

# The Association Between Self-Efficacy and Job Resilience in Nursing: A Systematic Review

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DOI: <https://doi.org/10.52403/ijhsr.20250926>

## ABSTRACT

The belief in one's ability to effectively accomplish the desired outcome is known as self-efficacy. With higher self-efficacy, nurses are frequently more fulfilled and have stronger decision-making skills. Additionally, job resilience, or career resilience, is defined as the ability to recover from setbacks, challenges, and unexpected changes in the workplace. It comprises maintaining mental, emotional, and social wellness while adjusting to changing circumstances and returning from challenging situations.

Because of their resilience, nurses with higher levels of self-efficacy are more likely to see challenges as chances for growth and education rather than threats. To adapt to the challenges of daily life and appropriately respond to situations, nurses—primarily nurses—need to have a strong sense of perceived resilience and self-efficacy. The study assessed the relationship between nurse job resilience and self-efficacy.

The review will compile findings from peer-reviewed research assessing the relationship between nurse work resilience and self-efficacy. A comprehensive search for English-language publications will be conducted using several databases, including ScienceDirect, PubMed, and Google Scholar. The Preferred Reporting Items for Systematic Reviews and Meta-analysis (PRISMA) will follow the thematic synthesis and systematic review arrangement. The PICO (Population, Intervention, Context, Outcome) technique will be applied to make the reviewed issue more understandable.

Resilience and perceived self-efficacy are positively correlated, with research showing that higher levels of perceived self-efficacy would also lead to higher resilience. The studies suggested that self-efficacy should be elevated to enhance resilience and solve the stressful conditions of the work surroundings. Lastly, improving self-efficacy can enhance nurses' work engagement and personal fulfillment.

**Keywords:** Self-efficacy, Job resilience Burnout, Job fulfillment.

## INTRODUCTION

### Background and Rationale

Nursing is viewed as demanding, and work stress can adversely impact quality of life and health. Nurses work as frontline health care practitioners of patient care, regularly

working under intense pressure conditions comprising of limited staff, time constraints, ethical dilemmas, and emotional exposure. Globally, healthcare systems have growing demands, and the sustainability and wellness of the nursing team have become a crucial

public health concern. The COVID-19 epidemic and other recent international events have brought attention to the psychological and emotional strain nurses face, which has resulted in higher rates of stress, burnout, and attrition. These difficulties highlight the necessity of identifying and improving organizational and human resources that might support nurses in preserving their well-being, contentment at work, and professional efficacy in the face of hardship.

Theoretically, two significant psychological concepts have gained considerable insight in nursing research: job resilience and self-efficacy. The concepts impact how nurses respond to workplace stressors and adapt to and recover from challenging circumstances. Albert Bandura, a psychologist, defines self-efficacy as people's belief in their ability to control their functioning and events that impact their lives. Additionally, an individual's self-efficacy can assist in providing the framework for wellness, personal accomplishment, and motivation. The four primary sources of people's beliefs in their efficacy comprise emotional states, vicarious experiences, mastery experiences, and social persuasion (Lopez-Garrido, 2025). High self-efficacy has multiple advantages to daily life, including a healthy lifestyle, enhanced employee performance, educational achievement, and resilience to adversity and stress.

Self-efficacy and resilience are critical elements of psychological capital, an essential aspect of positive psychology that illustrates a person's capacity to handle adversity and succeed. Significantly, self-efficacy is regularly seen as a substrate or facilitator of resilience. People who believe in their capacity to handle are more likely to persevere via challenges, view difficulties as opportunities for development, and utilize adaptive strategies (Bingöl et al., 2018). Consequently, investigating the connection between self-efficacy and job resilience in nursing provides valuable information on how individual convictions and self-

assurance may act as buffers in challenging healthcare settings.

### **Conceptualizing Self-Efficacy in Nursing**

The self-efficacy theory is built on the social cognitive theory, which illustrates that the interaction between environmental, behavioral and cognitive impacts shapes behavior. Self-efficacy plays a significant role in this dynamic, impacting how people view challenges, the objectives they bring forward, the effort they invest, their tenacity to face challenges, the goals they set, and their persistence in the face of challenges (Stajkovic & Sergent, 2019). Self-efficacy in the nursing environment can appear in several ways, including clinical decision-making, communication with patients and coworkers, handling patient emergencies, task delegation, and ongoing learning.

Multiple studies have shown that increased levels of self-efficacy were linked with improved performance outcomes, enhanced stress management, and elevated job fulfillment among nurses. For example, nurses with strong self-efficacy beliefs are more likely to take initiative, stay calm when pressure increases, and seek out opportunities for professional development. It was also established that emotional distress, decreased levels of anxiety, and work-related stress all of which are risk factors for burnout. Furthermore, self-efficacy has been associated with improving motivation, retention, and job engagement, making it a primary target for workforce growth initiatives.

Multiple factors, including mentorship, access to education, before clinical experience, and organizational culture, can impact the establishment of self-efficacy in nurses. For instance, new graduate nurses regularly struggle with decreased self-efficacy as they adjust from academic settings to clinical practice. Supportive settings, such as preceptorships and organized orientation programs, can significantly increase their competence and self-assurance. Designing interventions that promote resilience and long-term

professional success thus requires understanding how self-efficacy is developed and maintained throughout a nurse's career.

### **Defining Job Resilience in Nursing**

Resilience is the ability to adjust to challenges and trying situations positively. Establishing resilience in nurses and other healthcare practitioners can act as a protective factor against adverse results associated with the work comprising of burnout, anxiety, and depression and can enhance patient outcomes. A crucial strategy for improving personal nurse resilience is boosting the expression of gratitude (Stajkovic & Sergent, 2019). Resilience allows nurses to manage emotional baggage, navigate multiple clinical situations, and continue availing high-quality care even when resources are restricted or conditions continuously availing high-quality care even when resources. These qualities allow them to manage emotional labor, navigate complex clinical situations, and continue providing high-quality care even when resources are limited or organizational conditions are challenging.

Resilience was established as a fixed characteristic and a continuous process that can be reinforced and developed via support, experience, and reflection. Organizational factors comprising sufficient teamwork, supportive leadership, opportunities for personal growth, and mental health resources play a crucial role in molding nurses' resilience. Similarly, coping strategies, individual traits, and self-efficacy contribute to how nurses view and respond to stress.

Resilience is often identified as a crucial element of professional sustainability in healthcare. Studies have shown that nurses with increased levels of resilience have low levels of burnout and stress, which are elements of compassion fatigue and have high work adaptability, job fulfillment, and organizational commitment under challenging situations caused by changes in work tasks (Kang & Lim, 2015). Furthermore, low resilience was associated

with emotional exhaustion, increased resignation, and compassion fatigue. Building resilience is crucial for preserving a steady and productive healthcare workforce and promoting personal well-being.

### **Theoretical Relationship Between Self-Efficacy and Resilience**

Some studies have elaborated that self-efficacy and resilience are significantly interdependent as they have the likelihood to supplement and reinforce each other mutually. It was shown that resilience was likely to be improved via the development of self-efficacy (Bawazier et al., 2025). As a result, self-efficacy may be seen as a necessary component of resilience and a requirement for its development.

This association is significant in nursing due to the nature of clinical work. A nurse with strong efficacy is likelier to feel competent and in control, even in emotionally or chaotic surroundings. Resilience can be increased by fostering adaptive responses and protecting against the negative consequences of stress through this sense of mastery and control. On the other hand, low self-efficacy can result in avoidance behaviors, diminished drive, and powerlessness, all of which, over time, can weaken resilience.

Despite the crucial association between resilience and self-efficacy, limited studies exist. Various studies have shown moderate to strong associations between the two, while others have established more multiple or content-dependent associations. Various factors, including nursing specialty, clinical setting, working experience, and cultural aspects, may impact self-efficacy and resilience. It is also challenging to draw definitive findings because of the variation in the definition and measurement of these constructs between studies.

### **Significance of the Review**

There has been growing interest in enhancing wellness and retention among nurses, and a systemic review of evidence associating self-efficacy and job resilience is timely and necessary. While individual studies provide

insightful information, a thorough synthesis can reveal recurring trends, methodological flaws, and practical implications. Such a review can also influence the design of organizational, educational, and policy interventions to improve nurses' psychological resources.

The review is crucial in light of ongoing efforts to establish psychologically healthy workplaces in healthcare settings. Strategies to enhance self-efficacy and resilience, which are comprised of simulation training, mindfulness initiatives, coaching, and resilience workshops, are increasingly being implemented in healthcare settings. Nonetheless, the effectiveness of these interventions depends on a well-defined acknowledgment of the underlying psychological mechanisms and how they relate.

Furthermore, the review can contribute to nursing training by elaborating on the significance of psychological preparedness and personal empowerment in professional growth. Teachers can use the results to include self-efficacy-building techniques like role modeling, experiential learning, and constructive criticism into their curricula. Understanding how self-efficacy influences resilience can also help healthcare administrators and policymakers establish supportive work cultures that empower nurses and lessen occupational stress.

## Objectives

**General Objective:** To conduct a systemic review evaluating the association between self-efficacy and job resilience in nursing.

### Specific Objectives

1. To evaluate and synthesize empirical studies that assess self-efficacy and job resilience in nursing populations.
2. To assess the strength and direction of the association between self-efficacy and resilience.
3. To establish the contextual and methodological factors that may impact the association.

## METHODOLOGY

An extensive search was conducted utilizing databases such as PubMed, Google Scholar, Scopus, and Science Direct papers published between 2015 and 2025. A manual data search was also undertaken to locate other studies satisfying the eligibility requirements. The search terms comprised of "self-efficacy" OR "self-efficacy" OR "perceived competence" AND "psychological resilience" OR "resilience" OR "occupational resilience" OR "job resilience" AND "nursing staff" OR "registered nurse" OR "nurses" OR "nursing." The records were screened and managed using Zotero 6.0.4, which eliminated duplicates. The systematic review and topic synthesis were meticulously organized following the Preferred Reporting Items for Systematic Reviews and Meta-Analysis (PRISMA).

**Table 1: Search Terms/ Keywords**

Search terms/ Keywords
"Self-efficacy" OR "Self-efficacy" OR "Perceived competence"
AND
"Psychological resilience" OR "Resilience" OR "Occupational resilience" OR "Job resilience"
AND
"Nursing staff" OR "Registered nurse" OR "Nurses" OR "Nursing".

The researcher established a search strategy in collaboration with others. The colleagues had more than two years of extensive understanding and experience. The researcher established a search strategy concerning others. They acknowledged the

anticipated objectives, contributions, and roles to the review. To provide extensive coverage of the association between self-efficacy and job resilience among nurses. Crucially, cooperation aided in navigating the data search's multiplexity.

The association between self-efficacy and job resilience among nurses was evaluated in the studies that met the eligibility criteria. The data collection process also highlights methods for acquiring and assessing both quantitative and qualitative data. The studies that met the eligibility criteria enumerate multiple aspects of the association between self-efficacy and nurse job resilience. The systemic evaluation also comprised research assessing how self-efficacy relates to job resilience among nurses.

### Selection Process

Primary review questions are critical before any study since they assist in focusing attention, establishing primary theories and keywords, and narrowing down the topic. The issue under evaluation was evaluated utilizing the PICO (Population, Intervention,

Outcome) method. Population: Nurses in the healthcare settings, Intervention: Self-efficacy, Comparison: high versus low self-efficacy, and Outcome: Job resilience.

**Table 2: PICOT**

PICOT	Keywords
Population	Nurses in the healthcare settings
Interventions	Self-efficacy
Comparison	High versus low self-efficacy
Outcome	Job resilience

The following studies did not meet the requirements for eligibility: articles that fail to directly evaluate or report self-efficacy and resilience, dissertations commentaries, abstracts without full papers or no-peer-reviewed literature; research that ignores the association between self-efficacy and job resilience and non-English publications where no translation is available.

**Table 3: Inclusion and Exclusion Criteria**

Inclusion Criteria	Exclusion Criteria
Studies that incorporate nurses, nursing staff, or clinical nurses working in any healthcare setting.	Editorials, opinion pieces, commentaries, conference abstracts without full papers, and protocols without findings.
Research focuses on the relationship between self-efficacy and job resilience among nurses.	Studies that fail to measure both self-efficacy and job resilience among nurses.
Articles evaluating job, psychological, or occupational resilience in nurses using quantitative, qualitative, or mixed-methods approaches.	Opinion pieces, editorials, and theoretical essays are examples of non-empirical articles.
Articles published in English within the last 10 years.	Studies published in other languages other than English.

### Data Extraction

Each study includes the year of publication, the author or authors, and the association between self-efficacy and job resilience in nursing.

### Synthesis of Findings

The topic synthesis was divided into three stages. The researcher coded pertinent text line by line as part of the initial stage. During the assessments, free codes were organized to offer descriptive themes. A coding guide was created to guarantee a methodical approach to data coding. Following a detailed analysis of the topics, disputes were resolved until a compromise was reached. When paired with the original study, finding analytical themes that provided particular viewpoints was the third phase, which

entailed "going beyond" the data after utilizing group brainstorming to overemphasize themes to enumerate the association between self-efficacy and job resilience among nurses.

### Risk of Bias and Quality Assessment

Using a well-defined search strategy that included several keywords and Boolean operators, the researcher conducted an extensive literature search across numerous primary databases. This search was limited to publications published in peer-reviewed journals and conference proceedings to minimize the possibility of selection bias. A Critical Appraisal Skills Program technique assessed the articles' benefits and drawbacks. All documents, regardless of quality, were reviewed. As they talked about fixing any

quality evaluation issues, colleagues assessed each work. This review thoroughly and straightforwardly explains the information sources, search technique, study selection procedure, and results synthesis. The results were significantly enhanced by the tables that summarized the fundamental facts.

## RESULTS

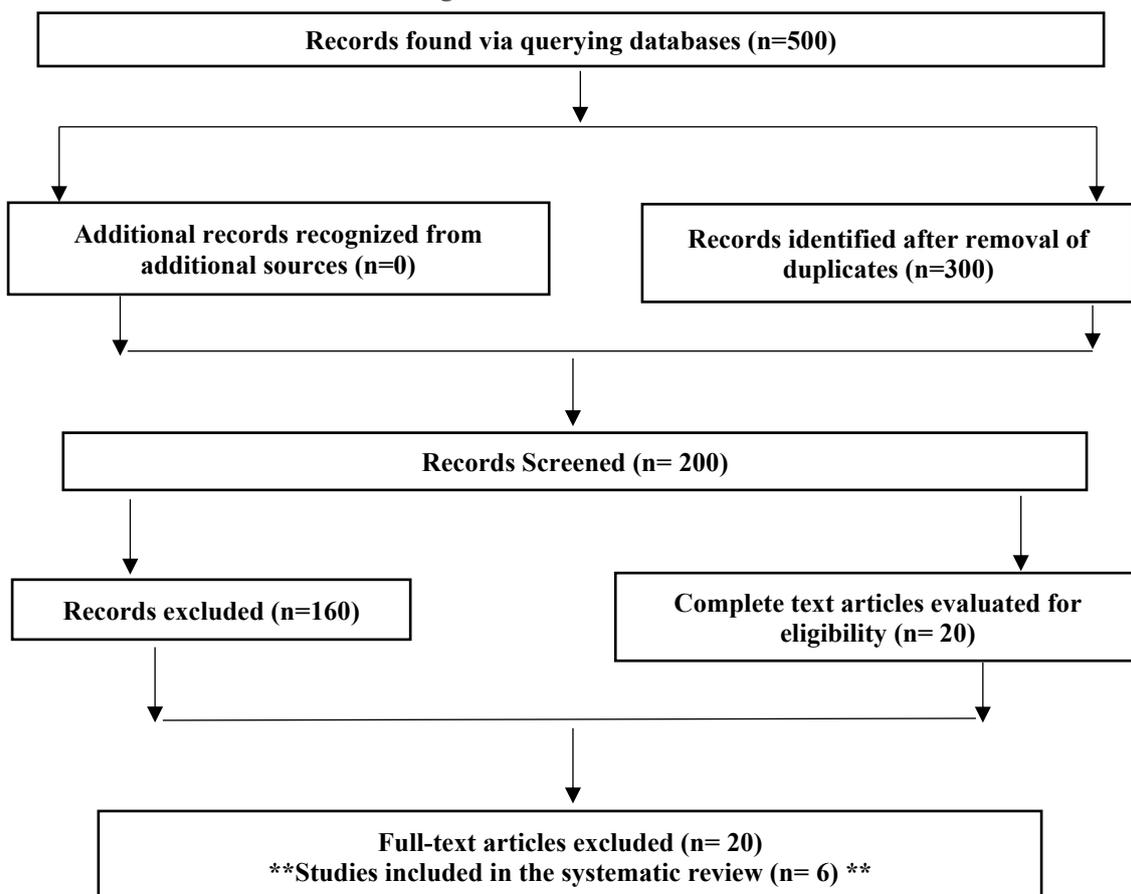
### Systematic Literature Search

The flow diagram for PRISMA 2020 is shown in Figure 1 below. As of 2025, five hundred possibly pertinent studies were gathered from various online sources. Google Scholar had 110, PubMed had 120, Scopus 170, and Science Direct had 100. The authors' reliance on existing databases was emphasized by the fact that they did not acquire publications from other sources. The

integrity of the review process was upheld when 300 duplicate articles were removed, leaving 200 unique articles. For several reasons, including review articles, lack of data, and irrelevance, 160 papers were eliminated.

A thorough data analysis revealed a commitment to upholding a stringent eligibility condition. After reviewing all of the texts, papers determined to be modeling studies or have insufficient data were eliminated. In the final review, the researcher's survey of ten papers showed a targeted and selective approach that prioritized high-quality data over quantity. The extensive evaluation followed its objectives because of the rigorous literature screening, which enhanced the study's validity and reliability.

Figure 1: Selection Criteria



### Study Characteristics

Regarding the synthesis of research enumerated in the table below, the reviews

comprised studies that evaluated multiple concerns concerning the association between self-efficacy and job resilience among

nurses. The main objective was to investigate the association between self-efficacy and nurse job resilience.

The study evaluated various elements of self-efficacy and its impact on job resilience among nurses. The studies conducted in multiple contexts gave an exhaustive overview of the present-day situation regarding the association between self-efficacy and nurse job resilience. The findings illustrated the multiplex nature of self-efficacy and job resilience among nurses. The studies emphasized the need for targeted findings to enhance the association between self-efficacy and nurse job resilience.

### Synthesis

The researcher carefully compiled a list of three primary topics after reading the papers in the analysis: Self-efficacy and job resilience in nursing populations; the strength and direction of the association between self-efficacy and resilience; and the contextual and methodological factors that may impact the association.

### Self-efficacy and Job Resilience in Nursing Populations

Fida et al. (2018) established the protective impact of relational occupational coping self-efficacy against later burnout, turnover intentions, mental health, and incivility. The study concluded that relational occupational coping self-efficacy is a significant protective factor against adverse work behavior. Ozdemir and Kaplan (2024) also established general self-efficacy, psychological resilience, and job fulfillment levels. The study also established a significant positive association between job fulfillment levels, age, psychological resilience, total years of service, and general self-efficacy. The study concluded that managers can significantly elevate psychological resilience, self-efficacy, and job fulfillment levels by creating strategies for effective factors.

Saeed Ghasempour et al. (2024) established low resilience levels ( $63.64 \pm 15.66$ ) and

elevated levels of self-efficacy. The study established five subscales; the highest mean item score was linked to spiritual impact, while the lowest mean item was linked with trust in one's instincts and tolerance of adverse effects. Moreover, the multivariate regression models illustrated that self-self-efficacy accounted for 33.6 percent of the variance in resilience. The study concluded that nurses' psychological capabilities, comprising self-efficacy, should be elevated to enhance resilience and sort out the stressful work conditions surrounding them. Furthermore, Wang et al. (2017) established that among the three factors of social support, only the influence of coworker support on nurse resilience was fully mediated by self-efficacy. It was also established that increasing self-efficacy, promoting a favorable work climate, and creating effective mentorship initiatives enhance early career registered nurses' resilience and reduce factors resulting in turnover.

### The Strength and Direction of the Association between Self-efficacy and Resilience

Li et al. (2023) established that there was a positive correlation between general self-efficacy and multiple dimensions of psychological resilience with a strength ( $r = 0.762$ ), tenacity ( $r = 0.802$ ), and optimism ( $r = 0.678$ ) and the general resilience score ( $r = 0.799$ ), all with  $p$ -values  $< 0.001$ . Moreover, Mohammad et al. (2023) established that self-efficacy links the association between authentic leadership and nurses' resilience. Self-efficacy accounted for 49.3 percent of the variability in nurses' resilience, essential in promoting resilience via leadership practices.

The Contextual and Methodological Factors that may impact the Association.

Ozdemir and Kaplan (2024) found general self-efficacy, psychological resilience, and job fulfillment levels. The study also established a significant positive association between job fulfillment levels, age, psychological resilience, total years of service, and general self-efficacy.

**Table 4: Studies**

References	Objective	Research Methods	Results	Themes
Fida, R., Laschinger, H. K. S., & Leiter, M. P. (2018). The protective role of self-efficacy against workplace incivility and burnout in nursing. <i>Health Care Management Review</i> , 43(1), 21–29. <a href="https://doi.org/10.1097/hmr.000000000000126">https://doi.org/10.1097/hmr.000000000000126</a>	The study's objective was to evaluate the role of relational occupation coping self-efficacy in protecting nurses from incivility in the workplace and related burnout and turnover intentions.	A time-lagged study	The study established the protective impact of relational occupational coping self-efficacy against later burnout, turnover intentions, mental health, and incivility. The study concluded that relational occupational coping self-efficacy is a significant protective factor against adverse work behavior.	Self-efficacy and job resilience in nursing populations.
Ozdemir, C., & Kaplan, A. (2024). Factors affecting psychological resilience, self-efficacy and job satisfaction of nurse academics: A cross-sectional study. <i>International Nursing Review</i> , 72(1). <a href="https://doi.org/10.1111/inr.13007">https://doi.org/10.1111/inr.13007</a>	The study aimed to determine the factors impacting psychological resilience, self-efficacy, and job fulfillment among nurse academics.	Cross-sectional study design	The study established that there were general self-efficacy levels and psychological resilience and job fulfillment levels. The study also established a significant positive association between job fulfillment levels and age, psychological resilience, total years of service, and general self-efficacy. The study concluded that managers can significantly elevate psychological resilience, self-efficacy, and job fulfillment levels by creating strategies for effective factors.	Self-efficacy and job resilience in nursing populations. The contextual and methodological factors that may impact the association.
Saeed Ghasempour, Abbasi, A., Mohammad Hasan Basirinezhad, Dadgari, A., & Ebrahimi, H. (2024). Relationship between resilience and self-efficacy among Iranian nurses: a cross-sectional study during the post-Corona era. <i>BMC Nursing</i> , 23(1). <a href="https://doi.org/10.1186/s12912-024-01894-0">https://doi.org/10.1186/s12912-024-01894-0</a>	The study aimed to determine the association between resilience and self-efficacy among nurses at Shahroud University Medical Sciences Hospital during the post-Corona era.	Cross-sectional study design	The study established low resilience levels ( $63.64 \pm 15.66$ ) and elevated levels of self-efficacy. The study established five subscales; the highest mean item score was linked to spiritual impact while the lowest mean item was linked with trust in one's instincts and tolerance of adverse impact. Moreover, the multivariate regression models illustrated that self-self-efficacy accounted for 33.6 percent of the variance in resilience. The study	Self-efficacy and job resilience in nursing populations. The strength and direction of the association between self-efficacy and resilience.

			concluded that nurses' psychological capabilities, comprising self-efficacy, should be elevated to enhance resilience and sort out the stressful work conditions surrounding them.	
Wang, L., Tao, H., Bowers, B. J., Brown, R., & Zhang, Y. (2017). Influence of Social Support and Self-Efficacy on Resilience of Early Career Registered Nurses. <i>Western Journal of Nursing Research</i> , 40(5), 648–664. <a href="https://doi.org/10.1177/0193945916685712">https://doi.org/10.1177/0193945916685712</a>	The study aimed to establish the influence of social support and self-efficacy on the resilience of early-career registered nurses.	A cross-sectional study	The study established that among the three factors of social support, only the influence of coworker support on nurse resilience was fully mediated by self-efficacy. It was also established that increasing self-efficacy, promoting a positive work climate, and creating effective mentorship initiatives enhance early career registered nurses' resilience and reduce factors resulting in turnover.	Self-efficacy and job resilience in nursing populations.
Li, W., Wan, Z., & XianYu, Y. (2023). Factors influencing nurse's self-efficacy two years after the COVID-19 outbreak: A cross-sectional study in Wuhan, China. <i>Medicine</i> , 102(36), e35059. <a href="https://doi.org/10.1097/MD.00000000000035059">https://doi.org/10.1097/MD.00000000000035059</a>	The study aimed to establish factors impacting nurse's self-efficacy two years after the COVID-19 outbreak.	A cross-sectional study	The study established that there was a positive correlation between general self-efficacy and multiple dimensions of psychological resilience with a strength ( $r = 0.762$ ), tenacity ( $r = 0.802$ ), and optimism ( $r = 0.678$ ) and the general resilience score ( $r = 0.799$ ), all with $p$ -values $< 0.001$ .	The strength and direction of the association between self-efficacy and resilience.
Mohammad, H. S., Aly, E., & Elliethey, N. S. (2023). The Relationship Between Authentic Leadership and Nurses' Resilience: A Mediating Role of Self-Efficacy. <i>SAGE Open Nursing</i> , 9. <a href="https://doi.org/10.1177/23779608231214213">https://doi.org/10.1177/23779608231214213</a>	The study aimed to evaluate the correlation between the authentic leadership shown by nurse managers and the levels of resilience and self-efficacy among nurses.	A descriptive correlational study	The study established that self-efficacy links the association between authentic leadership and nurses' resilience. Self-efficacy accounted for 49.3 percent of the variability in nurses' resilience, essential in promoting resilience via leadership practices.	The strength and direction of the association between self-efficacy and resilience.

## DISCUSSION

The systematic review evaluated the association between self-efficacy and job resilience among nurses, paying keen attention to the strength and direction of the association and the contextual and methodological factors that shape the association. The reviewed studies found a positive correlation between resilience and self-efficacy, emphasizing these psychological elements' crucial role in supporting nurses' wellness and retention in increased-stress environments.

### Self-Efficacy and Job Resilience in Nursing Populations

Self-efficacy is a person's belief in their ability to succeed in particular situations and is viewed as a primary psychological tool in nursing. The works literature provided in the study emphasizes that increased levels of efficacy play a significant role in enhancing job resilience, mitigating burnout, and enhancing coping strategies. Fida et al. (2018) established that relational occupational coping self-efficacy was a buffer against negative results such as resignation, burnout, and workplace incivility. That shows that nurses who believe in their ability to tackle occupational and relational difficulties are more resilient and less likely to disengage from the profession.

In a comparable direction, Ozdemir and Kaplan (2024) found a substantial correlation between general self-efficacy, psychological resilience, and job satisfaction. The study found that age, years of service, and academic title were significant determinants, indicating that professional maturity and experience may support resilience and self-efficacy. This insight was deepened by Saeed Ghasempour et al. (2024), who found that self-efficacy accounted for more than 33% of the variance in resilience levels across five subscales. This supports the notion that self-efficacy is a quantifiable predictor of resilience and an individual trait.

Additional insight was availed by Wang et al. (2017), and provided more insight into early

career nurses by enumerating that coworker support played a significant role in resilience via its impact on self-efficacy. The outcomes enumerate the importance of team dynamics and state that enhancing self-efficacy via supportive peer associations can boost resilience and mitigate turnover among newly qualified nurses. These studies demonstrate that self-efficacy improves nurses' capacity to cope with stress and continue employment, especially when fostered by organizational support and positive workplace connections.

### The Strength and Direction of the Association Between Self-Efficacy and Resilience

The studies illustrated a consistently strong and positive correlation between self-efficacy and resilience in nursing populations. Li et al. (2023) established that one most statistically vigorous evaluation and reported a strong correlation between general self-efficacy and various resilience dimensions such as tenacity ( $r = 0.802$ ), strength ( $r = 0.762$ ), and overall resilience ( $r = 0.799$ ), all significant at  $p < 0.001$ . These multiple correlations emphasize self-efficacy as a primary director of resilience.

### The Strength and Direction of the Association Between Self-Efficacy and Resilience

The literature reviewed highlighted a consistent and positive correlation between self-efficacy and resilience in nursing populations. One of the most statistically rigorous analyses was carried out by Li et al. (2023), who found a strong positive correlation between general self-efficacy and several resilience dimensions at  $p < 0.001$ , including strength ( $r = 0.762$ ), tenacity ( $r = 0.802$ ), optimism ( $r = 0.678$ ), and overall resilience ( $r = 0.799$ ). These strong associations highlight self-efficacy as a key factor in resilience.

This was further developed by Mohammad et al. (2023), who looked at the mediating function of self-efficacy in the connection between resilience and leadership style.

According to their findings, self-efficacy explained 49.3% of the variation in resilience, highlighting how psychological beliefs can intensify the effects of outside factors like leadership. It puts self-efficacy as a mediator and predictor of resilience, highlighting its key role in internal responsiveness and motivation.

The findings enumerate interventions aimed at expanding self-efficacy such as training on leadership, mentoring peers, and consistent professional growth that could enhance nurses' resilience. Increasing self-efficacy may be helpful in strengthening workforce sustainability, especially in light of the psychological demands nurses face and the increasing complexity of healthcare environments.

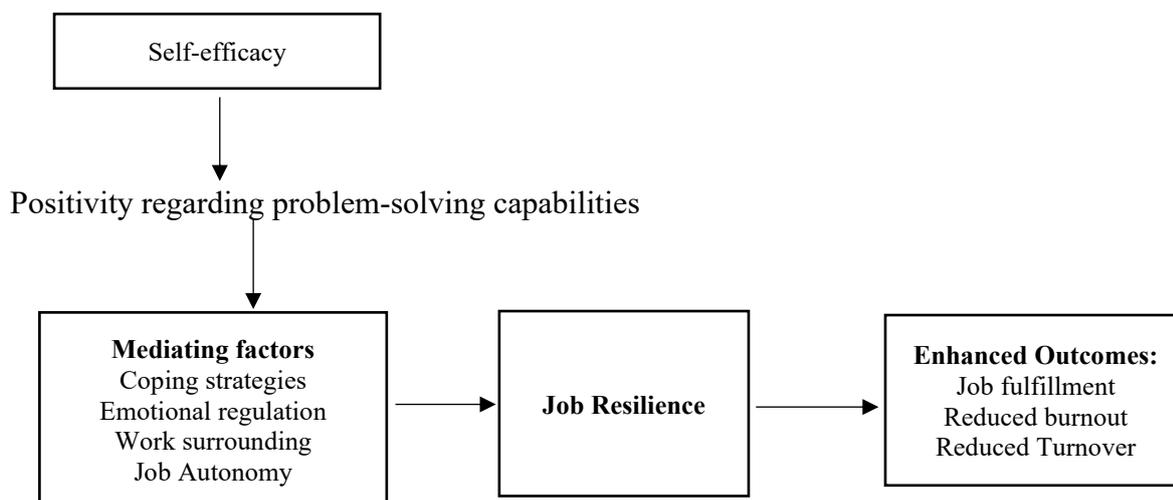
### Contextual and Methodological Factors Impacting the Association

The relationship between self-efficacy and resilience is well supported; various contextual and methodological factors impact the strength and interpretation of this relationship. Multiple studies, such as Ozdemir and Kaplan (2024), established that various demographic variables, age, and years of service significantly influenced self-efficacy and resilience. It suggested that more experienced nurses were more likely to develop self-efficacy via repeated exposure to multiplex clinical situations, thereby boosting their resilience.

Most of the studies were cross-sectional, which may restrict casual inferences and introduce response biases. Furthermore, the differences in assessment methods utilized to evaluate efficacy and resilience make it challenging to compare across studies. Some use general self-efficacy, while others utilize particular occupation techniques, likely affecting the enumerated strengths of associations. Contextual aspects comprising cultural principles, workplace surroundings, and educational background also influence the growth of resilience and self-efficacy. For instance, nurses' perceptions of their effectiveness and capacity for independent action in clinical contexts may be influenced by cultural values associated with collectivism or hierarchical leadership. The development of psychological resources is also impacted by the significant differences in access to professional development opportunities and mentoring across institutions. Future studies should include standardized measurement instruments, diverse and representative sample, and longitudinal designs to achieve methodological rigor. Mixed methods studies may also offer a more profound understanding of how psychological concepts interact with contextual elements in practical contexts.

### Conceptual Framework

**Figure 2: Conceptual framework on the Relationship Between Self-Efficacy, Resilience, and Mediating Factors**



## CONCLUSION

The literature review evaluated the association between self-efficacy and job resilience among nurses by evaluating key studies published after 2015. The results prove self-efficacy is a foundational psychological skill crucial to nurses' resilience. It positively affects their ability to navigate occupational stress, mitigate burnout, and ensure long-term professional commitment. As healthcare settings continue to face development demands, the insights generated from the review highlight the importance of enhancing self-efficacy in nursing populations to support workforce sustainability and quality of patient care.

The studies utilized enumerated a positive correlation between self-efficacy and resilience in nurses. Strong correlation coefficients (e.g.,  $r = 0.799$  between general self-efficacy and overall resilience) were highlighted by quantitative data, such as those published by Li et al. (2023), confirming a statistically significant and robust association. The findings were supported by multivariate analysis comprising a study by Mohammad et al. (2023), which established that self-efficacy was nearly half at 49.3 percent variability in nurses' resilience. Such outcomes emphasized the importance of self-efficacy buffering against the psychological difficulties inherent in nursing.

The part that organizational and contextual factors play in forming this relationship is equally significant. Research has shown that workplace dynamics, years of service, age, and job satisfaction affect how self-efficacy and resilience grow and function. For instance, more seasoned nurses typically report better levels of self-efficacy, probably due to their increased exposure to clinical settings and improved coping mechanisms. Furthermore, Wang et al. (2017) found that, particularly for early-career nurses, colleague support influences the development of resilience through self-efficacy. These findings imply that interventions to foster resilience should

consider nurses' work environments, support networks, and characteristics.

The studied literature's emphasis on mentoring and leadership as drivers of self-efficacy is one of its key advantages. Leaders foster a sense of control and competence, essential components of resilience and self-efficacy when they set an example of positive behavior and give nurses decision-making authority. The potential for leadership development programs to indirectly increase resilience across nursing teams is confirmed by the mediating role of self-efficacy in leadership-resilience connections, which has been observed in multiple types of research. Nonetheless, it is also crucial to identify the methodological restrictions recognized in the body of research. Most studies utilized cross-sectional designs, restricting the ability to draw causal conclusions or fully account for social desirability bias. Furthermore, it wasn't easy to directly compare data because different investigations used different assessment tools. The complex difficulties nurses encounter in clinical settings may be better captured by occupation-specific instruments, even though broad self-efficacy ratings are helpful. Future research should use mixed methods and longitudinal approaches to understand better how self-efficacy changes over time and interacts with other variables in intricate healthcare settings.

These findings significantly impact health policy, education, and nursing practice. Self-efficacy is a changeable quality that can be improved with focused training, mentorship, and encouraging work conditions. Nurse managers, educators, and legislators must acknowledge this. Nurses' confidence and problem-solving skills can be increased via programs that promote reflective practice, scenario-based training, and constructive criticism. These tactics, in turn, improve patient care results, lower turnover, and foster psychological resilience.

## Recommendations

From the studies, various recommendations were deduced:

1. Nurse managers must design and execute training initiatives that establish self-efficacy via skills growth, simulated scenarios, and confidence-building exercises.
2. Healthcare institutions should encourage a culture of cooperation, acknowledgment, and psychological safety where bosses and coworkers support nurses.
3. Transformational and authentic leadership styles that empower employees increase autonomy, and foster trust—all proven to mediate resilience through self-efficacy—should be emphasized in nurse leaders' leadership training.
4. Contextual and demographic factors, including years of experience, cultural background, and clinical setting, should be considered in interventions meant to increase resilience and self-efficacy.
5. To improve the knowledge and understanding of the association between self-efficacy and job resilience in nursing, future research should prioritize longitudinal study designs.

### Limitations

A likely limitation of the studies is sampling bias, specifically due to the extensive utilization of cross-sectional designs and self-reported measures. Cross-sectional studies are helpful for recognizing relationships but do not provide room for conclusions about causality or changes over time, limiting the ability to determine whether higher self-efficacy results in greater resilience.

Another critical limitation was the cultural variability in the studies reviewed. The results were obtained from research conducted in different sociocultural locations, including Western countries such as Canada and the United States and non-Western settings such as Asia. Cultural values comprising individualism versus collectivism, power distance, and attitudes toward authority can impact perceptions of resilience and self-efficacy.

### Declaration by Authors

**Ethical Approval:** Not applicable

**Acknowledgement:** None

**Source of Funding:** None

**Conflict of Interest:** The authors declare no conflict of interest.

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How to cite this article: Salman Salem Alzahrani, Dhakir Abbas Ali, Faridah Mohd Said. The association between self-efficacy and job resilience in nursing: a systematic review. *Int J Health Sci Res.* 2025; 15(9):219-232. DOI: <https://doi.org/10.52403/ijhsr.20250926>

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