

BSc (Hons) Health and Social Care

Element 2: Methodology poster

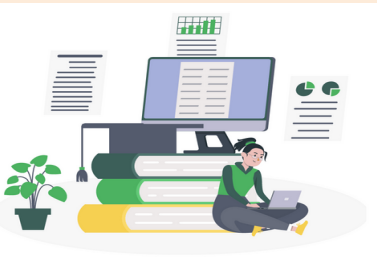
Introduction

This research aims to look at the impact of work-related stress on the mental health of health and social care professionals, assess its effects on staff keeping jobs and offer ways to reduce the stress and improve wellbeing among staff (Kinman et al., 2020).



Research Approach

For this study, data are mainly obtained through reviewing literature that has been published on the subject (Aveyard, 2018). A thematic analysis is done to find patterns, important issues and main themes that appear in the studies on work-related stress, mental health issues and staff retention in health and social care.



Data Sources

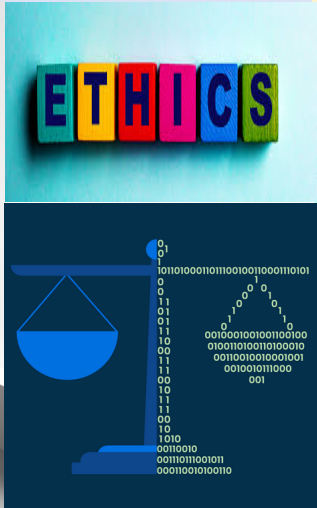
Information is drawn from genuine secondary sources, for example, journal articles, government reports, policies and professional organisation books. Such sources give a complete overview of the research topic, offering insights from both a theoretical and practical standpoint that help support health and social care professionals (Miller, 2024).

Search Strategy

All the keywords were selected and arranged so that “work-related stress”, “mental health”, “staff retention” and “health and social care” could be included during the research process. Searches were improved by using AND, OR and NOT between keywords in the same search. Research was carried out in PubMed, Google Scholar, CINAHL and the online library at the university. All records were shaped by adding filters for the last 10 years’ publication dates, peer-reviewed articles and those in English (Booth et al., 2021).

Inclusion and Exclusion Criteria

The studies had to meet the following requirements: published within the last 10 years, taken from the UK or comparable countries, focused on health and social care, peer-reviewed and available in full-text form (Higgins, 2016). They made sure to remove sources that were outdated, not written in academia, did not have English-language versions or dealt with other subjects instead of the central one.



Reference

Aveyard, H., 2018. Doing a literature review in health and social care: A practical guide.

Bell, J. and Waters, S., 2018. *Ebook: doing your research project: a guide for first-time researchers*. McGraw-hill education (UK).

Booth, A., Martyn-St James, M., Clowes, M. and Sutton, A., 2021. Systematic approaches to a successful literature review.

Clarke, V. and Braun, V., 2017. Thematic analysis. *The journal of positive psychology*, 12(3), pp.297-298. <https://www.tandfonline.com/doi/full/10.1080/17439760.2016.1262613>

DePoy, E., 2024. *Introduction to research-e-book: Understanding and applying multiple strategies*. Elsevier Health Sciences.

Higgins, J.P.T., 2016. GS. Cochrane Handbook for Systematic Reviews of Interventions Version 5.1. 0. The Cochrane Collaboration. 2011. *Available:* [www. cochrane-handbook. org](http://www.cochrane-handbook.org).

Kinman, G., Teoh, K. and Harriss, A., 2020. Supporting the well-being of healthcare workers during and after COVID-19. *Occupational Medicine*, 70(5), pp.294-296. <https://academic.oup.com/occmed/article-abstract/70/5/294/5840707>

Miller, R.A., 2024. Doing Your Literature Review: Traditional and Systematic Techniques First Edition; by Jill K. Jesson with Lydia Matheson and Fiona M. Lacey, Los Angeles California: SAGE Publications Ltd, 2011, 192 pp., 27.00- 95.25, ISBN: 978-1-8486-0154-3. <https://www.tandfonline.com/doi/full/10.1080/15424065.2024.2319264>

Research Validation

Every website is compared with the CRAAP Test criteria for Currency, Relevance, Authority, Accuracy and Purpose. Relevant articles were found by skimming the titles, abstracts and conclusions. Such sources were chosen so that the findings are based on trustworthy, established and academically sound data (DePoy, 2024).



Data Analysis

Analysis of the literature was carried out with thematic coding. At first, reviewed the studies to notice important points and repeated problems found among them. Following this, the codes were sorted into larger categories that matched the research’s objectives. Data organisation is done using tables, colour codes and an Excel spreadsheet. Three main themes were set, and they will guide the structure and content of the findings and discussion chapters (Clarke and Braun, 2017).

Ethical Considerations

The research did not include acquiring first-hand data, so ethical challenges were limited. The research maintained its integrity by referencing each source using the Harvard style. All students and staff were determined not to plagiarise, making certain that every idea and quote received proper citation (Bell and Waters, 2018).

Conclusion

To sum up, this method ensures a proper process for finding, evaluating and studying research that has been done before. These themes will be used in writing the findings and discussion chapters to support the recommendations.



University of Wales
Trinity Saint David
BIRMINGHAM

Institute of Inner-City Learning, Birmingham Campus

BSc (Hons) Health and Social Care

My project title: Work-Related Stress and Its Effects on Mental Health and Retention of Staff
in Health and Social Care Settings

Student Name: Joyrul Haque

Student ID: 2131666

Lecturer Name: Chloe Harries

Table of Contents

CHAPTER 3 – Methods and Search Strategy.....	3
3.1 Introduction.....	3
3.2 Search Strategy.....	3
3.3 Searching for Information.....	3
3.4 Research Validation.....	4
3.5 Inclusion and Exclusion Criteria.....	4
3.6 Analysing Research.....	5
3.7 Ethical Considerations.....	5
3.8 Chapter Conclusion.....	6
References.....	7
Appendix.....	9
Appendix A: Source Tracking Table.....	9

CHAPTER 3 – Methods and Search Strategy

3.1 Introduction

This chapter attempts to describe the research methodology employed in conducting a study that is desk-based and based on the literature on the subject of work-related stress and its effect on mental health as well as staff retention in health and social care. The post is an addition to the post about the academic methodology, where the steps of the research process are explained in detail. Such kinds of techniques were critical in the selection, identification, and analysis of the credible sources, which will be used in the thematic presentation of the findings in the fourth Chapter of the dissertation (Maslach and Leiter, 2016).

3.2 Search Strategy

To inform the literature search, several key terms were identified on the basis of the title of research as follows: work-related stress, mental health, staff retention, health and social care. It was also termed as occupational stress, burnout, and employee turnover. The refinement of the results with the help of Boolean operators (AND, OR, NOT) was also used, e.g., stress AND retention or mental health NOT students (West *et al.*, 2019). A well-defined search strategy was used, where all keyword searches that were successfully used are documented, and searches were iterated depending on relevance or on results that could be obtained, depending on the database concerned.

3.3 Searching for Information



Figure: Searching for Information (Khamisa *et al.*, 2016)

The scrutiny of the literature was performed with the help of a variety of academic sources and websites, such as Google Scholar, PubMed, CINAHL, and UWTSD Online Library. These sources were chosen because they were credible, offered access to peer-reviewed articles

and applied to the health and social care issues. They also provided search facilities that were well developed and presented Boolean logic and search filters (NHS Confederation, 2023).

To increase its relevance, the filters were conducted to present only the results within the scope of peer-reviewed journal articles published in the past 10 years (2015-2024), in the English language, and either UK-or cross-country, similar health systems-oriented. A full-text availability filter and the subject-specific domains of interest, including the words: nursing, social work and occupational health, were also employed.

In the procedure, the search terms were repeatedly adjusted to achieve greater precision as well as produce more aligned articles. As another example, the broader terms were narrowed in favour of more specific phrases, and Boolean operators were restricted to precision. A source tracking table was formed to record article titles, authors, databases, key findings and relevance, and is reproduced in the appendix to improve transparency and replicability.

3.4 Research Validation

As a way of guaranteeing quality and relevance of the sources that were selected, the researcher utilised the skimming methods by going through the title, the abstract, introduction and conclusion of every article. This step has allowed us to rapidly determine whether the material was consistent with the research objectives. Each source was subsequently evaluated according to the CRAAP test (Currency, Relevance, Authority, Accuracy, and Purpose) in order to assess the academic rigour of individual sources. The Currency, relevance, and Authority were given a specific focus. As an example, a 2023 report by the NHS Confederation was included because it provided updated information, was directly relevant to the United Kingdom healthcare context, and had an especially weighty source. This methodical process assisted in determining that only reliable and appropriate sources could be used to help in the thematic analysis of the dissertation (Teoh *et al.*, 2023).

3.5 Inclusion and Exclusion Criteria

The researcher considered peer-reviewed journal articles, official reports and publications from highly trusted organisations published no earlier than a ten-year term (2015-2025). Preference was put on research within the UK and those which targeted health and social care professionals. Those that were rejected were outdated materials, non-English articles, opinion blogs and non-academic websites not good enough to be referred to. These standards also made the research up-to-date, as well as relevant and academically valid. The reduced age and the high quality of the literature ensured a definite scope of the study, as well as increased the reliability and effectiveness of its conclusions in the selected context (Bailey, 2021).

3.6 Analysing Research

Thematic Analysis

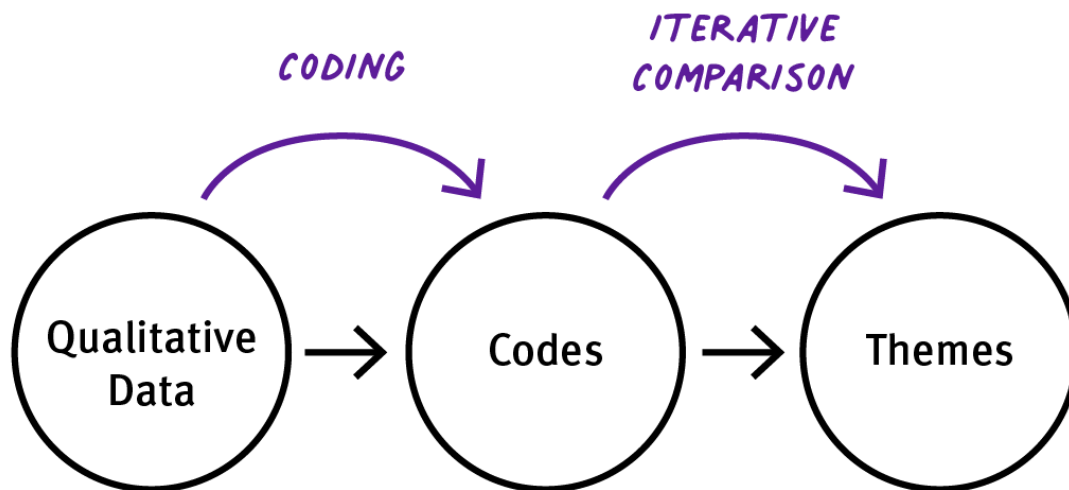


Figure: Analysing Research (Booth *et al.*, 2021)

There were some sources selected, and they were analysed in a systematic way based on the thematic coding approach. All the articles were thoroughly read to find common concepts, keywords, and concerns of working stress, mental illness and employee retention within health and social care. First codes were created using typical trends in literature (Bettany-Saltikov and McSherry, 2024). These codes were, in turn, sorted into larger categories to get general themes to meet the goals of the research.

In order to be systematic and not misled, Excel worksheets and also use of colours in tables helped. These tools allowed the researcher to check out individual codes, their frequency and how they helped develop each theme. This plan helped to maintain uniformity in the analysis literature and has provided the prerequisite to Chapter 4, where the results will be summarised into themes. The process enabled a clear audit trail of decisions made during the analytical process as well (Lame, 2019).

3.7 Ethical Considerations

There is no primary data collection or contact with human participants in this research, and this research was fully secondary and there were no ethical risks in this research in regards to consent and confidentiality (Hasan, 2021). Academic integrity was maintained through referencing appropriately all resources used according to the Harvard referencing style, with

original authors being acknowledged and no plagiarism or misrepresentation. Credibility and transparency were achieved by selecting good, peer-reviewed literature, which was also presented when objective, or free of personal bias, to help in an honest and fair evaluation of the research topic.

3.8 Chapter Conclusion

This chapter has discussed the desk-based methodology evidenced in identifying, picking and analysing academic literature to support the study. It outlined how a planned search strategy was developed, how inclusion and exclusion criteria were applied, which databases with credentials were used, and how it was validated by using the CRAAP test. Thematic-coding was utilised to cluster repeated thoughts and come up with meaningful themes. These measures provided a proper and intensive consideration of applicable sources. The results of this analysis will be provided in chapter 4 under thematic sections that will be in line with the research question and objectives.

References

Bailey, S. (2021) Parliamentary report on workforce burnout and resilience. *BMJ*, 373.

Bettany-Saltikov, J. and McSherry, R. (2024) *How to do a systematic literature review in nursing: A step-by-step guide*. 3rd edn. London: Open University Press.

Booth, A., Martyn-St James, M., Clowes, M. and Sutton, A. (2021) *Systematic approaches to a successful literature review*. London: SAGE. Available at: <https://www.torrossa.com/it/resources/an/5282271> [Accessed 20 Jul. 2025].

Hasan, A. (2021) Ethical considerations in the use of secondary data for built environment research. In: M. Mela and B. Wilkinson (eds.) *Secondary Research Methods in the Built Environment*. London: Routledge, pp.26–39.

Khamisa, N., Oldenburg, B., Peltzer, K. and Ilic, D. (2016) Work-related stress, burnout, job satisfaction and general health of nurses. *International Journal of Environmental Research and Public Health*, 12(1), pp.652–666. Available at: <https://doi.org/10.3390/ijerph120100652> [Accessed 20 Jul. 2025].

Lame, G. (2019) Systematic literature reviews: An introduction. In: *Proceedings of the Design Society: International Conference on Engineering Design*, 1(1), pp.1633–1642. Cambridge: Cambridge University Press. Available at: <https://www.cambridge.org/core/journals/proceedings-of-the-international-conference-on-engineering-design/article/systematic-literature-reviews-an-introduction/40D4CEA7A7CC3FB6ED6233E79A0A2A1F> [Accessed 20 Jul. 2025].

Maslach, C. and Leiter, M.P. (2016) Understanding the burnout experience: Recent research and its implications for psychiatry. *World Psychiatry*, 15(2), pp.103–111. Available at: <https://doi.org/10.1002/wps.20311> [Accessed 20 Jul. 2025].

NHS Confederation (2023) *The state of the NHS workforce: Addressing the mental health of frontline staff*. London: NHS Confederation. Available at: <https://www.nhsconfed.org/news/nhs-confederation-comment-nhs-pressures> [Accessed 20 Jul. 2025].

Teoh, K., Dhensa-Kahlon, R., Christense, M., Frost, F., Hatton, E. and Nielsen, K. (2023) *Organisational wellbeing interventions: Case studies from the NHS*. London: Birkbeck

University of London. Available at: <https://eprints.bbk.ac.uk/id/eprint/50880/> [Accessed 20 Jul. 2025].

West, M., Bailey, S. and Williams, E. (2019) *The courage of compassion: Supporting nurses and midwives to deliver high-quality care*. London: The King's Fund. Available at: <https://www.kingsfund.org.uk/publications/courage-compassion-supporting-nurses-midwives> [Accessed 20 Jul. 2025].

Appendix

Appendix A: Source Tracking Table

No.	Author(s) and Year	Title of Study	Database Used	Keywords/ Combinations Used	Main Findings	Relevance to Research Aim
1	Maslach and Leiter (2016)	Understanding the Burnout Experience	Google Scholar	"burnout AND health care"	Identifies emotional exhaustion as a key stressor	Supports Theme 1: Burnout and Mental Health
2	West <i>et al.</i> (2019)	The Courage of Compassion	UWTSD Library	"Staff Wellbeing AND NHS"	Highlights the need for mental health support in the NHS	Aligns with staff wellbeing and retention
3	Khamisa <i>et al.</i> (2016)	Stress and burnout in nurses	PubMed	"occupational stress AND nursing"	Shows correlation between stress and job dissatisfaction	Supports Theme 2: Job Satisfaction and Retention
4	NHS Confederation (2023)	Mental Health of Frontline Staff	NHS Confederation	"NHS staff mental health"	Discusses COVID-19 impact on staff wellbeing	Informs post-pandemic context

5	Teoh <i>et al.</i> (2023)	Organisational Wellbeing Interventions	CINAHL	"workplace wellbeing interventions"	Case studies on NHS interventions	Relevant to policy and practice solutions
---	---------------------------	--	--------	-------------------------------------	-----------------------------------	---