Clinical Trial Protocol
Iranian Registry of Clinical Trials

09 Nov 2026

The Effect of Cognitive-Behavioral Stress Management Training Program on Emotional Exhaustion and Job Productivity of Nurses in Roozbeh hospital in 1401

Protocol summary

Study aim

Determining the effect of Cognitive-Behavioral Stress management training program on nurses' emotional burnout and job productivity.

Design

A randomized, double-blind, controlled clinical trial of 40 nurses used a random numbers table.

Settings and conduct

Nurses of Roozbeh Hospital in Tehran, will be randomly divided into intervention and control groups using blocking method. Pre-test will be performed on both groups using questionnaires and The intervention group will then be trained in cognitive-behavioral stress management, but the control group will not receive any training. Cognitive-behavioral stress management intervention is done by Anthony et al. (2007) in ten sessions of each session for 90 to 120 minutes. The first part includes training in cognitive-behavioral techniques that are relevant to issues related to nurses' mental health, and the second part is related to training and practicing relaxation techniques. Then the post-test is performed on both groups through questionnaires.

Participants/Inclusion and exclusion criteria

Inclusion criteria: Willingness to participate in research; Having a nursing degree; At least six months of experience in Roozbeh Hospital; Not taking drugs that affect the psyche; Not having more than two weeks off in the past month; Not having chronic stressful illnesses.

Intervention groups

The intervention group will be trained in cognitive-behavioral stress management, but the control group will not receive any training.

Main outcome variables

Nurses' emotional burn out; Nurses' Job productivity

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20220509054796N1**
Registration date: **2022-05-18, 1401/02/28**
Registration timing: **prospective**

Last update: **2022-05-18, 1401/02/28**
Update count: **0**

Registration date

2022-05-18, 1401/02/28

Registrant information

Name

Shadan Naghizadeh

Name of organization / entity

Country

Iran (Islamic Republic of)

Phone

+98 21 8894 0709

Email address

shadaannn997@gmail.com

Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2022-07-10, 1401/04/19

Expected recruitment end date

2022-07-20, 1401/04/29

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title
The Effect of Cognitive-Behavioral Stress Management Training Program on Emotional Exhaustion and Job Productivity of Nurses in Roozbeh hospital in 1401

Public title
The Effect of Cognitive-Behavioral Stress Management Training Program on Emotional Exhaustion and Job Productivity of Nurses

Purpose
Education/Guidance

Inclusion/Exclusion criteria

Inclusion criteria:
Willingness to participate in research Having a nursing degree At least six months of experience in Roozbeh Hospital

Exclusion criteria:
Taking drugs that affect the psyche (self-declaration) Having more than two weeks off in the past month Having chronic stressful illnesses such as cancer, asthma, diabetes

Age
No age limit

Gender
Both

Phase
N/A

Groups that have been masked

- Outcome assessor
- Data analyser

Sample size
Target sample size: **40**

Randomization (investigator's opinion)
Randomized

Randomization description
Nurses of Roozbeh Hospital will enter the study through available sampling. Then they would randomly be divided into intervention and control groups using the blocking method. This would be The block randomization method, for example, the researcher considers the intervention group as A and the control group as B. The extent of each block of 4 is stable so in each block, there are two A (intervention) and two B (control), in this case, 6 situations are created, including the first mode (AABB), the second mode (ABAB), the third mode (ABBA), the fourth state (BABA), the fifth state (BBAA) and the sixth state (BAAB). We will roll a dice and for example, number 4 shows up, we would roll the (BABA) state again, for example, number 5 shows up (BBAA), and ... We will repeat rolling the dice until the sample is complete. To hide random allocation, blurred sealed envelopes with the letters inside will be used.

Blinding (investigator's opinion)
Double blinded

Blinding description
After obtaining informed consent and explaining to them that each of them will be randomly placed in one of the intervention and control groups, the studied nurses were randomly divided into two intervention and control groups by the researcher. The outcome assessor of the study was used to collect data without knowing the allocation of participants to different groups. Also, the statistical analyzer did not know how to group in the study and analyzed the data in general. After the intervention, the control group was trained and the intervention group was given to them.

Placebo
Not used

Assignment
Parallel

Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee

Name of ethics committee
Research Ethics Committees of School of Nursing and Midwifery and Rehabilitation-Tehran University o

Street address
Unit.7, No.4, Narenj Alley, 6th Alley, Sazesh St, Valiasr Ave

City
Tehran

Province
Tehran

Postal code
1593814979

Approval date
2022-04-30, 1401/02/10

Ethics committee reference number
IR.TUMS.FNM.REC.1401.005

Health conditions studied

1

Description of health condition studied
Emotional Exhaustion

ICD-10 code
Z73.0

ICD-10 code description
Burn-out

2

Description of health condition studied
Job Productivity

ICD-10 code

ICD-10 code description

Primary outcomes

1

Description
Emotional Exhaustion

Timepoint

Before and After receiving Cognitive-Behavioral Stress Management Training

Method of measurement

Maslash and Jackson 1981 Emotional Exhaustion Questionnaire

2

Description

Job Productivity

Timepoint

Before and After receiving Cognitive-Behavioral Stress Management Training

Method of measurement

Job Productivity Questionnaire by Hershey and Blanchard 1984

Secondary outcomes

empty

Intervention groups

1

Description

Intervention group: Anthony et al. (2007) performed Cognitive-Behavioral stress management intervention in ten sessions in groups, each session lasting 90 to 120 minutes (twice a week), each session consisting of two parts. The first part includes training Cognitive-Behavioral techniques that are relevant to issues related to nurses' mental health, and the second part is related to training and practicing relaxation techniques. The sessions will be performed in the form of Questions and Answers and group discussions. The structure of each session generally includes reviewing homework (5 minutes), reviewing the content of the previous session (5 minutes), presenting the first topic and practicing it (30 minutes), resting (5 minutes), presenting the second topic and practicing it (30 minutes), summary, discussing and conclusion (5 minutes), assigning homework for the next session (5 minutes). Due to the employment of the trainees and for the convenience of participating in the sessions, these training sessions will be conducted twice a week for five weeks.

Category

Prevention

2

Description

Control group: The control group will not receive any training, but at the end of the research, the training file will be given to them.

Category

N/A

Recruitment centers

1

Recruitment center

Name of recruitment center

Roozbeh Hospital

Full name of responsible person

Shadan Naghizadeh

Street address

Roozbeh Hospital, Below the crossroads of Lashgar, South Kargar St.

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Tehran

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13337 15914

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Email

shadaannn997@gmail.com

Sponsors / Funding sources

1

Sponsor

Name of organization / entity

Tehran University of Medical Sciences

Full name of responsible person

Shima Nazari

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1419733171

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Grant name

Grant code / Reference number

Is the source of funding the same sponsor organization/entity?

Yes

Title of funding source

Tehran University of Medical Sciences

Proportion provided by this source

100

Public or private sector

Public

Domestic or foreign origin

Domestic

Category of foreign source of funding

empty

Country of origin

Type of organization providing the funding

Academic

Person responsible for general inquiries

Contact

Name of organization / entity
Tehran University of Medical Sciences

Full name of responsible person
Shadan Naghizadeh

Position
Master Of Nursing Student

Latest degree
Bachelor

Other areas of specialty/work
Nursery

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Person responsible for scientific inquiries

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Full name of responsible person
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Person responsible for updating data

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Sharing plan

Deidentified Individual Participant Data Set (IPD)
Undecided - It is not yet known if there will be a plan to make this available

Study Protocol
Undecided - It is not yet known if there will be a plan to make this available

Statistical Analysis Plan
Undecided - It is not yet known if there will be a plan to make this available

Informed Consent Form
Undecided - It is not yet known if there will be a plan to make this available

Clinical Study Report
Undecided - It is not yet known if there will be a plan to make this available

Analytic Code
No - There is not a plan to make this available

Data Dictionary
No - There is not a plan to make this available