

Nursing Burnout: Literature Review

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Nursing burnout has become more common among nurses than in other professions (Vasconcelos & Martino, 2018). Burnout leads nurses to physical, mental, and emotional fatigue (Vasconcelos & Martino, 2018). This literature review aims to evaluate why nurses are burnout. Each article discussed in this literature review will examine why there is burnout in the nursing profession.

Predictors of Burnout Syndrome in Intensive Care Nurses.

The fast pace and organizational, social, and legal transformations have affected workers' health/sickness processes (Vasconcelos & Martino, 2018). More prolonged exposure to occupational stress increases emotional exhaustion and depersonalization and reduces professional accomplishment. Burnout in intensive care nurses such as emergency, ICU, and burn unit nurses is higher than in any other profession in the industry due to their direct contact with critically ill patients with different prognoses and varying degrees of suffering (Vasconcelos & Martino, 2018). The rationale for this study is to analyze the existing predictors of burnout in intensive care nurses and shed light on the relationship between the work of nurses and burnout syndrome (Vasconcelos & Martino, 2018).

Key Points

The survey method used to collect the data on burnout syndrome is the Maslach Burnout Inventory (MBI) version Human Services Survey (HSS) (Vasconcelos & Martino, 2018). The MBI evaluated 91 nurses. This survey looked at emotional exhaustion, depersonalization, and

personal achievement. Out of the 91 nurses 47.2 % showed exhaustion, 34.1 showed depersonalization, and low personal achievement. Burnout affected 14.3 % of the 91 participants. The p-value of this study was $p < 0.034$. This data is significant because it shows the effectiveness of burnout among the 91 nurses assessed.

Assumptions

In this article, the primary assumption is that nurses' burnout is due to the critical patients they are caring for. The author has different ideas on why nurses are burnout. This assumption is due to age, how long they have worked in the profession, and their pay.

Deficit/Conclusion

There were limitations in this article discussing burnout. There were not enough participants to effectively pronounce burnout syndrome in nurses. The author's reasoning for this article is sound, but it would be more effective if there were more participants. This article was to show the effectiveness of nurse burnout. If nursing fails to accept that nurses are getting burnout due to heavy workloads, long hours, and poor patient-to-nurse ratios, the profession will lose more nurses.

The Influences Burnout and Lack of Empowerment Have on Creativity in Nursing Faculty.

Burnout, as defined in this research, is a condition that develops from one's working environment, leading to a lack of motivation, and feeling ineffective in one's job, such as in this ADN facility (Drafhal, 2020). A cold and demanding work environment makes it more challenging for nursing instructors to attain job satisfaction or achieve the thrill they sought for their dream job as instructors (Drafhal, 2020). Nursing instructors experience vast burnout when there is not enough time to teach everything they need in the short amount of time these

programs run. These are the environments where employees have work overload, lack of control, lack of reward, community, and fairness and value conflicts that increase burnout in employees but also create an environment where burnout thrives (Drafhal, 2020). A significant indicator of burnout is the link between organizational empowerment and staff nurse retention or job satisfaction (Drafhal, 2020).

Key Points

The survey methods used in this article were the Gough Creative Personality Scale (CPS), the Conditions for Workplace Effectiveness Questionnaire II (CWEQ-II), and the Copenhagen Burnout Inventory (CBI) (Drafhal, 2020). These surveys evaluated 210 nurses from an ADN nursing program. The surveys investigated the burnout these instructors may have within teaching. The three of these surveys showed a p-value of $p < .05$. This is a significant finding because it shows the burnout associated with AD nursing facilities.

Assumptions

This article's primary assumption is to create a healthy work environment for nursing instructors and students. The authors had different viewpoints on why nursing instructors and students are getting burnout. This author's view is associated with the work and leadership of the ADN nursing facilities environment.

Deficit/Conclusion

The author's reasoning for this article is sound. This article is influential because it shows the correlation between nursing instructors and students getting burnout due to their environments. Suppose nursing facilities fail to accept that nursing instructors and students are getting burnout due to the demanding workload, lack of empowerment, and lack of leadership in

these programs. In that case, we will start to see these programs fail and thus will add even more to the nursing shortage.

Burnout, Depression and Sense of Coherence in Nurses during the Pandemic Crisis.

During the COVID-19 pandemic, nurses' mental health risks increased rapidly. For healthcare workers, the pressure of professional and social life and the occupational hazards associated with exposure to the SARS-CoV-2 virus led to increased physical and mental fatigue and burnout (Pachi et al., 2022). Burnout and depression have a high correlation between them in the nursing profession. Burnout is a state of physical, emotional, and mental exhaustion resulting from long-term involvement in work situations that are emotionally demanding (Pachi et al., 2022). Depression is a severe issue in the nursing community due to inadequate resources.

Key Points

The survey methods used in this article are the Copenhagen Burnout Inventory (CBI), Beck's Depression Inventory (BDI), and Sense of Coherence Questionnaire (SOC) (Pachi et al., 2022). These three surveys evaluated 600 participants. Out of the 600, 500 were women, and 100 were men. The surveys examine the correlation between increasing burnout and depression from the COVID-19 pandemic (Pachi et al., 2022). These three surveys showed a p-value of $p < 0.05$. This p-value is a significant finding because it shows the correlation that burnout and depression have on nurses.

Assumptions

In this article, the primary assumption is that depression and burnout go hand in hand. The author had a viewpoint on how burnout is creating depression in nurses. The author's

viewpoint correlates with the COVID-19 pandemic and how it has increased burnout and depression in nurses.

Deficit/Conclusion

The author's reasoning for this article is beneficial. This article shows how burnout and depression have increased since the COVID-19 pandemic. The article shows high rates of depression and burnout in nursing staff (Pachi et al., 2022). If nursing fails to accept that the pandemic increased depression and burnout in nurses, the profession will continue to lose exceptional nurses.

Conclusion

Burnout can lead to poor patient outcomes. Burnout nurses can affect patient care by not providing the utmost care patients deserve. Burnout affects not only patient outcomes but nursing practice as well. Burnout affects nurses across the board, from student nurses, teachers, and professors to hands-on nurses. Quality improvement efforts need to exist to help these nurses not be affected by burnout. Nurses need safer work environments, such as nurse-to-patient ratios, proper equipment, adequate rest periods between shifts, and acknowledgment from leadership that these nurses are doing their best to provide safe and quality patient care. If the healthcare world realizes nurses' burnout and how serious this is, burnout could lessen. Although if healthcare does not recognize this, this will eventually lead to the loss of nurses and the potential downfall of the healthcare industry. This industry needs to know how to manage burnout and depression in nurses to save the nursing profession.

References

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