

THE STUDY OF PSYCHOSOCIAL WORK FACTORS PREDICTING PROFESSIONAL BURNOUT SYNDROME IN NURSING

Project implementation period: 2016 - 2017.

Aim of the project: to assess which psychosocial work factors best predict nurses' professional burnout.

3 tasks were set to reach the aim:

1. To identify psychosocial work factors predicting nurses' professional burnout in psychiatric wards
2. To identify psychosocial work factors predicting nurses' professional burnout in surgical wards.
3. To identify psychosocial work factors predicting nurses' professional burnout in palliative care wards.

Study methodology – quantitative cross-sectional study. Study sample – 549 nurses from psychiatric, surgical, and palliative care wards in Vilnius. Data were collected by means of questionnaire which included demographic questions, Expanded nursing stress scale, HSE stress at work indicator tool, Copenhagen burnout inventory, and Utrecht work engagement scale. Multiple regression data analysis was used to identify the most important psychosocial work factors predicting professional burnout.

Results. The study revealed that there were no major differences in the risk factors of professional burnout among the evaluated wards. The professional burnout in nursing is best predicted by psychosocial factors such as increased workload, more frequent unpleasant interactions with patients and their families, poor relationships with peers, and unclear work roles. Based on these results, methodological recommendations will be prepared for managers of health care institutions who seek to create a work environment protecting against burnout.

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