing literature on mental distress among nurses. The primary goals are to identify the factors affecting mental distress among nurses and the coping mechanisms to overcome such distress. By synthesizing findings from diverse studies, this review seeks to provide actionable insights and recommendations for healthcare organizations and policymakers to foster a healthier work environment for nurses, ultimately enhancing both nurse well-being and patient care outcomes.

Methodology

Data Sources and Search Strategy

A comprehensive search was conducted across several databases, including PubMed, Google Scholar, and ScienceDirect, focusing on English-language articles published from 2020 to 2024. A manual search was also performed to identify additional articles meeting the inclusion criteria. The search terms utilized included "psychological distress," "mental health," "nurses," "nursing professionals," "nursing personnel," "mental distress," "psychological well-being," and "work-related mental health," among others.

Records were managed and screened using Zotero 6.0.4, with duplicates being excluded. Adhering to the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines, this systematic review and thematic synthesis was carefully structured.

The author cooperated with coauthors to facilitate the development of the search strategy. The coauthors are nurses and are fully aware of the review topic and they have more than two years of experience in the field. The coauthors were well aware of the review objectives, their roles, and their expected contributions. To ensure comprehensive coverage of relevant keywords related to psychological distress and mental health issues among nurses, the authors consulted with a librarian and utilized specific search filter resources. This collaborative effort proved valuable in navigating the complexities of searching qualitative literature.

Studies eligible for inclusion were those that specifically explored mental distress among nurses, focusing on both qualitative and quantitative methods of data collection and analysis. Eligible studies could encompass a range of factors contributing to mental distress, including work-related stressors and coping mechanisms. Additionally, studies that examined the impact of these factors on mental health outcomes in nursing settings were included in this review.

Selection Process

Exclusion criteria for the studies were as follows: a) studies that do not pertain to the topic of mental distress among nurses; b) studies that do not provide sufficient data to draw conclusions about mental distress among nurses; c) studies that focus solely on non-nursing-related topics or sectors; d) studies that cannot confirm the impact of workplace factors on the mental health of nurses; and e) studies that do not present original experimental data (e.g., review articles, conceptual studies).

The titles and abstracts of the articles were reviewed by coauthors. The full-text screening of eligible publications was carried out by a single researcher who then addressed any doubts with the coauthors.

Data Extraction

Each article's abstract includes the following information: author(s), publication year, factors affecting mental distress among nurses, and coping strategies for mental distress among nurses.

Synthesis of Findings

There were three steps to the thematic synthesis. The first step involved one of the authors coding relevant content (quotes or author descriptors) line by line. Subsequently, descriptive themes across studies were developed by organizing the free codes. To ensure a systematic approach to coding the data, a coding manual was created. The highlighted themes were carefully reviewed, and any discrepancies were addressed until a consensus was reached. The third step involved "going beyond" the data to establish analytical themes that, when combined with the original research, provide new insights. Through group brainstorming, the researchers identified overarching themes related to factors affecting mental distress among nurses and the relevant coping strategies, and then the authors constructed a model to illustrate how these themes relate to the identification of factors and coping strategies pertaining to mental distress among nurses.

Risk of Bias and Quality Assessment

The authors performed an extensive literature search across various pertinent databases, employing a clearly defined search strategy that incorporated suitable keywords and Boolean operators. This search focused exclusively on articles published in peer-reviewed journals and conference proceedings, thereby reducing the likelihood of selection bias.

To evaluate the strengths and weaknesses of the qualitative articles, the authors utilized a modified version of the Critical Appraisal Skills Programme tool. All documents were included in the review, regardless of quality. Each author examined every paper, engaging in discussions to resolve any disagreements regarding the quality assessment. The review offers a thorough and transparent account of the data sources, search strategy, study selection process, and synthesis of findings. The results are presented in a well-structured manner, enhanced by the effective use of tables to summarize key information.

Results

Systematic Literature Search

The literature retrieval flowchart is shown in Figure 1. As of 2024, a grand total of 750 items that may be of interest were retrieved from various electronic databases. Among these, 306 were found in PubMed, 297 in ScienceDirect, and 657 in Google Scholar. The authors did not obtain any articles through other means, suggesting a focused reliance on established databases. After removing 150 duplicates, they narrowed the number to 600 unique articles, enhancing the integrity of their review process.

During the screening phase, they excluded 510 articles for various reasons, including irrelevance, review articles, and having insufficient data. This rigorous filtering underscored the authors' commitment to maintaining high standards for inclusion. The authors then performed a quick screening of abstracts, reducing the number to 90 articles. This step was followed by reading the full texts, which led to further exclusions of articles that were modeling studies or lacked sufficient data.

Ultimately, the authors included 16 articles in their review, reflecting a focused and selective process that prioritized quality over quantity. This careful vetting of the literature ensured that the final selection aligned with the objectives of the systematic review, contributing to its reliability and validity.

Identification	Relevant articles obtained via database retrieval (n=750)	• Articles obtained via other means: (n=0)
		• Exclusion of duplicated Articles: (n=150)
Screening	Articles after Removal of Duplicates (n=600)	• Exclusion of articles that are irrelevant (320), reviews (80), unable to identify (10), with insufficient data (100), with unavailable full text (2): (n=510)

Eligibility	Quick screening of abstracts (n=90)	<ul style="list-style-type: none"> Exclusion of articles that are irrelevant (25), reviews (10), with insufficient data (9): (n=44)
	Reading the Full Text (n=26)	<ul style="list-style-type: none"> Exclusion of articles that are modelling studies (5) and with insufficient data (5): (n=16).
included	Articles included (n=16)	

Figure 1. Flow Diagram of Search Strategy and Included Papers

Study Characteristics

The included studies in this review explored a diverse array of topics related to the mental distress experienced by nurses. Key areas of focus included the identification of occupational stressors, the impact of workload on mental well-being, and the coping mechanisms employed by nursing team. A major emphasis of the reviewed studies was the relationship between work environment and mental distress, highlighting how factors such as support systems and management practices can influence mental health outcomes.

The authors examined various aspects of mental health, such as burnout, anxiety, and depression, assessing their prevalence among nurses in different settings. A critical aspect highlighted in the literature was the role of organizational support in mitigating mental distress, with studies emphasizing the importance of mental health resources, training, and open communication channels within nursing environments.

These studies were conducted across various settings, providing a comprehensive overview of the current landscape of mental distress among nurses. The findings illustrated the multifaceted nature of mental health challenges in this field and underscored the need for targeted interventions to promote well-being and resilience among nursing professionals.

Table 1

Papers Included in the Synthesis

Authors and Year	Setting	Factors Affecting Mental Distress	Coping Mechanisms
Tzeng et al. (2024)	Taiwan	<ul style="list-style-type: none"> Gender differences, academic pressure, emotional distress 	<ul style="list-style-type: none"> Peer support, stress management training, mindfulness practices, time management techniques, counseling services
Marthoenis et al. (2021)	Indonesia	<ul style="list-style-type: none"> High patient load, emotional strain, fear of infection 	<ul style="list-style-type: none"> Peer support, stress management training
Belay et al. (2021)	Ethiopia	<ul style="list-style-type: none"> Work environment, workload, lack of support 	<ul style="list-style-type: none"> Social support, resilience training
Ghawadra et al. (2019)	Malaysia	<ul style="list-style-type: none"> Job satisfaction, emotional demands, workplace culture 	<ul style="list-style-type: none"> Mindfulness techniques, peer support
Silva-Junior et al. (2021)	Brazil	<ul style="list-style-type: none"> Psychosocial stressors, fear of infection, emotional exhaustion 	<ul style="list-style-type: none"> Organizational support, stress reduction programs

Wang et al. (2022)	China	<ul style="list-style-type: none"> • Work-related stress, emotional demands, stigma 	<ul style="list-style-type: none"> • Coping strategies, professional support
Leng et al. (2021)	China	<ul style="list-style-type: none"> • COVID-19-related stressors, workload, ethical dilemmas 	<ul style="list-style-type: none"> • Self-care practices, team support
Shahrour & Dardas (2020)	Jordan	<ul style="list-style-type: none"> • Acute stress disorder, coping self-efficacy 	<ul style="list-style-type: none"> • Coping self-efficacy, psychological support
Chueh et al. (2021)	Taiwan	<ul style="list-style-type: none"> • Anxiety, sleep disturbances, gender-specific stressors 	<ul style="list-style-type: none"> • Coping strategies, sleep management interventions
Kagan (2021)	Israel	<ul style="list-style-type: none"> • Death anxiety, social support deficits 	<ul style="list-style-type: none"> • Social support networks, peer discussions
Gómez-Salgado et al. (2020)	Spain	<ul style="list-style-type: none"> • Sense of coherence, workplace support 	<ul style="list-style-type: none"> • Emotional resilience training, stress management
Lee et al. (2020)	UK	<ul style="list-style-type: none"> • High workloads, emotional strain, pandemic stress 	<ul style="list-style-type: none"> • Team collaboration, peer support
Lu et al. (2021)	Taiwan	<ul style="list-style-type: none"> • PTSD symptoms, sleep problems, high emotional demand 	<ul style="list-style-type: none"> • Psychological counseling, peer support
Hines et al. (2021)	USA	<ul style="list-style-type: none"> • Moral injury, distress from patient care 	<ul style="list-style-type: none"> • Resilience training, organizational support
Mboya et al. (2020)	Tanzania	<ul style="list-style-type: none"> • Academic pressures, social isolation 	<ul style="list-style-type: none"> • Peer support, counseling services
Yáñez et al. (2020)	Peru	<ul style="list-style-type: none"> • Proximity to crisis, high anxiety levels 	<ul style="list-style-type: none"> • Community support, mental health resources

Synthesis of Results

After reviewing the studies included in this analysis, the researcher presents the synthesis of findings, which focuses on two primary areas: the factors influencing mental distress among nurses and the coping mechanisms employed to address these challenges.

Factors Affecting Mental Distress Among Nurses

The findings of the synthesis identified five main themes as affecting mental distress among nurses. The five themes identified—workload and job demands, emotional and psychological factors, work environment and support systems, resilience, and crisis-related stressors—collectively underscore the complex and interrelated nature of mental distress among nurses. Each theme highlights critical aspects of the nursing profession that contribute to psychological strain, emphasizing that mental health challenges in this field are not solely the result of individual factors but are deeply rooted in organizational and systemic issues.

1. Workload and Job Demands

The theme of workload and job demands is prevalent across multiple studies, revealing that high patient loads and emotional demands significantly contribute to mental distress among nurses. Marthoenis et al. (2021) found that the sheer volume of patients, coupled with emotional strain and fear of infection during the COVID-19 pandemic, exacerbates stress levels. Lee et al. (2020) echoed these findings, reporting high workloads and emotional strain as critical factors during the pandemic. Furthermore, Wang et al. (2022)

highlighted the impact of work-related stress and stigma, emphasizing how these pressures can lead to burnout and decreased job satisfaction. The cumulative effect of these demands creates an unsustainable work environment, ultimately affecting both nurse well-being and patient care quality.

2. Emotional and Psychological Factors

Emotional and psychological factors play a significant role in mental distress among nurses. Tzeng et al. (2024) identified gender differences and academic pressures as contributors to emotional distress, which can affect resilience and coping mechanisms. Additionally, Chueh et al. (2021) reported that anxiety and sleep disturbances, particularly among female nurses, exacerbate the psychological toll of their roles. Silva-Junior et al. (2021) emphasized the psychosocial stressors inherent in the nursing profession, including emotional exhaustion and fear of infection. These psychological challenges not only impact nurses' mental health but can also lead to long-term consequences such as PTSD symptoms, as indicated by Lu et al. (2021).

3. Work Environment and Support Systems

The work environment significantly influences mental distress, with factors such as workplace culture and support systems identified as crucial. Belay et al. (2021) underscored the importance of a supportive work environment, noting that a lack of support from colleagues and management can heighten feelings of isolation and distress. Ghawadra et al. (2019) also highlighted how workplace culture affects job satisfaction and emotional demands. Gómez-Salgado et al. (2020) introduced the concept of sense of coherence, suggesting that a supportive work environment can buffer against stress. A positive work culture not only enhances resilience but also fosters a sense of community among nurses, which is vital for mental well-being.

4. Resilience

Resilience appeared as an essential theme in understanding mental distress among nurses. Shahrour and Dardas (2020) pointed out the role of self-efficacy in mitigating acute stress disorders, highlighting that effective resilience strategies can alleviate psychological distress. Kagan (2021) noted that resilience plays a critical role in moderating death anxiety and psychological distress, emphasizing the need for robust support networks. This theme underscores the importance of fostering resilience through training and support systems that empower nurses to manage stress and navigate the emotional challenges of their profession.

5. Crisis-Related Stressors

The impact of crisis-related stressors, particularly during the COVID-19 pandemic, has been a focal point in recent research. Leng et al. (2021) identified COVID-19-related stressors, including ethical dilemmas and increased workload, as significant contributors to mental distress among nurses. Yáñez et al. (2020) further illustrated how proximity to crisis situations leads to heightened anxiety levels. Hines et al. (2021) discussed moral injury stemming from distress in patient care during such crises, revealing the complex emotional landscape nurses navigate. This theme emphasizes the need for targeted interventions to address the unique stressors associated with crises in healthcare settings.

Coping Mechanisms for Mental Distress Among Nurses

The findings of the synthesis identified five main themes related to coping mechanisms for mental distress among nurses. The five themes identified—peer support and social networks, mindfulness and stress management techniques, organizational support, self-care practices and psychological support, and professional support—collectively underscore the complexity and multifaceted nature of coping mechanisms available to nurses facing mental distress.

1. Peer Support and Social Networks

Peer support emerges as a vital coping mechanism for nurses dealing with mental distress. Tzeng et al. (2024) highlighted the importance of peer support in fostering a sense of community and providing emotional reassurance among nursing staff. Similarly, Marthoenis et al. (2021) emphasized how peer support can alleviate stress, creating an environment where nurses feel understood and validated. Kagan (2021) also noted that social support networks, including peer discussions, play a crucial role in moderating anxiety and enhancing psychological resilience. This theme underscores the necessity of fostering strong

interpersonal relationships among nurses, which can significantly improve their capacity to cope with the emotional demands of their profession.

2. Mindfulness and Stress Management Techniques

Mindfulness practices and stress management techniques are increasingly recognized for their effectiveness in reducing mental distress among nurses. Ghawadra et al. (2019) pointed out that mindfulness techniques can help nurses develop greater self-awareness and emotional regulation, leading to improved mental well-being. Tzeng et al. (2024) also identified stress management training as a critical component in equipping nurses with skills to handle workplace pressures. These practices encourage a proactive approach to mental health, enabling nurses to manage stress effectively and maintain focus during challenging situations. By integrating mindfulness and stress management into routine practice, healthcare organizations can foster a healthier work environment.

3. Organizational Support

Organizational support is essential for promoting resilience among nursing staff. Silva-Junior et al. (2021) emphasized the role of organizational backing in providing stress reduction programs that are crucial for nurse well-being. Hines et al. (2021) further highlighted resilience training as a key strategy for enhancing nurses' ability to cope with workplace challenges. By creating a supportive organizational culture that prioritizes mental health, healthcare institutions can improve job satisfaction and reduce turnover rates. This theme demonstrates that when organizations invest in the psychological well-being of their staff, it leads to better outcomes for both nurses and patients.

4. Self-Care Practices and Psychological Support

Self-care practices are crucial for nurses to maintain their mental health. Leng et al. (2021) underscored the importance of self-care routines and team support in managing stress levels. Similarly, Shahrour and Dardas (2020) noted that coping self-efficacy and psychological support are vital for nurses dealing with acute stress. By encouraging self-care and providing psychological counseling, healthcare organizations can empower nurses to take charge of their mental health. This theme highlights the necessity of integrating self-care initiatives into nursing practice, ensuring that nurses have the resources and support they need to thrive both personally and professionally.

5. Professional Support

The development of effective coping strategies is fundamental for nurses facing mental distress. Wang et al. (2022) indicated that professional support and tailored coping strategies are essential for addressing the unique challenges within the nursing profession. Chueh et al. (2021) reinforced this notion by discussing the importance of sleep management interventions and coping strategies that help nurses mitigate anxiety and prevent burnout. Furthermore, community support, as noted by Yáñez et al. (2020), can provide additional resources and mental health support, enhancing nurses' coping mechanisms. This theme emphasizes the importance of equipping nurses with practical strategies and professional resources to foster resilience and improve mental health outcomes.

Discussion

Mental distress among nurses is a multifaceted issue influenced by a range of factors and coping mechanisms. High workloads and demanding job responsibilities significantly contribute to mental distress. The pressure to meet patients' needs, often exacerbated by staffing shortages, leads to increased stress and burnout. Research indicates a strong correlation between excessive job demands and higher levels of psychological distress, highlighting the importance of effective workload management to safeguard mental health (Marthoenis et al., 2021; Belay et al., 2021; Silva-Junior et al., 2021). Additionally, nurses frequently encounter emotionally charged situations, such as patient suffering and death, which can lead to emotional exhaustion and psychological distress (Ghawadra et al., 2019; Wang et al., 2022). The emotional toll of caregiving, particularly in high-stress environments like intensive care units, results in symptoms of anxiety and depression (Lee et al., 2020; Lu et al., 2021). Personal psychological factors, including resilience and coping styles, play a critical role in how nurses manage these stressors (Hines et al., 2021; Shahrour & Dardas, 2020).

The work environment also significantly impacts nurses' mental health. Supportive work settings that foster teamwork and provide adequate resources can mitigate stress levels (Gómez-Salgado et al., 2020; Kagan, 2021). Conversely, a lack of support from management and colleagues can exacerbate feelings of isolation and distress, emphasizing the need for a positive organizational culture (Sirois & Owens, 2021; Tzeng et al., 2024). Nurses who perceive their work environment as unsafe or unsupportive are more likely to experience heightened psychological distress (Ghawadra et al., 2019; Alimoradi et al., 2023). Resilience emerges as a protective factor, helping nurses better cope with stressors and recover from adverse experiences (Sriharan et al., 2021; Leng et al., 2021). Training programs aimed at enhancing resilience and coping strategies are crucial in reducing mental health issues among nursing professionals (Mboya et al., 2020; Giannetta et al., 2020).

Crisis-related stressors, particularly those experienced during the COVID-19 pandemic, have introduced unprecedented challenges, such as increased patient loads and moral dilemmas (Saragih et al., 2021; Yáñez et al., 2020). These stressors underscore the urgent need for targeted interventions during times of crisis (Hines et al., 2021; Lee et al., 2020).

In response to mental distress, nurses employ various coping mechanisms. Peer support and social networks are vital in providing emotional comfort and practical assistance, helping nurses navigate the challenges of their profession (Kagan, 2021; Ghawadra et al., 2019). Research highlights that social support from colleagues significantly mitigates psychological strain (Shahrour & Dardas, 2020; Hines et al., 2021). Mindfulness practices and stress management techniques have also proven effective in reducing distress, promoting self-awareness and emotional regulation that enable nurses to cope more effectively with stress (Ghawadra et al., 2019; Silva-Junior et al., 2021). Additionally, organizational support plays a crucial role; healthcare institutions that prioritize mental health and provide adequate resources can significantly improve nurses' well-being (Marthoenis et al., 2021; Leng et al., 2021).

Engaging in self-care practices, such as exercise, adequate sleep, and leisure activities, is essential for maintaining mental health (Alimoradi et al., 2023; Tzeng et al., 2024). Access to psychological support services further assists nurses in addressing their mental health needs (Gómez-Salgado et al., 2020; Wang et al., 2022). Professional development opportunities, including training in coping strategies and resilience-building, empower nurses to manage stress effectively (Mboya et al., 2020; Giannetta et al., 2020). Continuous education and support enhance nurses' ability to cope with the demands of their roles, fostering a healthier work environment (Hines et al., 2021; Shahrour & Dardas, 2020).

Conclusion

This study highlights the multifaceted nature of mental distress among nurses, emphasizing the interplay of numerous factors including workload, emotional challenges, work environment, resilience, and crisis-related stressors. The findings underscore the urgent need for healthcare organizations to adopt a comprehensive approach to address these issues effectively. By understanding the complex dynamics at play, stakeholders can implement strategies that not only support nurses' mental health but also enhance the overall quality of patient care.

To address the high workloads and job demands that contribute to mental distress, it is crucial for healthcare organizations to implement effective staffing solutions. This includes evaluating patient-to-nurse ratios and ensuring that staffing levels are adequate to meet patient needs without overwhelming nursing staff. Regular assessments of workload distribution can help identify areas of concern and allow for timely interventions that prevent burnout and promote a healthier work environment.

Additionally, fostering a supportive work culture is essential in mitigating the psychological strain experienced by nurses. Organizations should prioritize the development of robust support systems that include peer support programs and mental health resources. Training opportunities focused on resilience and coping strategies can empower nurses to manage stress effectively. Creating an organizational culture that values open communication and psychological safety will encourage nurses to seek help when needed, thereby reducing feelings of isolation and distress.

Finally, promoting self-care practices among nursing staff is vital for maintaining mental health. Healthcare institutions should encourage nurses to engage in regular self-care activities such as exercise, mindfulness, and leisure pursuits. Providing access to psychological support services and facilitating professional

development opportunities will further equip nurses with the tools they need to navigate the challenges of their roles. By prioritizing mental health at all levels, healthcare organizations can cultivate a work environment that supports not only the well-being of nurses but also the quality of care provided to patients.

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Competing Interests

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