

Problem Statement: A stress-free work environment and job satisfaction are crucial for nurse productivity and retention. While extensive research exists on stress and job satisfaction, there is a lack of studies examining these factors within the Palestinian healthcare system. Factors such as high workload, patient suffering, and workplace violence contribute to psychological distress, negatively affecting mental health, productivity, and organizational commitment. This study aims to analyze the sources of stress affecting job satisfaction among nurses and compare the experiences of those working in emergency, operating, and intensive care units in Bethlehem hospitals. Understanding these relationships is essential for improving nurse well-being, reducing turnover, and strengthening the healthcare system. However, stress significantly impacts nurses' job satisfaction, leading to burnout, high turnover, and poor performance. This, in turn, exacerbates the ongoing nursing shortage.