

**Nurse Burnout: Quality Improvement**

Lakeview College of Nursing

N434: Evidence-Based Practice

Professor Travis Whisman

June 16<sup>th</sup>, 2025

## **Nurse Burnout: Quality Improvement**

Quality improvement is used in healthcare to help develop interventions that enhance patient care and outcomes. It also helps promote collaboration among healthcare staff to identify issues and implement solutions that improve the quality of care (Endalamaw et al., 2024). The most important role in quality improvement is being able to point out areas that need improvement, which nurses do every day. They are able to observe how the staff is running, along with which areas are in need of improvement due to either low staffing or being a stressful work environment. Quality and Safety Education for Nurses uses different areas to help improve the future nurses of healthcare. They aim to ensure all nurses have the knowledge, skills, and studies that are necessary to improve healthcare quality (*Qsen competencias*, n.d.). Quality improvement ensures that approaches change the quality of care and take quality measures.

The topic for this paper will cover nurse burnout, a quality improvement area that is highly significant to nursing. Nurse burnout not only affects them physically but also mentally (Sováriová Soósová, 2021). Nurses could suffer from anxiety, depression, and insomnia when going through burnout. Safety is a concern when it comes to medication errors, incomplete care, along with job turnover (Sováriová Soósová, 2021). By identifying and applying interventions to reduce burnout, nurses can improve the quality of care, staff satisfaction, and enhance patient outcomes.

### **Article Summary**

The study on nurses showed the relationship between patient safety and nurse burnout. Over a year, a questionnaire was distributed to 180 nurses (Sováriová Soósová, 2021). The findings showed that higher levels of burnout were associated with lower patient safety and an increase in medication errors. Burnout was higher when there was significant evidence of

inadequate staffing (Sováriová Soósová, 2021). A lack of a management system showed a negative impact, while a feedback system in place showed a positive impact.

To conclude the study, improving workplace safety and having supportive leadership can help reduce nurse burnout and enhance their mental health (Sováriová Soósová, 2021). It has been shown that positive impacts were shown after education on patient safety was taught. A positive work environment was shown to be effective in decreasing the risk of burnout syndrome, along with improving patient safety outcomes (Sováriová Soósová, 2021). Improving areas in healthcare can improve patient satisfaction and outcomes while also caring for nurse burnout.

### **Overview**

This article was aimed at evaluating the connection between decreased patient safety and outcomes with nurse burnout (Sováriová Soósová, 2021). Patient safety is decreased when nurses are working longer hours, along with not having the proper management support. Nurses who are working longer hours tend to make poor decisions, along with making medication errors (Sováriová Soósová, 2021). Safety is a huge concern when it comes to healthcare, and this study shows how nurses impact it.

The research done on this study relates to the QSEN competencies for quality improvement by using data to identify problems. Interventions were to be done to see the positive outcome of ensuring nurses were being educated on patient safety (Sováriová Soósová, 2021). Staffing was more adequate to the needs of the patients, along with management being more involved.

### **Quality Improvement**

Quality improvement from this article can be implemented by creating a better work environment, nurse-to-patient ratios, and stronger managerial support. Nurses who take on more patients than needed are more likely to have higher patient safety concerns, along with making medication errors (Sováriová Soósová, 2021). Ensuring nurses are assigned to the right number of patients and not overloading them will help enhance patient outcomes and safety. Education is a resource that can be used in all of the implementation. Making mandatory yearly education on patient safety and prevention of nurse burnout can help raise awareness among staff (Sováriová Soósová, 2021). During all stages of implementation, education should be shown as a priority to help nurses understand more about patient safety and making sure their patients are taken care of.

Another critical role in reducing burnout is implementing better leadership and management. Managers can reduce the frequency of overtime shifts by ensuring fair scheduling and making sure no one is working over 12-hour shifts (Sováriová Soósová, 2021). Excessive overtime and extended hours contribute to burnout and should be minimized in all implementation stages. Ensuring there is a good feedback system can help with the communication among staff members (Sováriová Soósová, 2021). Being provided feedback can help identify anything that needs to be fixed in the work environment, along with coming up with ideas to help improve the current conditions.

## References

- Endalamaw, A., Khatri, R. B., Mengistu, T. S., Erku, D., Wolka, E., Zewdie, A., & Assefa, Y. (2024). A scoping review of continuous quality improvement in healthcare system: conceptualization, models and tools, barriers and facilitators, and impact. *BMC Health Services Research*, 24(1), 1–14. <https://doi.org/10.1186/s12913-024-10828-0>
- Qsen competencies*. QSEN. (n.d.). <https://www.qsen.org/competencies-pre-licensure-ksas>
- Sováriová Soósová, M. (2021). Association between nurses' burnout, hospital patient safety climate and quality of nursing care. *Central European Journal of Nursing & Midwifery*, 12(1), 245–256. <https://doi.org/10.15452/cejnm.2020.11.0039>