

**EFFECT OF A DAILY POSITIVE WORK REFLECTION JOURNAL BASED ON
OREM'S SELF-CARE THEORY ON WORK-RELATED STRESS AMONG
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Tenggara, Indonesia^{b,c,d,e}Department of Nursing, Poltekkes Kemenkes Kupang, Kupang, East Nusa Tenggara, Indonesia*Corresponding e-mail: aemilianusmau58@gmail.com**ABSTRACT**

Background: Emergency Department (ED) nurses frequently face high job demands, heavy workloads, time pressure, and unpredictable clinical situations, making them highly vulnerable to work-related stress. Reflective journaling has emerged as a promising self-care strategy to improve emotional regulation and coping abilities. However, evidence regarding the effectiveness of a daily positive work reflection journal based on Orem's Self-Care Theory remains limited. Objective: To determine changes in work stress levels before and after the implementation of a Daily Positive Work Reflection Journal based on Orem's Self-Care Theory among Emergency Department nurses. Methods: A pre-experimental study using a one-group pretest-posttest design was conducted among 25 ED nurses selected through total sampling. Work stress was measured using the Expanded Nursing Stress Scale (ENSS). Participants completed the Daily Positive Work Reflection Journal in workbook format for 14 consecutive days. Data were analyzed using descriptive statistics and the Wilcoxon Signed-Rank Test. Results: The mean work stress score decreased from 67.04 before the intervention to 52.04 after the intervention. The Wilcoxon Signed-Rank Test showed a statistically significant difference in work stress scores ($Z = -3.373$; $p = 0.001$). Before the intervention, 22 participants (88.0%) were in the mild-stress category and 3 participants (12.0%) were in the moderate-stress category; after the intervention, 14 participants (56.0%) were in the no-stress category and 11 participants (44.0%) were in the mild-stress category. Conclusion: After the 14-day implementation of the Daily Positive Work Reflection Journal, a decrease in work stress scores was observed among most ED nurses. Because the study used a one-group pretest-posttest design without a control group, the findings demonstrate a statistically significant change but are insufficient to establish a causal relationship. Controlled studies are needed to confirm the effectiveness of the intervention.

Keywords: Daily Positive Work Reflection Journal; Emergency Department Nurses; Orem's Self-Care Theory; Work-Related Stress.

INTRODUCTION

Work-related stress among nurses has become a major concern in occupational health worldwide because of its adverse effects on nurses' psychological well-being, quality of care, patient safety, and organizational performance (Porcel-Gálvez et al. 2020). Emergency Department (ED) nurses are particularly vulnerable to work-related stress because emergency care requires rapid clinical decision-making, continuous exposure to critically ill patients, unpredictable workloads, and high emotional demands (Hasanah, Rahayuwati, dan Yudianto 2019). Prolonged exposure to these occupational stressors can impair nurses' physical and mental health, reduce job satisfaction, increase burnout, and ultimately affect the quality and safety of nursing care (French et al., 2000; Vanchapo 2020).

Previous studies have consistently reported that ED nurses experience higher levels of work stress than nurses working in many other clinical settings. Heavy workloads, time pressure, staff shortages, role ambiguity, and frequent exposure to critically ill or dying patients have been identified as major factors contributing to work stress (Algobury et al., 2023; de Wijn & van der Doef 2020). In Indonesia, work stress among ED nurses remains an important issue. Vanchapo et al., (2020) reported that most ED nurses at RSUD Prof. Dr. W. Z. Johannes Kupang experienced moderate work stress, indicating the need for effective and sustainable interventions to improve nurses' psychological well-being while maintaining the quality of nursing care.

According to Orem's Self-Care Theory, individuals possess a capacity called self-care agency to maintain health and well-being through consciously performed self-care activities Muhlisin dan Irdawati (2010). In the nursing profession, strengthening self-care agency is important because nurses are continuously exposed to occupational stressors that require effective emotional regulation, adaptive coping, and resilience (Tanaka 2022; Adriaenssens dan De Gucht 2013). Orem's supportive-educative nursing system emphasizes empowering individuals to recognize their needs, make appropriate decisions, and actively engage in self-care behaviors that support health and psychological adaptation (Orem, Taylor, dan Renpenning 2001).

One intervention that may strengthen self-care agency is reflective journaling, a structured process for documenting personal experiences, emotional responses, and critical reflection on everyday practice. Reflective journaling has been recognized as a strategy to improve self-awareness, emotional regulation, critical thinking, and coping among healthcare professionals (Bulman dan Schutz 2013; Pennebaker dan Chung 2011). Through regular reflection, nurses are encouraged to identify workplace challenges, recognize personal strengths, evaluate emotional responses, and develop constructive strategies for managing work stress.

Although previous studies have examined nurses' work stress and the use of reflective writing, the available evidence has not specifically addressed whether a structured, positive work reflection journal grounded in nursing theory can be used as a self-care intervention for ED nurses. (Tutpai et al. 2022) discussed self-reflection in nurses' work stress management, while (Brown, Briscoe, dan Grabowsky 2022; Contreras et al. 2020). demonstrated the benefits of reflective practice or journaling for Maria Yosefa et al., *Effect of A Daily Positive*

psychological and learning-related aspects of nursing. However, some of this evidence comes from educational contexts or has not specifically tested an Orem Self-Care-based reflective workbook among ED nurses in Indonesia. This gap indicates the need for research linking structured reflective interventions with a self-care theoretical framework in the emergency care context.

This issue is important to investigate because work stress among ED nurses is not only related to individual experiences but also occurs within the context of workload, service demands, shift patterns, staffing adequacy, and patient characteristics. Individual-level interventions are not intended to replace organizational responsibility for managing workplace environmental factors. Instead, a self-care approach can be positioned as one supportive component that helps nurses recognize their needs and choose realistic self-care actions amid work demands.

The novelty of this study lies in the development and implementation of a Daily Positive Work Reflection Journal based on Orem's Self-Care Theory in the form of a structured workbook for Emergency Department nurses. The intervention integrates the principles of the supportive-educative nursing system with reflection on daily work experiences, identification of self-care needs, and formulation of individualized self-care actions. Thus, this article contributes by examining the application of a nursing-theory-based reflective approach in the context of Emergency Department nurses in Indonesia, while also providing a relatively simple intervention model to be considered in the development of nursing staff well-being.

This study aimed to determine changes in work stress levels before and after the implementation of a Daily Positive Work Reflection Journal based on Orem's Self-Care Theory among Emergency Department nurses at RSUD Prof. Dr. W. Z. Johannes Kupang, Indonesia.

METHODS

Research Procedure and Sample

The study used a pre-experimental design with a one-group pretest–posttest approach. Work stress was measured before the intervention (pretest) and immediately after the intervention was completed (posttest). This design was used to describe changes in work stress scores within the same group after participating in the intervention, while recognizing that without a control group, the changes cannot be confirmed to have been entirely caused by the intervention.

The study was conducted in the Emergency Department of RSUD Prof. Dr. W. Z. Johannes Kupang in June 2026. The accessible population consisted of all nurses working in the ED during the study period. A total of 25 nurses were recruited using total sampling. This technique was selected because the accessible population was relatively small and all eligible members could be included, allowing the characteristics of the ED nursing group at the study site to be described more comprehensively. However, because the sample came from a single ED, the findings cannot automatically be generalized to all ED nurses in other hospitals.



The study population consisted of all nurses working in the Emergency Department. A total of 25 nurses were recruited using total sampling.

Inclusion criteria consisted of nurses who were actively working in the ED during the study period, had worked in the unit for at least six months, were willing to participate, and provided written informed consent. A minimum of six months of work experience was required so that participants had sufficient exposure to the work patterns and demands of emergency care. Exclusion criteria included nurses who were on leave, pursuing further education that prevented them from completing the study procedures, or withdrew from the study/did not complete the intervention. These criteria were intended to maintain relatively consistent exposure to the study procedures among participants.

The intervention, in the form of a Daily Positive Work Reflection Journal, was developed based on Orem's Self-Care Theory, particularly the supportive-educative nursing system. The workbook contained guided reflective questions to help participants recognize their emotional condition, identify self-care needs, reflect on work experiences, and formulate individualized self-care actions. Before implementation, the researcher provided standardized instructions regarding the purpose, completion procedures, and confidentiality of the journal. Participants completed one entry each day for 14 consecutive days after completing their work shift and were instructed to answer all questions on the same day. The researcher periodically monitored adherence to journal completion without asking participants to disclose the content of their personal reflections. This procedure was intended to maintain implementation consistency and participant confidentiality.

The development of the workbook was guided by the concepts of self-care agency, therapeutic self-care demand, and the supportive-educative nursing system in Orem's Self-Care Theory. The journal content was structured so that participants moved from recognizing experiences and self-care needs toward formulating actions that could be performed independently. This article did not use the Gibbs reflective cycle.

Data analysis included descriptive statistics consisting of frequency, percentage, mean, standard deviation, median, minimum, and maximum. Because paired changes were analyzed using the Wilcoxon Signed-Rank Test, the primary change estimate was reported as the difference between the pretest and posttest mean scores. A normality test was performed before inferential analysis. The statistical effect size was calculated using $r = |Z| / \sqrt{N}$. A p-value < 0.05 was set as the threshold for statistical significance.

The study was conducted in accordance with the ethical principles of the Declaration of Helsinki for research involving human participants. Ethical approval was obtained from the Health Research Ethics Committee of Poltekkes Kemenkes Kupang (Approval Number LB.02.03/1/0180/2026) and the Ethics Committee of RSUD Prof. Dr. W. Z. Johannes Kupang (Approval Number 445/1512/RSUD 3.1). Written informed consent was obtained from all participants before data collection. Participation was voluntary, research data were kept confidential, and the content of the reflective journals was not used for individual performance evaluation.



Research Instrument

Work stress was measured using the Expanded Nursing Stress Scale (ENSS), an instrument consisting of 57 items using a Likert scale (Harsono et al., 2024). The ENSS evaluates various sources of stress in nursing practice. In this study, the instrument was reported to have an item validity coefficient of $r = 0.3181$ and an internal consistency reliability coefficient of Cronbach's $\alpha = 0.956$. Based on the categorization system used by the researchers, total scores of 0–57 were categorized as no stress, 58–114 as mild stress, 115–171 as moderate stress, and 172–228 as severe stress. The instrument was administered at both pretest and posttest using the same procedure.

RESULTS

Participant Characteristics

A total of 25 Emergency Department nurses participated in this study. Most participants were female (72.0%), aged 26–35 years (52.0%), held a professional nursing qualification (68.0%), had worked for more than seven years (80.0%), and were employed as civil servants (92.0%)

Table 1. Participant Characteristics (n = 25)

Characteristics	Frekuensi (f)	Persentase (%)
Gender		
Male	7	28.0
Female	18	72.0
Age (years)		
17-25	1	4.0
26-35	13	52.0
36-45	10	40.0
46-55	1	4.0
Educational Level		
Diploma III in Nursing	7	28.0
Bachelor of Applied Nursing (D4/S1)	1	4
Professional Nurse (Ners)	17	68.0
Length of Employment (years)		
0-3	3	12.0
4-6	2	8.0
7-9	10	40.0
> 10	10	40.0
Employment Status		
Contract employee	2	8.0

Civil servant	23	92.0
Total	25	100.0

A total of 25 Emergency Department nurses participated in this study. Most participants were female (72.0%), aged 26–35 years (52.0%), held a Professional Nurse (Ners) qualification (68.0%), had more than seven years of work experience (80.0%), and were employed as civil servants (92.0%) (Table 1). These findings indicate that the study participants were predominantly experienced professional nurses in their productive working years.

Table 2. Distribution of Work-Related Stress Levels
Before and After the Intervention (n = 25)

Work-Related Stress Level	Before Intervention		After Intervention	
	n	%	n	%
No stress	0	0	14	56.0
Mild stress	22	88.0	11	44.0
Moderate stress	3	12.0	0	0
Severe stress	0	0	0	0
Total	25	100.0	25	100.0

Table 2 presents the distribution of work-related stress levels among Emergency Department nurses before and after the implementation of the Daily Positive Work Reflection Journal. Prior to the intervention, most participants experienced mild work-related stress (88.0%), while 12.0% reported moderate stress. None of the participants were classified as having no stress or severe stress.

Following the intervention, the distribution of stress levels improved considerably. More than half of the participants (56.0%) were categorized as experiencing no work-related stress, whereas the remaining 44.0% experienced mild stress. Notably, no participants remained in the moderate or severe stress categories after completing the intervention. These findings indicate a substantial shift toward lower levels of work-related stress following implementation of the Daily Positive Work Reflection Journal.

Table 3. Descriptive Statistics of Work-Related Stress Scores
Before and After the Intervention (n = 25)

Variable	Min	Max	Median	Mean $\pm$ SD
Pre-intervention	16	144	65	67.04 $\pm$ 33.08
Post-intervention	16	101	49	52.04 $\pm$ 21.92
Mean reduction	—	—	—	15.00

As shown in Table 3, the mean work-related stress score decreased from 67.04 $\pm$ 33.08 before the intervention to 52.04 $\pm$ 21.92 after the intervention, representing an



average reduction of 15.00 points. The median score also decreased from 65 to 49, indicating an overall reduction in work-related stress following implementation of the Daily Positive Work Reflection Journal.

Table 4. Wilcoxon Signed-Rank Test Comparing Work-Related Stress Scores Before and After the Intervention (n = 25)

Comparison	n	Mean Rank	Sum of Ranks	Z	p-value
Negative Ranks	21	12.76	268.00		
Positive Ranks	3	10.67	32.00		
Ties	1	—	—		
Wilcoxon Signed-Rank Test	25			-3.373	0.001

The Wilcoxon Signed-Rank Test revealed that 21 participants (84.0%) experienced a reduction in work-related stress scores following the intervention, whereas three participants (12.0%) demonstrated an increase and one participant (4.0%) showed no change. The difference between pre-intervention and post-intervention work-related stress scores was statistically significant ($Z = -3.373$, $p = 0.001$), indicating that the Daily Positive Work Reflection Journal was associated with a significant reduction in work-related stress among Emergency Department nurses. The calculated effect size ($r = 0.68$) indicated a large intervention effect, suggesting that the Daily Positive Work Reflection Journal produced a substantial reduction in work-related stress among Emergency Department nurses.

DISCUSSION

The findings of this study demonstrated that implementing a Daily Positive Work Reflection Journal based on Orem's Self-Care Theory was associated with a statistically significant change in work-related stress scores among Emergency Department nurses. Following the 14-day intervention, participants exhibited a significant decrease in both mean work-related stress scores and stress severity categories. The Wilcoxon Signed-Rank Test confirmed that the reduction was statistically significant ($Z = -3.373$, $p = 0.001$), while the calculated effect size ($r = 0.68$) represented a statistical effect size. These findings indicate a statistically significant change in the study group; however, clinical significance cannot be established from this study design alone.

The observed change can be discussed in relation to Orem's Self-Care Theory, particularly the concepts of self-care agency and the supportive-educative nursing system. According to Orem, individuals can maintain and improve their health by developing the ability to recognize personal needs and perform appropriate self-care activities (Orem et al. 2001). The Daily Positive Work Reflection Journal provided a structured opportunity for nurses to identify stressful experiences, acknowledge

emotional responses, recognize personal strengths, and formulate adaptive self-care actions. This interpretation is consistent with previous literature on reflective practice (Contreras et al. 2020; Brown et al. 2022). However, because self-care agency and coping mechanisms were not directly measured and no control group was included, the present study cannot establish that these mechanisms caused the observed change.

An important finding of this study was the large intervention effect ($r = 0.68$). Although statistical significance indicates that the observed reduction in work-related stress was unlikely to have occurred by chance, the effect size demonstrates that the effect size indicated a relatively substantial statistical association; however, practical or clinical significance should be interpreted cautiously because there was no control group. This finding suggests that incorporating structured reflective journaling into routine nursing practice may provide meaningful psychological benefits for Emergency Department nurses and represents a feasible, low-cost strategy for promoting occupational well-being

Three participants experienced increased stress scores and one participant showed no change. This non-uniform response is important because work stress is also influenced by factors beyond individual interventions, such as workload, shift patterns, service demands, workplace support, and patient conditions. Because these factors were not measured as study variables, the reasons for increased scores among the three participants cannot be determined. The findings also emphasize that individual-level self-care interventions should not be viewed as substitutes for organizational interventions. Management of staffing adequacy, workload, scheduling, workplace safety, and psychological support remains the responsibility of healthcare management and organizations.

Study Limitations

This study has several limitations that should be considered when interpreting the findings. First, the use of a one-group pretest–posttest design without a control group limits the ability to establish causal relationships between the intervention and the observed reduction in work-related stress. Second, the relatively small sample size and recruitment of participants from a single Emergency Department may limit the generalizability of the findings to other healthcare settings. Third, the intervention was implemented over a relatively short period of 14 consecutive days; therefore, the long-term sustainability of its effects could not be evaluated. Future studies employing randomized controlled designs, larger multi-center samples, and longer follow-up periods are recommended to confirm and extend these findings.

CONCLUSION

Following the 14-day implementation of the Daily Positive Work Reflection Journal based on Orem's Self-Care Theory, work-related stress scores decreased in the study group. The mean score decreased from 67.04 to 52.04, and the Wilcoxon Signed-Rank Test showed a statistically significant change ($Z = -3.373$; $p = 0.001$). The statistical

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effect size was $r = 0.68$. Because the study used a one-group pretest–posttest design without a control group, these findings indicate a statistically significant change in the study group but do not establish a causal effect of the intervention. The journal may be considered as one supportive self-care component for nurse well-being, while controlled studies with larger samples are needed to confirm effectiveness and longer-term outcomes.

THEORETICAL IMPLICATIONS

The findings provide a contextual contribution to the application of Orem's Self-Care Theory in supporting nurses' self-care. The Daily Positive Work Reflection Journal was structured around the concepts of self-care agency, therapeutic self-care demand, and the supportive-educative nursing system, linking recognition of self-care needs with the planning of individual self-care actions. This approach extends the application of Orem's framework from patient-focused care to the well-being of nurses as individuals who also have self-care needs. However, because self-care agency was not measured directly, the theoretical contribution of this study should be interpreted as conceptual and contextual rather than as direct evidence of the mechanism proposed by Orem's theory.

IMPLICATIONS FOR NURSING PRACTICE

This structured reflective journaling approach can be integrated into hospital staff wellness programs, reflective clinical supervision, and continuing professional development initiatives to strengthen nurses' self-care agency, emotional regulation, and adaptive coping skills. Nurse managers may adopt this intervention as part of workplace mental health promotion strategies to improve nurses' psychological well-being and maintain the quality and safety of patient care. Furthermore, nursing education institutions may incorporate structured reflective journaling into undergraduate and professional nursing curricula to foster self-awareness and resilience among future nurses.

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ETHICAL STATEMENT AND CONFLICT OF INTEREST

This study was conducted in accordance with the ethical principles of the Declaration of Helsinki for research involving human participants. Ethical approval was obtained from the Health Research Ethics Committee of Poltekkes Kemenkes Kupang (Approval No. IB.02.03/1/0180/2026) and the Research Ethics Committee of Prof. Dr. W. Z. Johannes Regional General Hospital, Kupang (Approval No. 445/1512/RSUD 3.1). Written informed consent was obtained from all participants prior to data collection. Participation was voluntary, and the confidentiality and anonymity of all participants were strictly maintained throughout the study. The authors declare that there are no conflicts of interest regarding the publication of this manuscript.

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