



Occupational and Personal Factors Related to Burnout in Acute Care



Sadie Thurman, MSN, RN, NEA-BC; Janice Hawkins, PhD, RN, CNS-BC
Old Dominion University, School of Nursing

Introduction

- 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.

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.

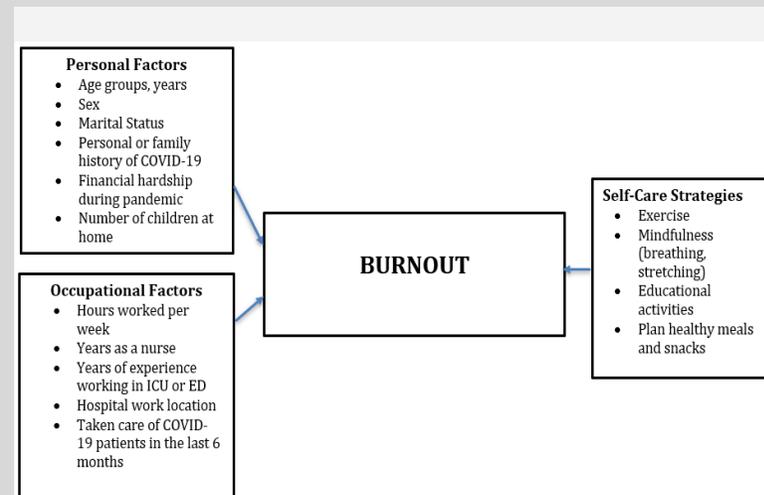


Methods/Tools

- 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]).

Results

- Sample size (n=34). RNs in Medical ICU and ED
- 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)



Limitations and Conclusions

- 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.
- Limitation of study was small sample size.

