

Purpose of Study

- Evaluate significance of perceived burnout:
 - 8 versus 12-hour shifts.
- Investigate relationship:
 - Nurse-to patient ratios and burnout.
- Compare burnout levels in nurses:
 - Day versus night shifts.

BACKGROUND INFORMATION

- Expectations for nurses' work is high
- High quality care for patients is on the trend
- Work demands in health care is increasing
- Burnout results in mental & physical exhaustion
- Increased turnover of nurses

Methodology and Measures

- Cross-sectional approach
- Convenience sampling of nurses
- Survey data using MBI questionnaire
- 22 questions via online & paper-format
- 3 domains of MBI:
 - Emotional Exhaustion
 - Depersonalization
 - Decreased personal accomplishment
- Data analysis using ANOVA and MANOVA statistics (p = 0.5)

Inclusive Exclusive Criteria

- Full & part-time nurses
- Minimum 3-month work experience
- Licensed practical nurses (LPN)
- Nurse technicians
- Nurse interns

Demographics

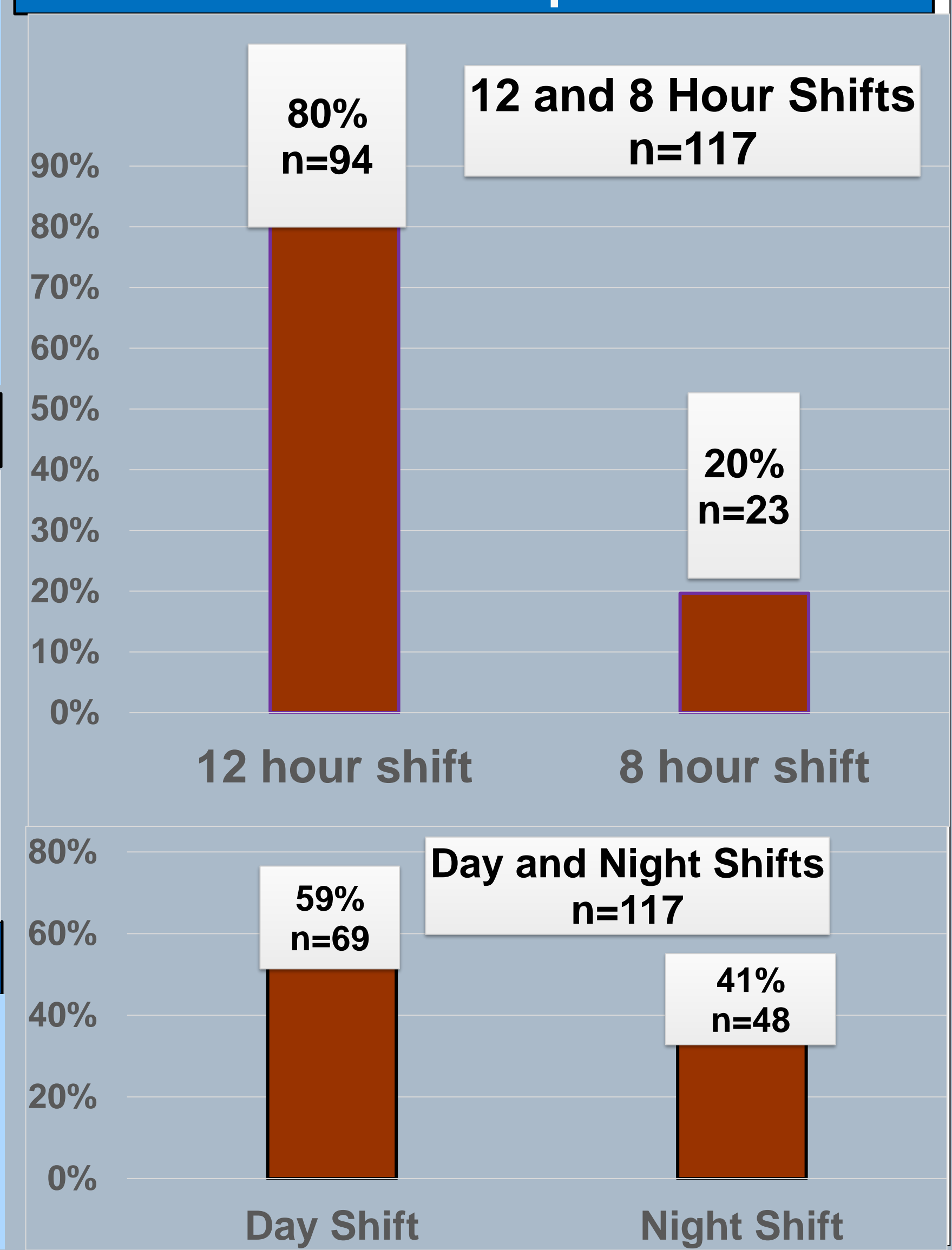
- Age; Marital status
- Work experience; Workload
- Acute care unit; Shift worked

Data Analysis

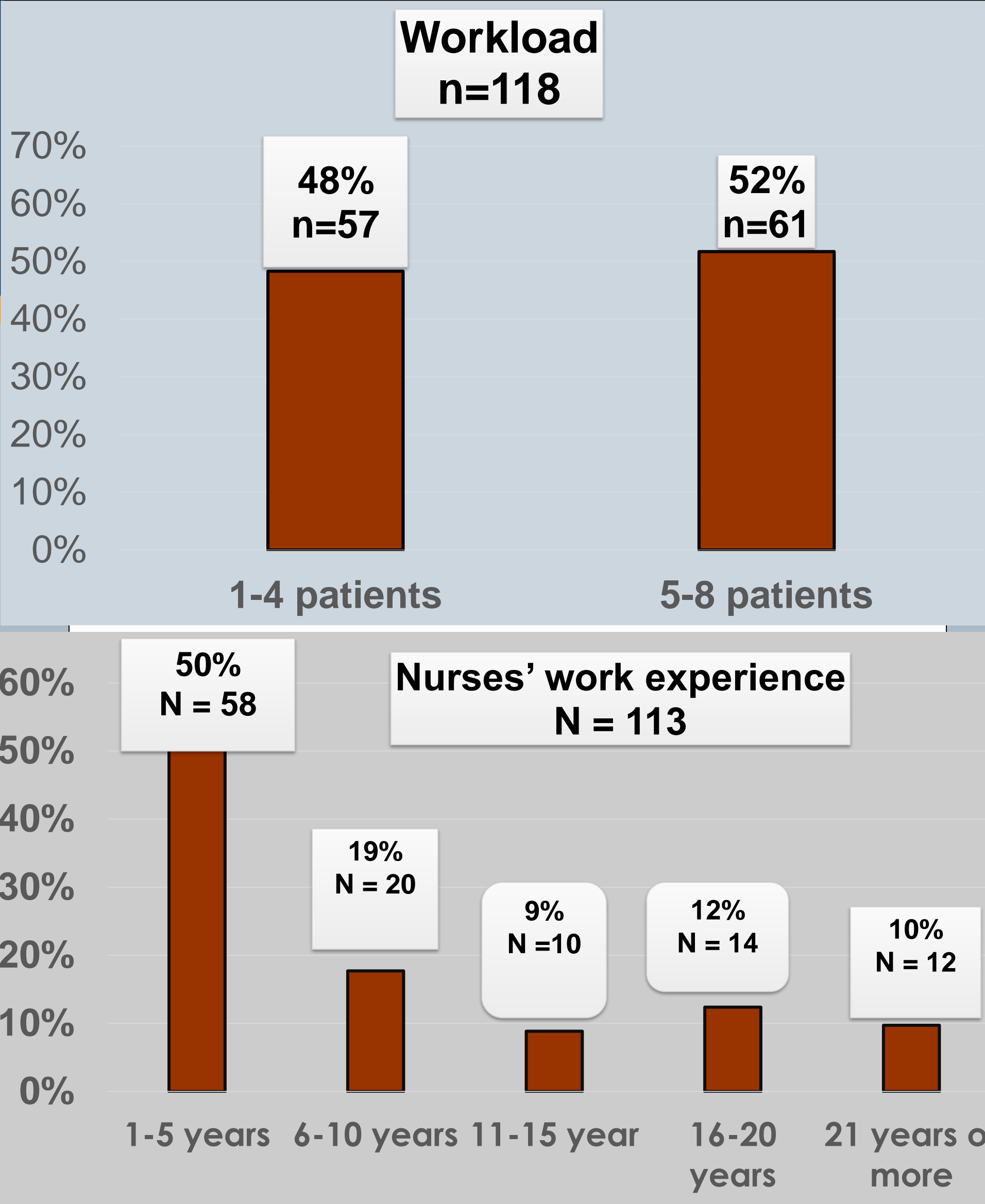
- ANOVA and MANOVA with p=0.05
- MBI Scoring Key:
 - Emotional Exhaustion, Depersonalization:
 - Scores of 3.5 and higher indicate burnout.
 - Personal achievement:
 - Score less than 3.5 indicate burnout.

Betty Neuman Theoretical Framework

- Stressors disturb the normal equilibrium
- Response to the environment –
 - Normal line of defense
 - Damaged line of defense – **Burnout**
 - Causes illness
- Wellness = more energy than needed
- Illness = less energy than needed - (**Burnout**)



Results – Workload & Work Experience



Effect of length of shift worked on Burnout

MBI Dependent Variable	Shifts	N	M	SD	*P
Emotional Exhaustion	12-hour shift	94	2.86	1.11	0.19
	8-hour shift	22	2.48	1.57	
Depersonalization	12-hour shift	94	1.37	1.17	0.19
	8-hour shift	22	1.02	0.85	
Personal Achievement	12-hour shift	94	4.71	0.86	0.21
	8-hour shift	22	4.96	0.73	

Effect of Shift Rotation on Burnout

MBI Dependent Variable	Shifts	N	M	SD	P
Emotional Exhaustion	Day Shift	69	2.97	1.33	0.04
	Night Shift	47	2.51	0.96	
Depersonalization	Day Shift	69	1.48	1.24	0.03
	Night Shift	47	1.03	0.87	
Personal Achievement	Day Shift	69	4.66	0.81	0.15
	Night Shift	47	4.89	0.88	

Effect of workload on Burnout

MBI Dependent Variable	Shifts	N	M	SD	P
Emotional Exhaustion	1-4 patients	56	2.55	1.14	0.05
	5-8 patients	61	2.99	1.24	
Depersonalization	1-4 patients	56	1.43	1.15	0.32
	5-8 patients	61	1.22	1.13	
Personal Achievement	1-4 patients	56	4.74	0.86	0.79
	5-8 patients	61	4.78	0.82	

Summary of findings

- Nurses did not experience total burnout..
- Tendency to burnout evidenced as emotional exhaustion.
- Higher patient loads to be further assessed for its potential impact on nurses' work and burnout.

Limitations

- Sampling method – convenient
- Unequal number of participants
- More participants working 12-hour shift than 8-hour shift

Impact On Nursing Practice

- Less risk of emotional exhaustion in nurses will result in better health care to patients
- Organizational goals to reduce burnout to be explored with subsequent positive outcomes.
- Administrative strategies to reduce nursing staff turnover to be explored
- Increase nurse retention is the ultimate goal.