



International Network for
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Incremental validity of burnout in Nursing

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Abstract

Objectives: This population study examined an incremental validity model of what predicts burnout among Maltese professional nurses.

Method: Cross-sectional and mixed-method design was conducted. Measures in this self-report questionnaire included key variables found in literature related to this reality, namely: the Maslach Burnout Inventory, Faith Maturity Scale, Satisfaction with Life Scale, Big Five Inventory and a demographic section, plus a brief qualitative section. Response rate: 78%.

Results: All hypotheses were supported. Maltese nurses (N = 121) suffer from high levels of burnout, in particular from low professional accomplishment, high levels of depersonalization, and moderate to high emotional exhaustion. Qualitative data supported these findings. Furthermore, multiple regression analysis indicated that spirituality predicted burnout after controlling for personality and well-being.

Conclusions: This study highlights the need to attend to health professionals' well-being, such as nursing staff, especially in view of burnout and work-related stress, to ascertain better care of patients. Furthermore, results suggests that spirituality may be an important potential source of resilience for nurses who risk burnout in their employment.

BURNOUT...WHAT IS IT?

- **Nursing:** one of the most fulfilling jobs because it involves saving human life - comes @ a price!
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- **Stress:** complex reality. **Burnout** closely related
 - Although not an official psychiatric diagnosis
 - It overlaps w other diagnosis (depression)
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- **3 scales of Maslach Burnout Inventory:**
 - Emotional exhaustion (overextended @ work)
 - Depersonalization (impersonal response)
 - Personal accomplishment (competency @ work)
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EFFECTS OF BURNOUT ON NURSES:

- Wellbeing:
 - Negative relationship
 - Laschinger & Grau (2012), Manzano & Ayala (2012)
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- Nurses' quitting, job-related violence & unprofessional practices
 - Pienaar & Bester (2011)
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- The discrepancy between nurses' expectations & work-satisfaction is crucial in the burnout process
 - Fearon & Nicol (2011)



RELATIONSHIP OF PERSONALITY W BURNOUT

Big Five Model (Costa & McCrae) postulates each person has five facets to their personality, namely:

Openness to experience	(artistic, imaginative, reflective)
Conscientiousness	(hard-working, self-disciplined)
Extraversion	(warmth, excitement seeking, positive emotions)
Agreeableness	(empathy, cooperation)
Neuroticism	(experience of negative emotions)

Personality refers to our unique & enduring pattern of Thinking, Feeling, and Behaving

Relates to almost every aspect of human experience

Greatly impact our well-being



NURSES' PERSONALITY PROFILE & BURNOUT

Conscientiousness, Openness, Agreeableness & Extraversion act as **buffers** v burnout, Neuroticism relates **+vely** to it.

Nurses on rotating shifts risk more **Depersonal.**

Females risk more **Emotional Exhaustion**

Males risk **Depersonalization & less Pers.Ac.**



SPIRITUALITY AS INTERVENTION

Research increasingly views Spirituality's benefits in:

Coping mechanism

Social support mechanism,

Meaning-making mechanism

Spirituality in this context was seen as self-transcendence, seeking purpose in life greater than the self, seeking inner peace, and attribution of significant life events with a higher power.

