



Occupational and Personal Factors Related to Burnout in Acute Care

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Purpose

The purpose of this study is to examine occupational and personal factors related to burnout among nurses working in the ICU and ED during the COVID-19 pandemic and to determine self-care strategies that reduce burnout.

Background

- Burnout can lead to a state of emotional, physical, and mental exhaustion arising from work-related stress of patient care.
- These stressors, amplified during COVID-19, can lead to depression, sleep disturbances, loss of appetite, and if severe, hopelessness and thoughts of suicide.
- The effects of burnout contribute to job dissatisfaction and high turnover and can compromise patient safety and outcomes.

Methods/Tools

- This study utilized a cross-sectional, convenience sample of nurses working in the ICU and ED at a 450-bed tertiary care center.
- Online anonymous survey was developed in Qualtrics to measure personal factors, occupational factors, burnout level, and self-care techniques.
- Burnout was measured with the Maslach Burnout Inventory-Human Services Survey for Medical Personnel (MBI-HSS [MP]).

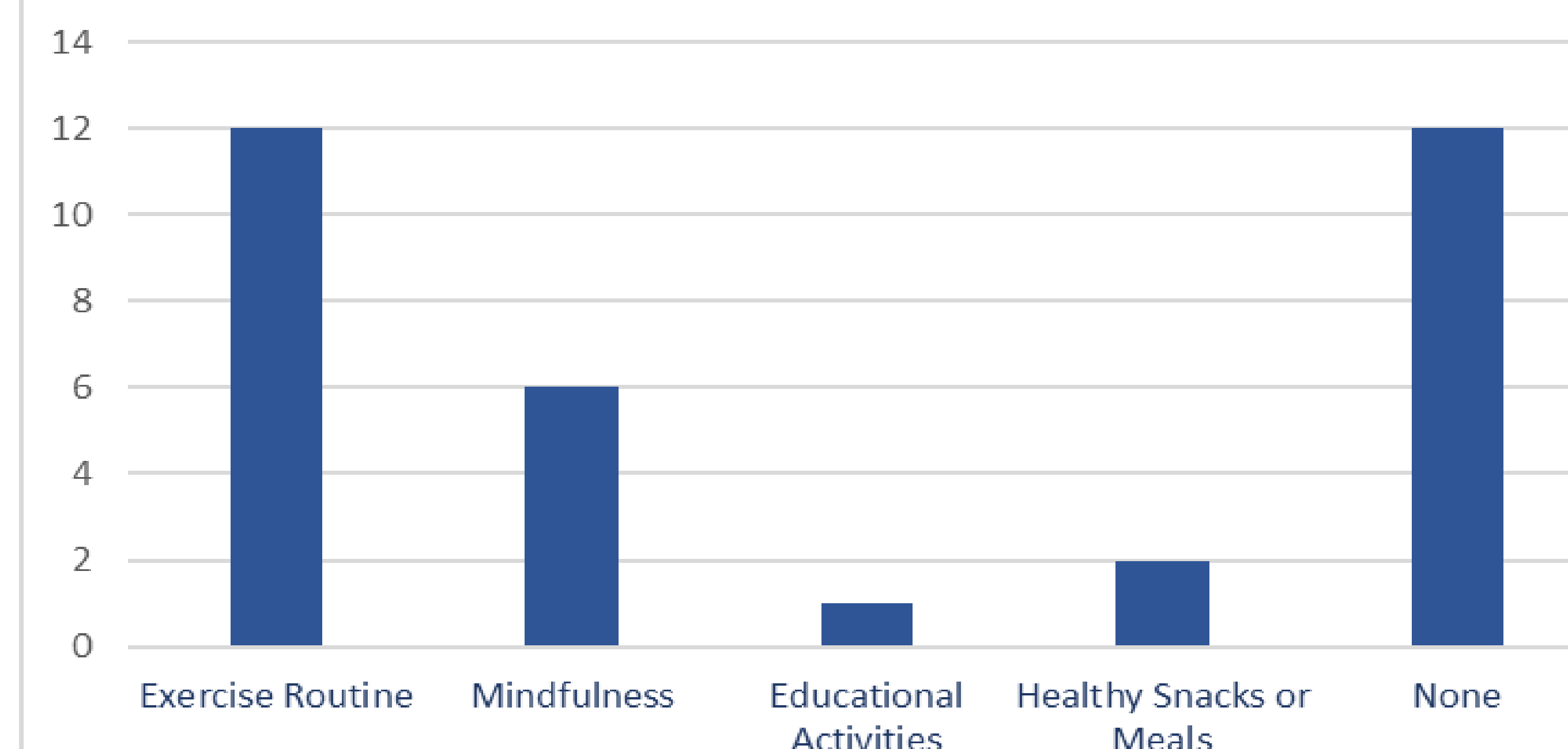
Demographics

| Age | N=33 | Percent- % |
|-----------------------|------|------------|
| 18-29 | 6 | 18.2 |
| 30-39 | 14 | 42.4 |
| 40-49 | 10 | 30.3 |
| 50 and older | 3 | 9.1 |
| Hours Worked per Week | N=33 | Percent- % |
| 20-32 | 4 | 12.1 |
| 36-44 | 17 | 51.5 |
| 45-60 | 10 | 30.3 |
| >60 | 2 | 6.1 |
| Years as a Nurse | N=33 | Percent- % |
| <2 | 2 | 6.1 |
| 2-5 | 6 | 18.2 |
| 5-10 | 11 | 33.3 |
| 10-20 | 10 | 30.3 |
| >20 | 4 | 12.1 |

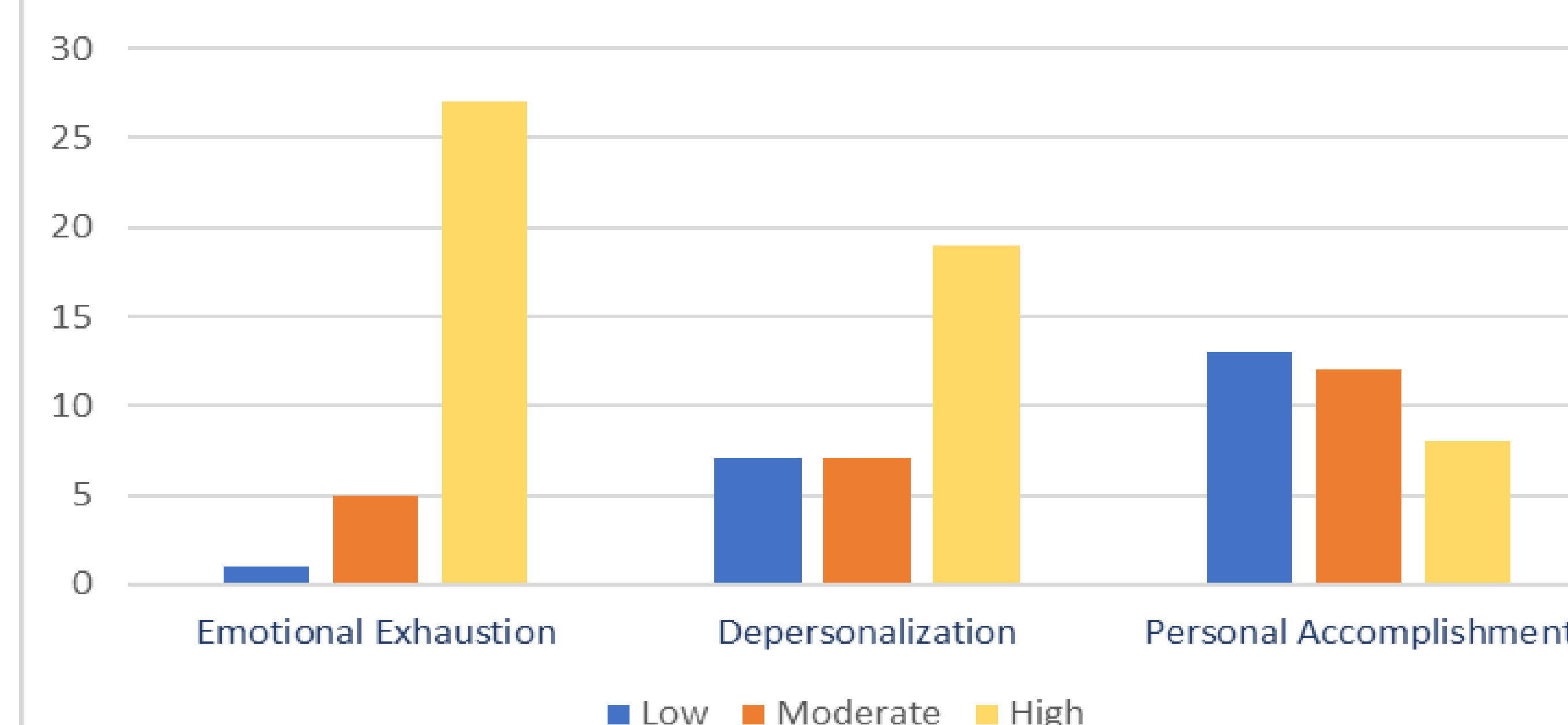
Results

- Sample size (n=33). RNs in Medical ICU (N=16) and ED (N=17)
- The participant factors that were statistically significant to increase level of burnout on the MBI-HSS scale were age of the participants and hours worked.
- Increase in age correlated with increase level of burnout (p-value .020)
- Increase in hours worked per week showed increase level of burnout on 2 scales of the MBI-HSS (p-value .026 DP; p-value .016 PA)

Participated in Self-Care



Subscales of Burnout



Limitations and Conclusions

- Limitation of study was small sample size.
- The prevalence of burnout is increasing in healthcare as the COVID-19 pandemic continues. The results of this study contribute to a better understanding of the occupational and personal factors that contribute to burnout in the acute care setting.
- Nurse managers can use this information to develop evidence-based strategies to support nurses on the frontline of healthcare.

References



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