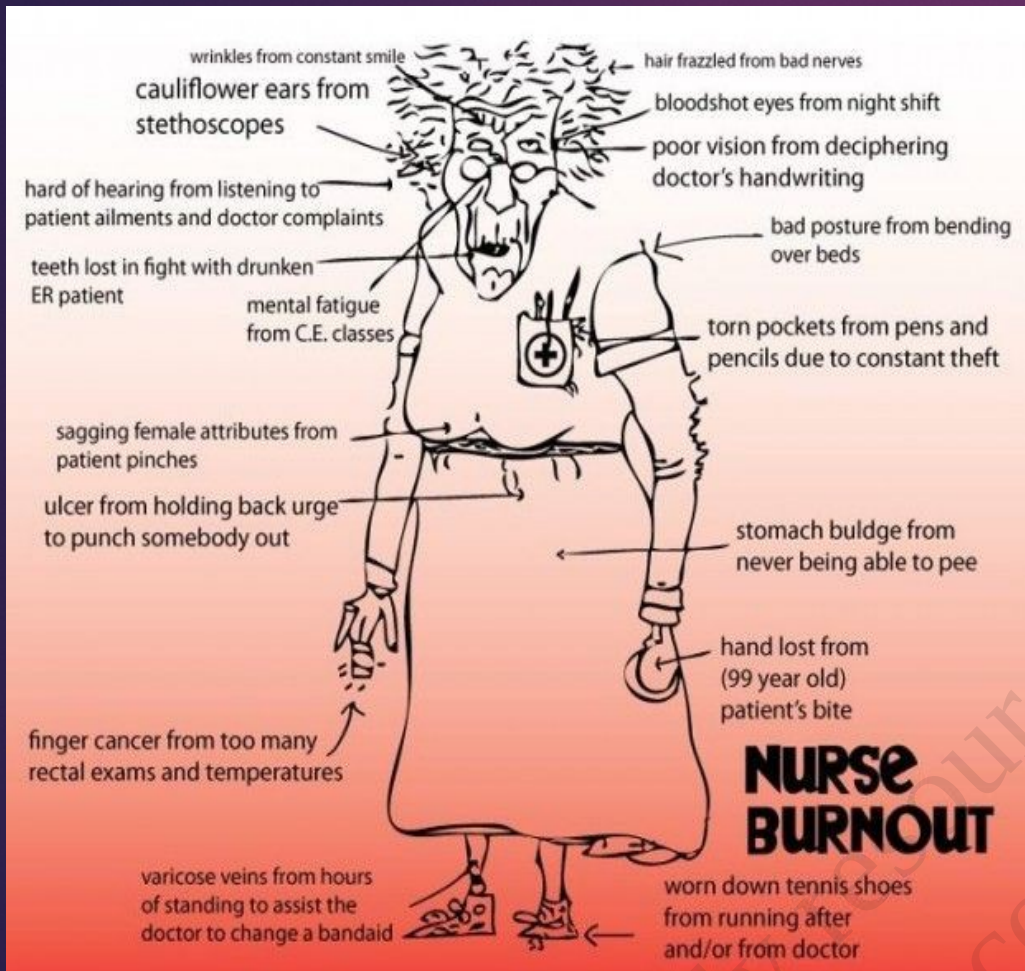


THE BURNOUT PHENOMENON



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Overworked Nurses

Stress not only affects the well-being of nurses at the individual level, but it also translates into increased risk at the organizational level.

Recent studies have found a “significant association” between nurse burnout and increased infections among patients, increased medical errors, and substandard care.

Burned out nurses are not optimally alert and mentally aware, which leads to these poor outcomes. In addition, burnout leads to job dissatisfaction and ultimately high turnover.

This turnover can result in considerable personnel costs for healthcare organizations.



PICO Question

WHAT CONTRIBUTES TO THE BURNOUT SYNDROME AND
WHAT FACTORS CONTRIBUTE TO THIS IDEA?



What is Burnout?

Definition: Phenomenon in which the cumulative effects of a stressful work environment's gradually overwhelm the defenses of the employees, forcing them to withdraw psychologically.

Fact #1: Burnout Phenomenon

A survey involving more than 3,000 private sector employee, including 93 nurses, conducted by Harris Poll on behalf of CareerBuilder found 7 in 10 respondents reported feeling burnout in their current roles. Still, despite high levels of emotional stress, nurses are largely satisfied with their jobs overall. Seventy-six percent of nurse respondents reporting job satisfaction and 33 percent reported dissatisfaction with their career progress (Zimmerman, 2017).

Fact #2: Burnout Phenomenon

A total of 1,482 nurses (80.4% were females) working both in the private and public sectors completed and returned an anonymous questionnaire that included several aspects related to burnout; the MBI scale, questions related to occupational stress, and questions pertaining to self reported fatigue. Two-thirds (65.1%) of the nurses believed that their job is stressful with the majority reporting their job as stressful being female nurses (67.7%). Twelve point eight percent of the nurses met Maslach's criteria for burnout. The prevalence of fatigue in nurses was found 91.9%. The prevalence of fatigue was higher in females (93%) than in males (87.5%) ($p = 0.003$). As opposed to the burnout prevalence, fatigue prevalence did not differ among the nursing departments ($p = 0.166$) and among nurses with a different marital status ($p = 0.553$). Burnout can be associated adequately knowing if nurses find their job stressful, their age, the level of emotional exhaustion and depersonalization. It has been shown that the fatigue may be thought of as a predictor of burnout, but its influence is already accounted by emotional exhaustion and depersonalization (Raftopoulus et al., 2017).

Fact #3: Burnout Phenomenon

Work content related stressors such as nursing role, patient care, job demands, job complexity, work overload, working overtime, stigma and discrimination while caring for HIV positive patients, role conflict, role insufficiency, role ambiguity were also related to burnout. Nurses who reported inadequate communication with doctors about patients as well as fear of not completing tasks also reported high burnout (Khamisa et al., 2013)



Fact #4: Burnout Phenomenon

Burnout, Stress & Depression are the same.

Although burnout can lead to depression and increased stress, they are not the same. Burnout is a cumulative process that takes time over years. Stress is the bodies reaction to situations and overtime can lead to burnout. As for depression, some people have more anxiety during burnout while others feel drained, purposeless and exhausted. Depression can be caused by burnout (Mindful living hypnosis, 2017).

References

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