Annotated Bibliography on Nurse Burnout

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This systematic review searched the literature for quantitative studies that examined the work environment of nurses and how this relates to job satisfaction. The authors first conducted a review of literature and used this to help define and set parameters for their systematic review, including presenting working definitions for the following concepts: nursing practice environment; working environment; working conditions; professional practice environment; healthy practice environment; and job satisfaction. The systematic review was done to explore relevant quantitative studies related to nursing professional practice environment and job satisfaction. The database search was done between December 2012 and June 2013, in four databases (PUBMED, Embase, CINAHL, and Google Scholar) using the following search terms: professional environment, nurses, physicians and satisfaction. The researchers note that they included the term “physicians” to increase the number of studies located. Studies were examined using pre-determined screening/inclusion criterion. Fourteen studies were identified for inclusion in the systematic review and the authors included a table showing the study author, aim, design, subjects, framework, test instrument, scorings, reliability, and validity for each study included. Noted limitations of the systematic review is that the authors only included quantitative studies, healthcare professionals other than nurses were included in some of the fourteen studies, and, in some cases, participants of the original studies were not fully described. The authors concluded that the evidence does suggest the professional work environment does impact the job satisfaction of nurses and other healthcare workers. It may also have an impact on patient safety and quality of patient care. The authors recommend
that employers in the healthcare field should find ways to ensure a good professional working environment, thus improving employee retention, job satisfaction, and patient outcomes.

The authors of this qualitative study used a descriptional correlational study of new registered nurses to identify factors contributing to these new RNs decision to leave clinical practice. The researchers conducted semi-structured interviews, consisting of a series of nine questions, with 187 RNs who had left clinical practice. The interview questions were included in a table in the article. To be included in the study RNs must have had a minimum of one year of clinical practice experience, but have had no clinical practice experience in the 6 months prior to the interview. RNs in a managerial or supervisory position, in an educational role, with lapsed licenses, or those that had been asked to surrender licensure by states boards were excluded.

After receiving IRB approval, the researchers recruited participants using a snowballing technique. This technique is where existing study participants recruit future participants. Contact to recruit participants was done by telephone; once subjects agreed to participate in the study a meeting time and location was determined. The study participants were provided with an oral description of the study and written informed consent was obtained. To help maintain confidentiality, pseudonyms were used during the interviews. A total of ten interviews were conducted. Each interview was audiotaped and notes were taken. After the interviews, a transcription was done and compared to the audiotape to ensure accuracy. Of the ten participants, the majority (eight) were female and between the age of 40-49 (seven). In response to the researcher posed question of “can you talk about the reasons or a situation that may have brought you to the decision to leave bedside nursing?” the main themes were noted. These were 1) unfriendly workplace; 2) emotional distress; and 3) fatigue and exhaustion. The study went into detail on each of these three themes. The authors concluded that the main factors that led nurses
to quit clinical practice are hostility/bullying in the workplace and, what the authors termed, “vertical indifference.” A noted limitation of the study was the small sample size.

The theoretical framework for this study is Herzberg’s Motivation-Hygiene Theory. (Herzberg’s previous research indicated that the reasons for job dissatisfaction and job satisfaction differ. Herzberg identified a two-factor, motivation-hygiene theory.) The purpose of the study was to explore whether or not there would be a positive relationship between overall job satisfaction and satisfaction with the professional practice environment. The current study used a descriptive, cross-sectional design which was conducted in a 900 bed academic medical center in the United States. The study was approved by the appropriate institutional review boards. One hundred and eighty-two registered nurses were eligible for participation in the study, which was done over a five week period. Out of the 182 eligible participants, 101 participated in the study. The majority of the participants were Caucasian females, with an average of 12 years nursing experience. Four units within the hospital were included; each of these units had implemented the professional practice model. The test instruments used were the Index of Work Satisfaction, Part B (IWS-Part B) – to measure job satisfaction – and the Practice Environment Scale of the Nursing Work Index (PES-NWI) – to measure satisfaction with the professional practice environment. The results of the study indicated that RNs working in units with a professional practice model had moderate satisfaction with their practice environment and moderately low job satisfaction. The authors recommendations for future research included looking at the desired working environment and practice environment or RNs.
References

