

Prevalence of Burnout Syndrome in Nursing: A Systematic Review

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Abstract: Background: The burnout syndrome is significant problem in modern working environment and its prevalence has increased substantially. Objectives: This systematic review aimed to evaluate the literature on reducing nurse burnout, to estimate the prevalence of burnout, to identify the variables related to burnout and to propose a risk profile for this syndrome among the nursing. Methods: We identified articles through databases searching: Sage, Proquest, Science Direct, Springerlink, and EbscoHost, published between 2006-2016, search terms include various combination of the terms “Burnout Syndrome”, and “nursing”. Result: Five studies were included in this review. The prevalence of burnout among nursing professionals is high. Personal factors such as demographic variables, personal stress, and personality characteristics were predictive of burnout. Work related factors such as work stress, work environment, job characteristics and organizational variables were also found to be determinants of burnout in this population. Conclusion: The prevalence of burnout among nursing professionals is high. Personal stress, job satisfaction, work stress, quality of care, work environment are determinants of burnout. As a consequence specific action targets for hospital management are formulated to prevent burnout in nurses. Nurse staffing strategies need to be evaluated within developing context to ascertain in their effectiveness.

1 BACKGROUND

Burnout has been studied extensively, with Freudenberger initiating the study of this syndrome in social services professionals. Nevertheless, Maslach and Jackson’s definitions of emotional exhaustion, depersonalization, personal accomplishment. In health care, nurses have one of the highest rates of burnout. This syndrome influences different aspects of nursing health care. Numerous burnout risk factor, in the last decade, have been studied among nursing professionals, such as work experience, job satisfaction, personality, and sociodemographic factor.

Prevalence of burnout reached 13% to 27% in developed countries (Norlund et al., 2010; Lindblom et al., 2006; Kant et al., 2004; Houtman et al., 2000; Aromaa dan Koskinen, 2004). Nurses are higher risk for burnout than other occupation (Maslach, 2003; Gelsema et al., 2006). Research showed that nurses

reported high level of work stress (Hasselhorn et al., 2003; Smith et al., 2000; Clegg, 2001; McVicar, 2003) and became 30% until 50% reach clinical levels of burnout (Aiken et al., 2002; Poncet et al., 2007; Gelsema et al., 2006). The demands that burden the nurses (in terms of work setting, task description, responsibility, unpredictability and the exposure to potentially traumatic situations) and the resources they can rely on, are strongly related to the content of their job and their nursing specialty (Browning et al., 2007; Ergun et al., 2005; Eriksen, 2006; Kipping, 2000; Mealer et al., 2007). Moreover, busy and congested working conditions, emergency nurses often have to move from one urgency to another, with little recovery time (Alexander dan Klein, 2001; Gates et al., 2011). As a result, burnout rates are found to be very high in emergency nursing settings (Hooper et al., 2010; Potter, 2006).

2 METHODS

2.1 Aim

The aim of the present review is (1) to evaluate the literature on reducing nurse burnout, (2) to estimate the prevalence of burnout, and (3) to identify the variables related to burnout and to propose a risk profile for this syndrome among the nursing.

2.2 Search Methode

These research based on the literature review (systematic review) of international journals which is use cross sectional study. The sample consisted of nursing professionals. Data Sources that we identified articles through databases searching, such as Sage, Proquest, Science Direct, Springerlink, and EbscoHost, published between (2006-2016), search terms include various combination of the terms “Burnout Syndrome”, and “nursing”.

Studies were included only if the following criteria were met: (1) the respondents under study were nurses, (2) the focus of the study had to be on determinants/predictors of burnout, and (3) the study had to be empirical and quantitative.

2.3 Search Outcome

The literature search in the different databases revealed 840 research papers but 342 duplicates were removed from the list. From the remaining 498 articles the titles and abstracts were screened and another 447 papers were excluded because (1) the research was qualitative, (2) the paper did not describe primary research or (3) the paper did not adequately report on the target population, and outcomes. From the remaining 51 articles, 21 paper excluded because the sample too small. From remaining 30 articles, 25 paper excluded. For the purpose of this systematic review, focusing on determinants of burnout, all 5 remaining studies were included.

3 RESULTS

Five journals that have been collected, analyzed and scored, obtained the following results.

Research conducted by Pareira et al. (2015) is aimed to to explore the prevalence of burnout syndrome, and its association with early life stress and coping strategies in nursing professionals in a general hospital in São Paulo, Brazil. In this study,

the prevalence of burnout syndrome was 7.4%, which indicates a high burnout level. Early life stress in 31.3% of the sample, and the most used coping strategy were the ones focused on the problem (60%). In the meantime research conducted by

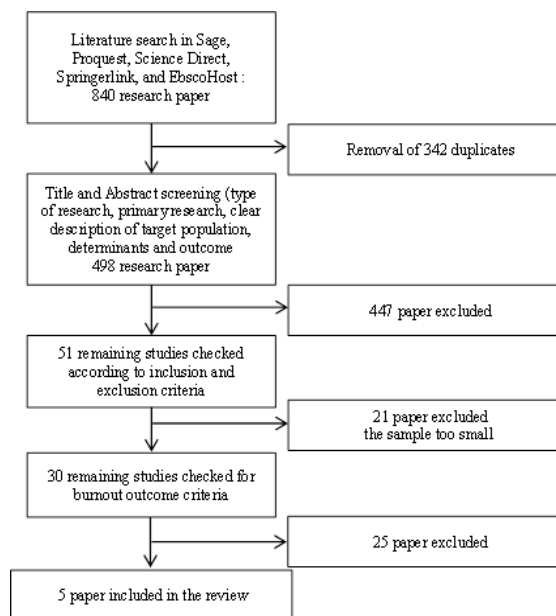


Figure 1: Flow diagram of strategy used to identify literature.

Urquiza (2017) is to determine the prevalence of burnout (based on the Maslach Burnout Inventory on the 3 dimensions of high Emotional Exhaustion, high Depersonalization, and low Personal Accomplishment) among emergency nurses. The estimated prevalence of each subscale was 31% for emotional exhaustion, 36% for Depersonalization, and 29% for low personal accomplishment.

Study by Bogaert (2013) is to investigate the impact of nurse practice environment factors, nurse work characteristics, and burnout on nurse reported job outcomes, quality of care, and patient adverse events variables at the nursing unit level. Various unit-level associations (simple models) were identified between nurse practice environment factors, nurse work characteristics, burnout dimensions, and nurse reported outcome variables. Multiple multilevel models showed various independent variables such as nursing management at the unit level, social capital, emotional exhaustion, and depersonalization as important predictors of nurse reported outcome.

The research of Zhang (2014) aims to describe nurse burnout, job satisfaction, and intention to leave and to explore the relationship of work environment to nursing outcomes. The results suggest that high burnout and low job satisfaction are prominent

problems for Chinese nurses, and improving work environment might be an effective strategy for better nursing outcomes in Chinese hospitals.

Research conducted by Khamisa (2016) aims to determine whether personal stress is a more significant predictor of burnout, job satisfaction and general health than work stress. Findings revealed that personal stress is a better predictor of burnout and general health than job satisfaction, which is better predicted by work stress. The findings of this study could inform potential solutions to reduce the impact of personal and work stress on burnout, job satisfaction and general health. Coping strategies and staffing strategies need to be evaluated within developing contexts such as South Africa to ascertain their effectiveness.

4 DISCUSSION

The study examined in this Systematic Review is about prevalence syndrome among the nursing. The estimated prevalence of each subscale was 31% for emotional exhaustion, 36% for Depersonalization, and 29% for low personal accomplishment. These results are need attention of all stakeholders (Adriaenssens, 2014).

All these issues has limitation because (1) only small parts of variance can be explained, (2) interrelationships between determinants cannot be adequately investigated, (3) results from different studies on the same concept cannot be compared and (4) causal relationships between determinants and outcomes cannot be drawn. A more preferable approach is the use of a longitudinal design based on an information processing approach which takes into account the consequences over time of individual appraisal and coping of work stress (Perrewe´ and Zellars, 1999; Mackin- tosh, 2007).

Finally, the studies indicate the importance of good communication, interdisciplinary collaboration and team spirit to prevent burnout (Adali and Priami, 2002; Escriba-Agu´ir and Pe´rez-Hoyos, 2007; Escriba`-Agu´ir et al., 2006; Garcia-Izquierdo and Rios-Risquez, 2012; O'Mahony, 2011; Van der Ploeg and Kleber, 2003). On the other hand, personal factors such as demographic variables, personal stress, and personality characteristics were predictive of burnout. Work related factors such as work stress, work environment, job characteristics and organizational variables were also found to be determinants of burnout in this population.

5 IMPLICATIONS FOR NURSING

The present systematic review offers ideas for burnout prevention.

Interventions could focus on (1) the promotion of adequate professional autonomy, (2) the creation of a good team spirit and sufficient peer support, (3) qualitative leadership of nursing supervisors, (4) reduction of repetitive exposure to traumatic events, (5) creating time- out facilities, (6) provision of counseling for exposed nurses, (7) training and (8) improving work environment might be an effective strategy for better nursing outcomes. As there is currently, to our knowledge, no evaluation study of such interventions in nurses, future intervention research should examine the validity of these suggestions.

6 CONCLUSION

The prevalence of burnout among nursing professionals is high. Personal stress, job satisfaction, work stress, quality of care, work environment are determinants of burnout syndrome. Work related factors such as work stress, work environment, job characteristics and organizational variables were also found to be determinants of burnout in this population. As a consequence specific action targets for hospital management are formulated to prevent burnout in nurses. Nurse staffing strategies need to be evaluated within developing context to ascertain in their effectiveness.

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