

The question "coping with what?" is of particular importance for nurses (Ritchie, 1999). Problem solving should not be considered the panacea for coping with organizational stress. Generally, it is believed that nurses with good problem solving skills can engage in constructive appraisals of stressful situations which are assumed to be under their control (Browne et al., 1994). When confronted with unpredictable events and intractable working conditions, the results of this study suggest that the most intrinsically satisfied nurses, who are vigilantly attempting to solve the problems in their hospital, may find that the attempt to cope with restructuring actually amplifies their stress.

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