

Psychological resilience of nurses in the work environment: a systematic review study

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ABSTRACT

Aims: This study aims to systematically examine the psychological resilience of nurses in the work environment.

Methods: PubMed (MEDLINE), Science Direct, Wiley, EBSCO, and SCOPUS databases were searched using the keywords ("resilience" OR "resilient" OR "resiliency") AND ("workplace") AND ("wellbeing") AND ("nurse" OR "nurses" OR "nursing") for quantitative or qualitative studies published in the last 5 years and using a validated measurement tool.

Results: As a result of the reviews, 15 out of 6207 studies met the inclusion criteria. The studies were organized around three main themes: psychological resilience levels of nurses (n: 7), the results and effects of resilience (n: 7) and factors that increase resilience (n: 3). It was observed that trainings for nurses (n: 1) and web-based learning methods (n: 1) were used to increase the resilience of nurses. It was determined that these training programs positively affected the resilience of nurses and the variables taken within the scope of the study.

Conclusion: As a result of increasing the psychological resilience of nurses in the work environment, it has an important place in increasing professional performance, job commitment, general psychological well-being, and job satisfaction, decreasing the rate of inability to devote oneself to work, thinking about leaving the job or leaving the job, and preventing burnout. Considering all these factors, it is seen that increasing the resilience of nurses is important not only at the individual level but also in terms of increasing the quality and sustainability of health services.

Keywords: Psychological resilience, nurse, workplace, well-being

INTRODUCTION

Although there are multiple definitions of psychological resilience, psychological resilience is often defined as the ability to successfully cope with adverse conditions (Henshall, Davey, & Jackson, 2020). Psychological resilience plays a critical role in individuals' adaptation processes to challenging life events. In the literature, it is emphasized that psychological resilience is an innate trait in some individuals, while it is a capacity that can be developed over time for other individuals (Kaba & Keklik, 2016; Çapan & Arıcıoğlu, 2014). The level of resistance shown by individuals in the face of challenging life events such as trauma, loss, stressful working environments, and crisis situations is directly related to their psychological resilience. In this context, psychological resilience allows individuals to develop flexibility and adaptation skills by maintaining their inner strength despite the adversities they experience (Çam & Büyükbayram, 2017; Itzhaki et al., 2015).

It is known that psychological resilience is important in the workplace. In particular, it is known that employees with

high levels of psychological resilience can cope with stressful situations in the workplace more easily. It is seen that the stress sources of employees at the workplace are caused by various factors such as role ambiguity within the team, workload, communication problems with management, and working conditions (Köse, 2013). Problems such as mobbing, conflicts, career problems, low wages and difficult working conditions are perceived as solvable problems and employees become stronger by fighting them (Kavi & Karakale, 2018).

Nursing is a professional group that requires constant interaction with people by nature and is exposed to various stress factors (Cooper, Leslie & Brown, 2022). In addition to working with individuals dealing with health problems, nurses face various stressors such as deficiencies in the health system, problems with other health professionals, violence, insufficient resources, traumatic events, economic difficulties, global health crises, and lack of sleep (Cooper, Leslie & Brown, 2022; Delgado et al., 2022; Günüşen, 2017). These factors can

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lead to consequences such as decreased job satisfaction, a tendency to leave the profession, and negativities in patient care (Yu et al., 2019). It is possible for nurses to maintain their physical and mental well-being in working environments with intense stress factors through psychological resilience (Çam & Büyükbayram, 2017). The importance of psychological resilience increases even more as nurses working in special fields such as psychiatry and oncology encounter suicide, death, and trauma more frequently (Cooper et al., 2020). In oncology, nurses with high psychological resilience, emotional burden decrease, happiness level increase, and patient care quality improvement (Xu et al., 2020).

It is stated in the literature that the psychological resilience level of nurses is affected by various factors. It is stated that economic factors are an important variable in this context, and nurses with poor or moderate economic income may have higher psychological resilience with the development of planning and organizational skills (Ayar & Karaman, 2022). In addition, global health crises also affect the psychological resilience of nurses (Afshari et al., 2021; Gökçe Işıklı et al., 2021). It is known that nurses' feeling of commitment to the profession reduces workload and thus increases psychological resilience (Kara, 2019). It is stated that psychological resilience positively affects nurses' characteristics such as self-confidence, autonomy, and adaptability and plays an important role in protecting their individual health by preventing mental problems such as burnout and depression (Bozdağ & Ergün, 2021; Hoşgör & Yaman, 2022). In addition, it is emphasized that it increases productivity and performance in the profession by positively affecting self-esteem (Erkayiran, & Demirkiran, 2024). Therefore, supporting the psychological resilience of nurses is considered an important element that increases not only their individual health but also the quality of health services (Erkayiran, & Demirkiran, 2024; Hoşgör & Yaman, 2022).

Psychological resilience increases the capacity of individuals to cope with stressful and traumatic events, resulting in positive outcomes at both individual and organizational levels. It is stated that individuals with high psychological resilience are more optimistic, have improved problem-solving skills, had high self-esteem and self-efficacy, and had higher academic and professional success (Çapan & Arıcıoğlu, 2015; Popa-Velea et al., 2021; Shengyao et al., 2024). In the case of nurses, it has been determined that high psychological resilience increases professional commitment, job satisfaction, and quality of life, and reduces stress, burnout, anxiety, and depression levels (Çam & Büyükbayram, 2017; Sihvola et al., 2023; Piotrowski et al., 2022; Matos et al., 2010).

At the organizational level, psychological resilience of nurses improves the quality of patient care by reducing turnover rates and strengthens job satisfaction and organizational commitment (Unruh et al., 2016; Brown et al., 2018; Kelly et al., 2021; Labrague & de Los Santos, 2021). Studies show that approximately one-third of newly graduated nurses leave the profession within the first two years (Unruh et al., 2016). It is stated that nurses with high psychological resilience have higher job commitment and organizational belonging, thus contributing to organizational culture and productivity (Kelly et al., 2021; Hudgins, 2016).

It is seen that psychological resilience is a critical factor in terms of patient care quality. While the quality of care provided by

nurses with high psychological resilience increases, care costs decrease, and continuity in patient care is ensured by reducing turnover (Wei et al., 2019). It is stated that psychological resilience has a protective effect on nurses' ability to maintain their professional functions, especially during crisis periods such as pandemics and disasters (Labrague & de Los Santos, 2021). In addition, psychological resilience reduces the workload of nurses caring for patients with traumatic events by reducing compassion fatigue and contributes positively to patient care (Flanders et al., 2020).

It is accepted that psychological resilience is a developable trait, and various strategies are recommended to increase individuals' ability to cope with stress and traumatic events. The process of increasing psychological resilience recommended by the American Psychological Association includes various steps such as strengthening social support systems, believing that problems can be overcome, accepting change, acting towards goals, and being hopeful (APA, 2018). Individual and organizational strategies to increase psychological resilience are of significant importance in this context. Methods such as strengthening social support systems, gaining positive thinking skills, disseminating awareness practices, and promoting training programs are effective in increasing the psychological resilience level of individuals (Allen et al., 2018). In addition, creating work environments that support psychological resilience in the workplace, providing flexible working arrangements, and implementing policies for employee welfare are among the important steps to be taken at the organizational level (McAllister, 2013; Cusack et al., 2016; Allen et al., 2018).

METHODS

Ethical Aspects of the Study

Since the research articles included in the sample of this study were taken from electronic databases that are open to access and there is no risk of any material/moral harm to the researchers during the realization of the study, ethics committee approval is not required. The studies included in the study are included in the bibliography. All procedures were carried out in accordance with the ethical rules and the principles.

Aim of the Study

The aim of this systematic review study is to systematically examine the psychological resilience of nurses in the work environment. For this purpose, the answers to the following questions were examined:

- What are the psychological resilience levels of nurses in the work environment?
- What are the effects of psychological resilience levels of nurses in the work environment?
- Which interventions can be applied to increase the psychological resilience levels of nurses in the work environment?

Literature Review Process

This systematic review was prepared in accordance with the Preferred Reporting Items for Systematic Reviews and MetaAnalyses (PRISMA) and Cochrane Guidelines. For this purpose, PubMed (MEDLINE), Science Direct, Wiley, EBSCO, and SCOPUS databases were searched retrospectively by using

the keywords ["resilience" OR "resilient" OR "resiliency" (mesh) AND ("workplace") (mesh) AND ("wellbeing") (mesh) AND ("nurse" OR "nurses" OR "nursing")] of the studies published on the subject in October 2024. In this context, inclusion and exclusion criteria for the systematic review were determined according to patient/population, intervention, comparison, and outcomes (PICOS).

Inclusion criteria: English qualitative and quantitative studies published in the last 5 years between January 2020 and October 2024 with the relevant keywords, the full text of which can be accessed online, were included in this study. In this context, inclusion and exclusion criteria were determined according to patient/population, intervention, comparison, and outcomes (PICOS).

- **Population:** Nurses working in any health institution,
- **Interventions:** No intervention or stress management practices, support groups,
- **Comparison:** With or without comparison,
- **Results:** Psychological resilience,
- **Types of studies:** Experimental, descriptive and qualitative studies.

Exclusion criteria: Systematic reviews, reviews, meta-analysis studies, thesis studies, oral or poster presentations, letters to the editor, duplicate studies that are not directly related to the subject, studies that include other health professionals, and studies whose full text could not be accessed were not included in this study.

Study selection: Five researchers independently screened all titles and abstracts for inclusion, using the inclusion criteria described. Data were screened and checked for accuracy and discrepancies. The full texts were then pre-reviewed by seven researchers. During the full-text review, each full-text article was independently reviewed for inclusion or exclusion according to the eligibility criteria described. As a result of the literature search, a total of 6207 studies were found. After the duplications were removed, the abstracts of 17 studies containing one or more of the keywords determined in the title and abstract were analyzed. As a result of the review, 13 studies that examined the psychological resilience of nurses in the work environment and whose full text could be accessed and met the inclusion and exclusion criteria were included in this systematic review (Figure). The "PRISMA" checklist was used by the researchers for the control of the study.

Statistical Analysis

Since it was not a meta-analysis study and the accepted articles did not meet the conditions for meta-analysis, no statistical analysis was performed.

RESULTS

As a result of the searches, 6207 studies were reached. After eliminating duplications, inappropriate studies in terms of topics, content, methods or sampling, 13 studies met the inclusion criteria. When the methodologies of the studies were examined, it was determined that 6 were qualitative, 7 were quantitative (2 of which were randomized controlled), and 1 was a mixed method. The study by Delgado et al. (2022) had the lowest sample size (n: 11), while the study by Xu et al. (2022) had the highest sample size (n: 683). It was determined that the studies included in the systematic review were generally conducted in Australia and the USA.

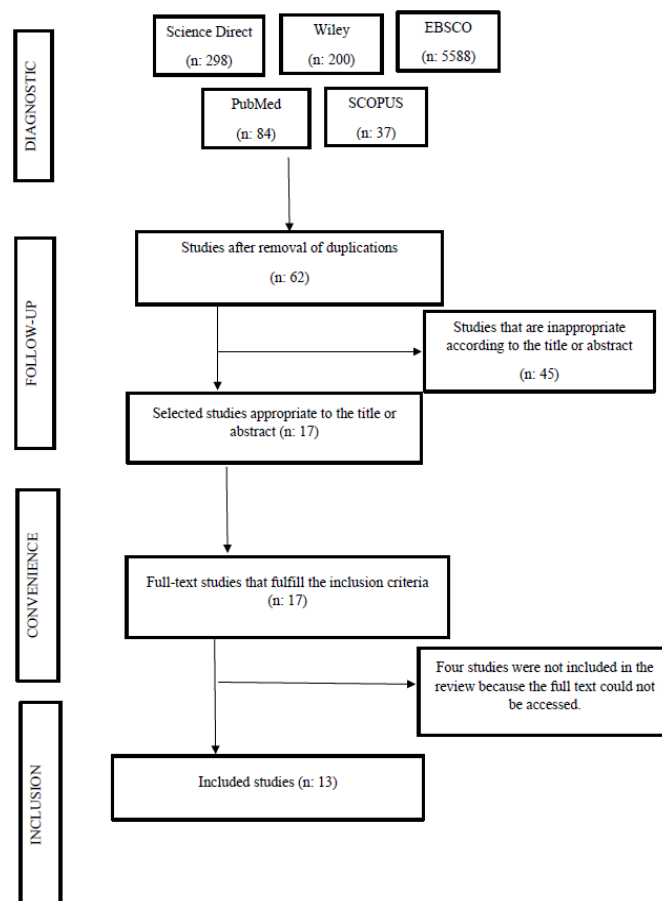


Figure. Flowchart of studies included in the systematic review (PRISMA-P flowchart)

When the studies included in this systematic review were examined, it was determined that the studies focused on three main areas. These areas are resilience levels of nurses (n: 7), the results and effects of resilience (workplace commitment, burnout, emotional labor, workplace stress, and psychological well-being, n: 7) and factors to increase resilience (n: 4). It was observed that trainings for nurses (n: 1) and web-based learning methods (n: 1) were used to increase the resilience of nurses. It was determined that these training programs positively affected the resilience of nurses and the variables (psychological well-being, distress, etc.) taken within the scope of the study. Information about the basic characteristics of each study, including the name of the author and the year of publication, the purpose of the study, the sample size, and the results of the studies, is shown in Table.

DISCUSSION

The aim of this systematic review is to systematically examine the levels of psychological resilience of nurses in the workplace, the factors affecting it, its effects, and intervention studies on psychological resilience. When the studies in this systematic review were looked at, the results about nurses' psychological resilience at work were broken down into three main groups: the levels of psychological resilience, the effects of psychological resilience, and factors that can help increase psychological resilience.

Psychological Resilience Levels of Nurses

It is known that psychological resilience levels of nurses are shaped as a result of individual, professional, and environmental factors. Abualruz et al. 2024 in Jordan, it was determined that although the psychological resilience levels

Table. Characteristics of the reviewed studies						
Authors and year	Aim	Sample size	Location	Other factors examined with psychological resilience	Data collection forms	Obtained results
Abualruz et al., 2024.	This study aimed to investigate the relationship between emotional intelligence and psychological resilience and the effects of this relationship on depression, anxiety and stress among nurses.	155 nurses	Jordan	Depression anxiety stress	Depression Anxiety Stress Scale, Brief Resilience Scale Brief Emotional Intelligence Scale	As a result of this study, it was found that there was a negative relationship between emotional intelligence, psychological resilience and psychological problems and emotional intelligence was positively related to psychological resilience.
Foster et al., 2024.	This study aimed to determine the effects of the psychological resilience building program applied to mental health nurses on coping self-efficacy and psychological distress, well-being, psychological resilience, posttraumatic growth, emotional intelligence behaviors, workplace belonging and turnover intention.	144 nurses	Austria	Psychological resilience	Self-coping Mental health Semi-structured Interview Form Resilience Scale Self-efficacy	It was found that the training and support interventions implemented within the scope of the study increased the psychological resilience of mental health nurses. It was observed that the negative effects of stress, burnout and workload decreased in nurses participating in the intervention.
Mensah & Mpaun, 2024.	This study aimed to examine the impact of workplace sexual harassment exposure on psychological well-being among Ghanaian nurses and to investigate how this relationship is influenced by psychological resilience and conflict resolution climate.	343 nurses	Ghana	Sexual harassment in the workplace Psychological well-being Conflict resolution climate.	Sexual Experience at Workplace Questionnaire Psychological Well-Being Scale Brief Resilience Scale Conflict Resolution Climate Scale	As a result of this study, it was found that sexual harassment in the workplace showed a negative relationship with nurses' psychological well-being and nurses with high psychological resilience were more protected against the negative effects of harassment. It was also found that conflict resolution climate did not significantly affect the relationship between sexual harassment and psychological well-being.
Li et al., 2024.	In this study, it was aimed to investigate the demands of nurses for the workplace environment related to psychological resilience.	20 nurses	China	Burnout	Semi-structured Interview Form	In this study, the main factors that increase the psychological resilience of nurses were reported as supportive leadership, strong relationships with colleagues, emotional safety, physical environmental conditions and training-development opportunities, and the need for access to psychological support services.
Foster Evans & Alexander, 2023.	This study aimed to examine mental health nurses' stories of how they apply their resilience in practice and to understand the resilience resources they use in challenging workplace interactions and situations.	12 mental health nurses	Australia	Burnout dissonance adaptation	Semi-structured interview questions Workplace resilience inventory Caring behaviors inventory	As a result of this study, mental health nurses' psychological resilience was positively associated with emotional intelligence, self-management and developing a positive growth mindset. Nurses were noted for their ability to utilize their professional selves in challenging situations, maintain supportive relationships, and apply self-care strategies. These were also positively associated with resilience.
Henshall et al., 2023.	This study aimed to evaluate the effectiveness of an online resilience development program (resolution) for nurses and to examine the effects of the program on nurses' levels of resilience and psychological well-being.	107 nurses	Southern England	Psychological well-being	Brief Resilience Scale Warwick-Edinburgh Spiritual Well-Being Scale	As a result of the data obtained from the study, the nurses who participated in the program stated that the web-based resolution program improved their psychological resilience, self-confidence, relationships with colleagues, communication skills and patient care skills. However, there was no statistically significant difference in the effects of the program on psychological resilience and psychological well-being compared to the control group. However, it positively affected the psychological resilience and well-being levels of the nurses who participated in the program.
Sutarno et al., 2023.	In this study, it was aimed to examine the effect of coping methods such as psychological resilience and spiritual support on increasing nurses' participation in the workplace.	414 nurses	Indonesia	Burnout Spiritual support Psychological resilience	Utrecht Workplace Involvement Scale, Self-Control Scale, Information Seeking and Counseling Scale, Spiritual Support Scale, Resilience Scale	As a result of this study, it was found that psychological resilience and spiritual support increased nurses' workplace engagement through coping strategies such as information seeking, counseling and self-control.
Conolly et al., 2022.	The aim of this study is to examine how nurses conceptualize their resilience during COVID-19 and its impact on their mental well-being.	52 nurses	England	Psychological resilience	Semi-structured Interview Form	In this study, it was determined that the change in the working environment of nurses during the COVID-19 pandemic caused many nurses to feel that they did not have enough psychological resilience and their mental health was negatively affected.
Cooper, Leslie & Brown, 2022.	The aim of this study is to examine how nurses conceptualize their resilience during COVID-19 and its impact on their mental well-being.	Qualitative part 25 nurses Quantitative part: 392 nurses	Australia	Stressors psychological resilience	Semi-structured focus interviews	As a result of this study, it was determined that psychological resilience of nurses is affected by individual factors as well as external factors such as working conditions, management performance and team support. As a result of improving these factors, it was found that they positively affect mental health and job satisfaction by increasing psychological resilience.
Delgado et al., 2022.	The aim of this study was to explore how mental health nurses build and maintain their psychological resilience in the face of high levels of emotional labor.	11 nurses	Australia	Psychological resilience	Semi-structured Interview Form	This study examined the resilience of mental health nurses under four themes. Nurses increased their emotional awareness by developing sensitivity to themselves and others, and coped with challenges with professional meaning and a positive mindset. They practiced proactive self-care strategies to maintain psychological balance. However, lack of organizational support and high workload caused emotional burnout in some cases. The study also emphasizes that psychological resilience should be strengthened by individual and organizational support.
Xu et al., 2022.	This study aimed to examine psychological distress and psychological resilience levels of psychiatric nurses as second victims after violence.	683 nurses	China	Stress	Second victim experience and support tool Psychological Resilience Scale	The study revealed that nurses were frequently exposed to psychological violence at work (80.2%) and that this negatively affected their psychology. Despite inadequate support mechanisms, psychological resilience was found to be important as a protective factor.
Abram & Jacobowitz, 2021.	The aim of this study was to compare the levels of psychological resilience and burnout among health students and psychiatric clinical nurses and to better understand their effects on professional and personal well-being.	51 nurse 119 students	USA	Burnout well-being	Semi-structured or unstructured interviews	In this study, a negative relationship was found between psychological resilience and burnout among both psychiatric nurses and health students. This result suggests that psychological resilience may be protective against the development of burnout. The age factor was found to have a significant effect on resilience, but the work or school environment did not significantly change this effect. Health students were reported to have higher burnout and lower resilience than mental health nurses.
Boitshwarelo et al., 2020.	This study aimed to discover and identify the strengths of nurse managers with high psychological resilience that they use to cope with work-related stress.	42 nurses	Botswana	Dealing with stress	Wagnild and Young Resilience Scale	As a result of this study, it was determined that nurse managers with psychological resilience have strengths in coping with workplace stressors, and their strengths are protecting personal data, using life skills, applying appropriate leadership skills, and accessing social support, thus enabling nurses to overcome difficulties and provide quality nursing services.

of nurses were at normal levels, depression, anxiety, and stress levels were high. In the same study, emotional intelligence was found to be effective on the psychological resilience of nurses (Abualruz et al., 2024). Foster Evans and Alexander examined the psychological resilience of young and inexperienced nurses in their study in 2023. It was noteworthy that young and inexperienced nurses participating in the study had lower levels of psychological resilience than other participants, and this was related to the development process of professional experience and skills to cope with crises (Foster et al., 2023). In a different study, the psychological resilience levels of health sciences faculty students and nurses who worked in psychiatric clinics were compared. When age was taken into account, the results showed that the psychological resilience levels of students were not higher than those of nurses (Abram & Jacobowitz, 2021). Delgado et al. (2022) stated that nurses maintain their resilience by developing individual skills such as emotional intelligence and self-management.

Among the factors affecting psychological resilience, professional factors such as working environment conditions, leadership support, and solidarity within the team play an important role (Li et al., 2024). As a result of a qualitative study on the methods of protecting the psychological resilience of nurses working in a long-term care home during the COVID-19 pandemic period, it was determined that nurses' positive thoughts on issues such as dynamic role, self-protection, acting together, and sense of leadership were effective in increasing their psychological resilience, while their negative thoughts reduced their psychological resilience levels (Connelly et al., 2022). As a result of the same study, it was found that individual characteristics of nurses were effective on their psychological resilience (Connelly et al., 2022). The study conducted in 2022 found that nurses maintained their resilience by developing emotional awareness and applying proactive self-care strategies. While it was stated that these strategies had positive effects on psychological resilience by positively affecting occupational meaning and posttraumatic growth, it was observed that lack of organizational support and high workload threatened the continuity of psychological resilience. (Delgado et al., 2022). Foster Evans and Alexander (2023) interviewed nurses with psychological resilience and found that nurses' behaviors, such as proactive professional self-management, self-sustaining through supportive relationships, actively participating in practice, learning and self-care, and seeking positive solutions and outcomes, are important for their psychological resilience.

It is known that social support and a positive work environment are among other environmental factors that positively affect psychological resilience. Li et al. (2024) found that establishing strong relationships with colleagues positively affected the psychological resilience of nurses. Especially during the COVID-19 pandemic period, psychological resilience was found to have a protective effect in nurses, but it was determined that long-term increased workload and psychological distress caused a decrease in psychological resilience (Conolly et al., 2022). Psychological resilience of psychiatric nurses as secondary victims after violence was examined, and it was found that supporting nurses and organizing the working environment increased psychological resilience, while increasing distress levels negatively affected psychological resilience. (Xu et al., 2022). In a study, the opinions of nurses about the external factors

affecting psychological resilience were taken, and it was determined that problems such as workload, unpredictable nature of the profession, lack of perceived support from managers and social environment, communication problems, difficulties in team management, acute patient group, and feeling insecure at work negatively affected psychological resilience (Cooper, Leslie & Brown, 2022). In another study, it was stated that institutions have as much responsibility as individual responsibilities in developing the psychological resilience of nurses. (Foster Evans & Alexander, 2023). In the same study, it was recommended that organizations should support professional development for new and experienced nurses, develop organizational strategies to build positive team cultures, and prioritize strategies to reduce workplace stressors and strengthen the psychological safety and well-being of nurses, especially for nurses to retain their jobs (Foster Evans, & Alexander, 2023).

The Effects and Outcomes of Psychological Resilience on Nurses

Psychological resilience has many positive consequences on nurses, both individually and institutionally (Li et al. 2024; Henshall et al., 2023; Conolly et al., 2022; Delgado et al., 2022; Sutarno et al., 2022). The results showed that resilience and spiritual support have both direct and indirect positive effects on engagement at work. These effects are mediated by self-control and seeking information and counseling. All variables explained 69% of the variance in workplace engagement. This study was the first to look at how coping strategies affect nurses' ability to be engaged at work by transferring the effects of coping resources to that group (Sutarno et al., 2022).

In addition, Cooper, Leslie, and Brown (2022) found that appropriate leadership practices and team support positively affect nurses' mental health and job satisfaction by increasing psychological resilience. Mensah and Mpaun (2024) found that psychological resilience positively affected nurse care quality. In another study, the psychological resilience of nurses was found to be effective in reducing the negative effects of emotional labor (Delgado et al., 2022). Abualruz et al. (2024) found that nurses with psychological resilience had lower levels of depression, stress, and anxiety. In a study examining the consequences of bullying that nurses are exposed to at work, it was found that nurses with psychological resilience were effective in reducing the psychological distress they experienced due to workplace bullying (Mensah & Mpaun, 2024). In a study, it was determined that increasing the psychological resilience levels of nurses working in psychiatric clinics had positive effects on burnout (Abram & Jacobowitz, 2021).

Factors That Increasing Psychological Resilience of Nurses

In the literature, there are studies examining the factors that increase the psychological resilience of nurses (Duva et al., 2022; Henshall et al., 2023; Foster et al., 2024; Li et al., 2024). Workshops, structured stress management and psychological resilience trainings (Chesak, 2013), mindfulness-based stress reduction programs (Foureur et al, 2013), focus group studies for the development of personal skills (Mealer, 2012; Chesak, 2013; Cusack et al., 2016), cognitive behavioral therapy (Mealer, 2012; Chesak, 2013; Foureur et al., 2013; Cusack et al., 2016) and art therapy (Armstrong et al., 2011; Karreman, & Vingerhoets, 2012) are known to be effective.

In the organizational sense, it is important to provide leadership support, teamwork, and a positive workplace environment (Henshall et al., 2023). Li et al. (2024) conducted a study to examine nurses' perspectives on increasing psychological resilience in the workplace and found that career, practice, and personal support and development practices are important for increasing psychological resilience. In this context, the nurses who participated in the study stated that institutional practices such as supportive leadership, transparent communication and receiving feedback, methods to recognize self-worth, salary improvements, feasibility of shift lists, training opportunities, and establishing strong relationships with colleagues are important for their psychological resilience (Li et al., 2024). At the organizational level, the role of leadership and management support in enhancing psychological resilience was emphasized by Boitshwarelo et al. (2020). Leaders' encouragement of strong social support mechanisms enables nurses to cope with stress more effectively.

At the individual level, developing self-control and information-seeking skills increases nurses' workplace engagement (Sutarno et al., 2023). In particular, spiritual support mechanisms were found to be effective in increasing psychological resilience, and this was positively reflected in workplace interactions (Sutarno et al., 2023). Boitshwarelo et al. (2020) reported that nurses' communication skills, active listening skills, decision-making and problem-solving skills, and access to peer, family, friend, manager, and professional support are important in the development and enhancement of psychological resilience.

Foster et al. implemented the promoting adult resilience (PAR) program in 2024 to increase the psychological resilience of mental health nurses, which includes topics such as promoting self-efficacy in coping with stress, increasing the mental health and well-being of adults in the workplace; promoting stress management skills; promoting psychological resilience; improving relationships and reducing conflict by increasing interpersonal and communication skills; increasing the ability to manage and regulate emotions in times of stress and distress and promoting the capacity for post-traumatic growth. As a result of this program, improvement was observed in the coping self-efficacy, well-being, psychological resilience and post-traumatic growth of the nurses on the 2nd day and 3rd month after the training, while their psychological distress levels decreased (Foster et al., 2024). In another study, a web-based program called "REsOluTioN" was implemented for 4 weeks to improve the psychological resilience of nurses. At the end of the program, it was determined that the majority of the participants improved their psychological resilience, self-confidence, patient care skills, relationships with colleagues and communication skills (Henshall et al., 2023). Considering these studies, it may be recommended to monitor the long-term effects of interventions aimed at increasing the psychological resilience of nurses and to ensure the continuity of these interventions.

Limitations

This study has certain limitations. The first one is that only a small number of studies could be included in the systematic review. Secondly, only studies published in English were included in the systematic review, and non-English articles were excluded due to limited resources. Thirdly, only studies related to nurses were included in the systematic review.

CONCLUSION

As a result of increasing the psychological resilience of nurses in the work environment, it has been observed that it has an important place in increasing professional performance, job commitment, general psychological well-being, and job satisfaction, decreasing the rate of inability to devote oneself to work, thinking about leaving the job or leaving the job, and preventing burnout. Considering all these factors, it is seen that increasing the psychological resilience of nurses is important not only at the individual level but also in terms of increasing the quality and sustainability of health services. In this context, it is important for health institutions to develop strategies to increase the psychological resilience of nurses and to prioritize the well-being of nurses.

ETHICAL DECLARATIONS

Ethics Committee Approval

Since the research articles included in the sample of this study were taken from open-access electronic databases, ethics committee approval was not required.

Informed Consent

Since the research articles included in the sample of this study were retrieved from open-access electronic databases, informed consent was not required.

Referee Evaluation Process

Externally peer-reviewed.

Conflict of Interest Statement

The authors have no conflicts of interest to declare.

Financial Disclosure

The authors declared that this study has received no financial support.

Author Contributions

All of the authors declare that they have all participated in the design, execution, and analysis of the paper, and that they have approved the final version.

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