

Occurrence of job burnout syndrome among nurses at Voivodeship Hospital XYZ¹

Abstract

Background

Job burnout syndrome is a work-related condition caused by long-time stress, affecting three psychological dimensions of the individual: emotional exhaustion, depersonalization and reduced personal accomplishment. Job burnout syndrome may result in conditions such as insomnia, hypertension, depression, reduced quality of performance at work.

Objective

The aim of this research was to investigate whether job burnout syndrome occurs among the nurses working at the Voivodeship Hospital XYZ, and its propensity, main causes, symptoms and effects on the nurses' work performance in case if such syndrome has occurred.

The results of this research may serve in creation of burnout prevention program at the hospital where the study was conducted, as well as give insight into the job burnout issue among nurses in Poland.

1. Date of the research and name of the hospital has been withheld in accordance with an agreement between the author of the study and the hospital in question.

Method

The cross-sectional, quantitative study was conducted with participation of 50 nurses working at the aforementioned hospital. The nurses were asked to fill out questionnaires containing questions about nurses' personal data (such as age, income, work department, etc.), and Maslach Burnout Inventory (MBI) for Medical Personnel (the questionnaire was translated into Polish by the author of the research), which is the most widely used tool for assessing the occurrence of burnout syndrome in individuals employed in medical sector and touches three main dimensions of occurrence of the syndrome: emotional exhaustion, depersonalization and feeling of personal accomplishment.

The MBI Key and SPSS (Statistical Package for Social Sciences) program were used for survey's analysis.

Results

Medium and low risk of job burnout syndrome were exhibited during the study by 56% and 44% of subjects respectively. Medium risk was prevalent among nurses who were within 2-6 years of employment in their profession and who judged their work-load as too high. Low risk of job burnout was observable in nurses aged 35 years or older, married, with over 6 years of work experience in nursing. 90% of participating nurses were satisfied with the character of their profession, employment stability and income.

Conclusion

The study identified risk factors of occurrence of job burnout syndrome among nurses of aforementioned hospital and may be used as a pointer towards creation of job burnout prevention program, especially for nurses who are in the beginning and within a few years of their nursing career, as those are the groups at the highest risk of experiencing the job burnout syndrome.