

## **Impact of Stress: Evidence-Based Framework for Selected Healthcare Providers**

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### **Abstract**

This study investigated the impact of workplace stress on healthcare professionals in selected Adventist healthcare institutions in the North Philippines, using the Job Demands–Resources Model and Transactional Stress Theory as its theoretical foundation. Employing a descriptive-correlational design, data from 280 respondents were gathered via a validated self-constructed questionnaire measuring causes of stress, emotional well-being, and job performance. Results identified key stressors—poor working conditions, lack of hospital resources, and exposure to trauma—while also revealing that participants generally maintained high emotional well-being and job performance. Statistical analyses, including multiple regression and structural equation modeling, showed that factors such as exposure to trauma, emotional resilience, and spiritual foundation significantly influenced perceptions of support systems, though overall variance explained was low. The study culminated in an evidence-based framework recommending targeted interventions: trauma support, resilience training, spiritual integration, and competency development. These measures aim to enhance perceived support, reduce stress impact, and improve retention and engagement, offering faith-sensitive, resource-informed strategies for sustaining well-being and performance in healthcare settings.

*Keywords: stress, well-being, job performance, healthcare, healthcare professionals*