

r
by R Rr

Submission date: 21-Sep-2020 04:00PM (UTC+0200)

Submission ID: 1392877351

File name: Article_Review.edited.edited_1.docx (26.31K)

Word count: 651

Character count: 3639

Article Review

¹
Student's Name

Institution

Course

Instructor's Name

Date

Article Review

The article by Dyrbye et al. (2019), is an example of quantitative research. It collects and analyzes numerical data of the findings. The research focused on finding out the relationship between absenteeism, work performance, and burn out among American nurses. The research used a sample of 3150 registered nurses participants in the United States. They obtained their email addresses from Redi-Data and used this channel to reach out to the nurses. The study's population was focused on registered nurses who had a baccalaureate degree, Ph.D. or masters in nursing, and excluded certified nurses since their work stress was different from the other nurses (Dyrbye et al., 2019). On the other hand, participation was voluntary; out of the 3150 nurses, 3098 participated in the study. The research included study questions about demographics such as gender, age, and relationship status. It also included practice setting, working hours, the highest academic degree in nursing, work-life balance satisfaction, and years working as a nurse. The researchers followed the STROBE methodology and guidelines for data collection. In this case, a cross-sectional method was used for the purposes of research data collection. The research incorporated details regarding fatigue, and an instrument in measuring burnout, absenteeism, demographics as well as work performance. Consequently, the study analyzed the collected data using graphs and tables.

The study found out that out of the 3098 participants who received the survey, only 637 nurses responded and participated in the survey. This is because 175 responders were in advanced nursing practices (certified nurses). They were not a part of the study; therefore, they were excluded. The absenteeism results were 16.6%, where nurses missed one day of work due to personal health issues. Notably, 94.5% of the nurses who participated in the survey were women, 41.3% was the median for the weekly working hours. Most nurses (56.2%) rated

themselves as excellent performers, 28.2% of nurses were medium performing workers, and 15.6% as poor working performers (Dyrbye et al., 2019). Nurses with burnout were more likely to have more than one day of absenteeism, and they were likely to rate their work performance. On the other hand, nurses without burning out rated themselves as high performers. In addition, nurses who worked for many hours were less likely to have absenteeism because they were always at work. It was also noted that poor working performance among the nurses affected the level of patient care. This was due to poor life-work balance, fatigue, and burn out. The researchers found out that burnout remains prevalent among nurses, and it affects their work performance. Also, poor working performance among nurses affects patients care, and it is costly compared to absenteeism.

The study concluded that one nurse out of three had burnout symptoms, which doubled the odds of poor working performance. However, the relationship between absenteeism and burnout was not significant statistically because most nurses who self-reported on being absent last month were because of personal issues such as sickness and not burnout (Dyrbye et al., 2019). For that reason, researches advised in future that this topic should further explore on additional elements that seem to affect work performance with absenteeism, employees' information influence on job performances and absence. Again, using study designs such as the longitudinal style to further explore the impact of colleagues absenteeism affected by off duty nurses would be necessary. In addition, to improve healthcare institutions' work performance, they suggested that organizations address work-related stresses that contribute to absenteeism and nurses burning out. The last suggestion stated that intervention studies are required to notify organizations on ways to address burnout among nurses and other associated issues.

Reference

- Dyrbye, L. N., Shanafelt, T. D., Johnson, P. O., Johnson, L. A., Satele, D., & West, C. P. (2019).
A cross-sectional study exploring the relationship between burnout, absenteeism, and job
performance among American nurses. *BMC nursing*, 18(1), 57.

ORIGINALITY REPORT

2%

SIMILARITY INDEX

2%

INTERNET SOURCES

0%

PUBLICATIONS

0%STUDENT PAPERS

PRIMARY SOURCES

1**www.coursehero.com**

Internet Source

2%

Exclude quotes On

Exclude bibliography On

Exclude matches Off