Occupational Burnout among Nurses working at Governmental Teaching Hospitals in Babylon Province, Iraq

Hatem K. Mansour* and Hassan A. Hussien

Abstract--- *Aimed this study to be assessed the level burnout among nurses and found the relationship between occupational burnout socio-demographic of responders. The study Initiated from (September 2019 to March 2020), The research design was employed in this study a descriptive design. The sampling of this study was the purposive sample by 180 nurses working in four governmental teaching hospitals in Babylon province, Iraq. The results of data analysis was employed by Statistical Package for Social Science (SSPS version 24) that found burnout levels of the study sample (57.8%) a moderate level of burnout and subdomain burnout levels results was (57.8%) of sample moderate level for emotional exhaustion and the depersonalization (61.1%) moderate level. However, Personal Achievement was reported (61.1%) high level score, as well there was significant difference between occupational burnout and number of experience in nursing, so there was no relationship between, material states and burnout. However, there was association between burnout level and income monthly, job description and degree of satisfied with current work. The researchers found that burnout impact on nurses and correlated negatively with some their socio-demographic characteristics and they recommended to enhance nurse's stress coping.*

Keywords--- Occupational Burnout, Emotional Exhaustion, Depersonalization.

I. INTRODUCTION

The WHO defines job Burnout as International occupational phenomenon and include in Classification of Diseases (ICD-11) but, It is not classified as a medical condition(1). The burnout definition is a prolonged response to chronic emotional and interpersonal stress. It is compounded as three dimensions of emotional exhaustion, depersonalization, and professional inefficacy (2). Also it is occurs with people who are work in social situation, which need to feelings or job with overload emotional that lead to emotional exhaustion and depersonalization, so job demand reduced personal performance, finally all those factor lead to occupational Burnout (3)

Nursing is a stressful job, causing harm to both nurses and patients. High levels of stress cause many heath or professional problem as physiological and psychological disorder, poor occupational efficacy, job dissatisfaction, high level burnout, and turnover and decrease quality of care for patients (4). generally nurses exposure burnout more than other health professions (5).

Recent study by a systematic review and meta-analysis to examine the symptoms of burnout prevalence in nurses universal in 49 countries, which include (113) previous studies were involved for systematic review and 61

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studies for the meta-analysis, containing 45,539 nurses. An overall pooled-prevalence of burnout signs among international nurses was 11.23%. Significant gabs were reported between geographic areas, specialties and type of burnout measurement used. Sub-Saharan African region had higher level of burnout symptoms prevalence degree while Europe countries and Central Asia area had a low level. Nurses working in pediatric wards had the a higher level of burnout symptoms prevalence rates between all specialties, while Geriatric care nurses had the lowest(6).

The work associated with burnout can effect on self-efficacy, leading to irritability, helplessness, anxiety, depression, and other undesirable feeling (7). Many researches are found that the setting of nursing practice was strongly correlated with the quality of nurse-assessed nursing care and was negatively correlated with burnout and nurses in hospitals with less nursing staff (8).

Burnout lead to job dissatisfaction in the nursing profession and that effect on safety of patient, job stress and reduce healthcare quality as well low job satisfaction correlated with nurses leaving their nurses work (9).

The high burnout level in healthcare providers associated with nursing turnover, The costs of turnover for hospital-employed, in US among nursing, the costs were reported at $9 billion in 2016 and the overall national costs in hospitals were estimated at $14 billion (10).

Finally, In view of point of the researcher, nurses deal with people's lives, therefore they must be high degree of physical and psychological health. In addition, patients need nursing care all time, so the service must be satisfactory to them.

II. METHODOLOGY

2.1 Ethical Consideration

Permission has been obtained from Babylon health directorate to ensure their acceptance, cooperation and to arrange for the administrations of teaching hospital to do study as well nurses who have agreed to participate in the study.

2.2 Design and Setting of Study

A Descriptive study which related to assess level of occupational Burnout among Nurses Working at four Teaching Hospitals in Babylon Province, Iraq. Initiated from (September 16 th, 2019 – March 15 th, 2020). This study was conducted through a purposive sample (180) nurses who were working in teaching hospitals through instrument of self-report.

2.3 Instrument of Study

The researcher uses an instrument consist two axes demographic information data and Maslach Burnout Inventory1996(11).

2.4 Statistical Analysis

The data of the present study is analyzed through using the Statistical Package of Social Sciences (SPSS) version (24). The following statistical data analysis approaches were used in order to analyze data and assess the results of the study. The researchers used descriptive and inferential data analysis to obtain results.

III. RESULTS AND DISCUSSION

Table (1) shows that the most of the study sample was female (70%) and age was ranged (24–29) years, which represents (45%), Results also show that (55%) of the sample were married (53%).

The study in Iran was showed the findings that 74.2 5% were females(12). While another study was indicated the majority of sample ageless 30 years old (13) and other supported study which findings revealed 92% of sample was female(14).

As a present result shows income monthly, the results revealed that the percentage represented (55%) of sample were satisfied to some extent income. As regarding the job description, the results reported (36.7%) of they were academic nurse.

A supported for this result was found in A cross-sectional study in Brazil was found 50.9% nurses satisfied economic situation (15), as well the present study agreed with a correlation deceptive study in Iran which study indicated that majority of nurses have Bachelor degree in nursing(16).

Regarding years of experience in nursing field, this study found that the majority of rang years(1-4) was represented of study (73.3%). However, the degree of satisfied with current work represented(48%) of sample they were a little satisfied in their work.

In cross-sectional study of Putra he found that 40.8% of nurses had (1-5) years' experience in nursing(17), so (36.4%) of sample has been less 3 years in study of (Elkazaz, el. at,.2015). In the findings study in Iran was reveled moderate job satisfaction in nursing(18).

Table (2) Shows the mean of the burnout level was (35.22), the majority of the study sample (57.8%) a moderate level of burnout.

This results was agreed with study in Portugal and Italy was found in their data analysis indicated that a moderate level of job burnout among nursing(19). However, a cross sectional study at private hospitals in UAE and Saudi Arabia and showed A high burnout level among nurses (20).

The table (3) revealed the Sub-domains of burnout level, it showed (57.8%) of sample moderate level Emotional exhaustion and the depersonalization (61.1%) were in moderate level however it reported (61.1%) high level as personal achievement.

Supported Study was showed among health worker indicated majority of them nurses and revealed high level of personal achievement (20). Another supporting of the present results, which study in Egypt was appeared that (68.3%) had a moderate level of emotional exhaustion. While more than three-quarters (86.7%) of them had low levels of personal achievement and more than one third (37.5%) have high levels of depersonalization(7)

In a follow –up study in a Iran hospital was showed mild emotional exhaustion and a low level of depersonalization as well a high level of personal accomplishment(3). While the study in Nigerian showed that 42.9% of them in the emotional exhaustion, 47.6%of nurses in the depersonalization and 53.8% of them in the reduced personal performance (21). In addition, the A Meta-Analytic Study in by Molina-Praena and el.at indicated

level of burnout (63.15%) of the studies distributor High level of emotional exhaustion was found in the 31% of the responders, (24%) of nurses a high level of depersonalization and low personal achievement was found in the 38%of them(22).

Table (4) revealed that there is no significant difference between burnout levels and gender. (P-value = 0.706) at the (p ≤ 0.05) level of significance, as well, there is no significant difference between burnout levels and age. (P-value = 0.115) at the (p ≤ 0.05) level of significance, but there is significant difference between burnout levels and number of years of work experience. (P-value = 0.003) at the (p ≤ 0.05) level of significance.

A cross-sectional Study in Brazil by (1125) nursing professionals indicated that no significant difference between burnout levels and age in p-value (0.36) and there was a significant difference in(p-value0.01) related to number of years of work experience with burnout level (15).

In contrast other two studies cited with this study found that experience years in nursing were negatively correlated with job burnout (23). A Study in Egypt reveled that a significant inverse relation was found between burnout and years of experience at (P ≤ 0.000) (7).

The table (5) shows the relationship between burnout levels among staff nurses and their socio-demographic characteristics. Regarding burnout and Marital States this table reveals that is no relationship between Marital States and burnout level. (P-value = 0.82) at the (p ≤ 0.05) level of significance.

Regarding to another relationship between burnout level and their socio-demographic characteristics of the sample. However, relationship between Income monthly and burnout level. (P-value = 0.02) at the (p ≤ 0.05) level of significance.

Concerning a relationship between Job description and burnout level, there is no relationship between them. (P-value = 0.06) at the (p ≤ 0.05) level of significance, so. Finally, there is a relationship between degree satisfied with current work and burnout level. (P-value = 0.00) at the (p ≤ 0.05) level of significance.

A supported for this results was found in a study in Singapore indicated that a relationship Economic status and burnout level among nurses in (P-value 0.01) and no relationship between burnout and material status (23).

While addition study was showed in their study that relationship between burnout satisfaction with current occupation (15).

A Descriptive correlation of (50) staff nurses in Egypt, who found there was a significant negatively association between job burnout and job satisfaction and majority nurses had high burnout levels and had low levels of job satisfaction(24).

For more supported studies was found in their study no relationship between Level of education and burnout level among nursing(23, 24)

The researchers believes that the monthly income leads to increased motivation, so the less it lead to job dissatisfaction and sense of injustice all that leads to stress, then burnout, as well as the same thing with regard to job

satisfaction. As for educational level, this relates to burnout due to conflict of roles and job description among nurses.

IV. CONCLUSIONS

The results of this study showed that occupational burnout among nurses influences on the personal, emotional and cognitive effectiveness in nurses and can decrease job satisfaction among nurses and function in the workplace.

V. RECOMMENDATION

The Continuing Education program must be applied about strategies stress coping to manage burnout among nurses, especially the experience nurses years less 5 years. The researchers recommends to increase job satisfaction among nurses in teaching hospitals at Babylon province.

Table 1: Distribution of Socio-demographic Data for the Study.(n:180)

Demographic data	Rating	Frequency	Percentage
Gender	Male	54	30
	Female	126	70
Age/ year	18-23	68	37.8
	24-29	81	45.0
	30-35	15	8.3
	36-41	5	2.8
	42-47	7	3.9
	48-53	2	1.1
	54-58	2	1.1
Marital States	Single	77	42.8
	Married	99	55.0
	Widower	3	1.7
	Divorced	1	0.6
Income	Sufficient	31	17.2
	sometimes is sufficient	99	55
	Insufficient	50	27.8
Educational level	Diploma	60	33.3
	Technician	52	28.9
	Bacclruate	66	36.7
	Master	2	1.1
Years of experience in nursing	1-4	132	73.3
	5-9	32	17.8
	10-14	4	2.2
	15-19	5	2.8
	20-24	4	2.2
	25-29	1	0.6
	30 and above	2	1.1
Satisfaction working	Extremely satisfied	75	41.7
	A little satisfied	87	48.3
	Not satisfied	14	7.8
	Not satisfied to the fullest extent	4	2.2

Table 2: Distribution Burnout Levels among Nurses

Burnout levels	Frequency	Percent	Mean	Stander deviation
Low	61	33.9		
Moderate	104	57.8	35.22	6.023
High	15	8.3		
Total sample	180	100		

Table 3: Distribution Subdomain Burnout Levels among Nurses

Subdomains of burnout	Levels	Frequency	Percent
Emotional exhaustion	Low	61	33.9
	Moderate	104	57.8
	High	15	8.3
	Total	180	100
Depersonalization	Low	38	21.1
	Moderate	110	61.1
	High	32	17.8
	Total	180	100
Personal Achievement	Low	10	5.6
	Moderate	60	33.3
	High	110	61.1
	Total	180	100

Table 4: Determining the a Significant Difference in Burnout in Regard Age, Gender, and Number of Years of Work

Experience

Demographic data	Rating	F.	%	Burnout level			p-value
				L %	M %	H %	
Gender	Male	54	30	11.7	15.5	2.8	0.706 (T) N.S
	Female	126	70	22.2	42.2	5.6	
Age/ year	18-23	68	37.8	9.5	25.5	2.8	0.115(F) N.S
	24-29	81	45	13.3	26.7	5	
	30-35	15	8.3	3.9	3.9	0.5	
	36-41	5	2.8	2.2	0.6	0	
	42-47	7	3.9	3.3	0.6	0	
	48-53	2	1.1	1.1	0	0	
	54-58	2	1.1	0.55	0.55	0	
Number of years of work experience	1-4	132	73.3	19.4	46.1	7.8	0.003(F) sig
	5-9	32	17.8	7.2	18	1	
	10-14	4	2.2	1.1	1.1	0	
	15-19	5	2.8	2.2	0.6	0	
	20-24	4	2.2	2.2	0	0	
	25-29	1	0.6	0.6	0	0	
	30 and above	2	1.1	1.1	0	0	

T: T-test, F: ANOVA test, L(low), M(moderate),H(high). F Frequency % :Percentage, N.S: not significant, sig: significant

Table 5: Determining the Relationship between Burnout Levels among Staff Nurses toward their Socio-

Demographic Characteristics

Demographic data	Rating	F.	%	Burnout level			P-Value
				L %	M %	H %	
Marital States	Single	77	42.8	12.2	26.7	3.9	X^2
	Married	99	55	21.2	29.4	4.4	
	Divorced	1	0.6	0	0.6	0	N.S
	Widower	3	1.7	0.6	1.1	0	
	One year and less	107	59.4	17.8	35.5	6.1	0.82
Income	Sufficient	31	17.2	10	7.2	0	
	Sometimes is sufficient	99	55	16.7	33.3	5	
	insufficient	50	27.8	7.2	17.3	3.3	
Educational level	Diploma	60	33.3	13.3	18.9	1.1	N.S
	Technician	52	28.9	11.1	16.7	1.1	0.0
	Bacclruate	66	36.7	9.5	21.1	6.1	
	Master	2	1.1	0	1.1	0	
working Satisfition	Extremely satisfied	75	41.7	22.8	17.8	1.1	X^2
	A little satisfied	87	48.3	10.5	31.6	6.1	0.00
	Not satisfied	14	7.8	0.6	6.1	1.1	sig
	Not satisfied to the fullest extent	4	2.2	0	2.2	0	

L(low), M(moderate),H(high). F :Frequency % :Percentage

X2: chie-square-test. sig: significant df :degree of freedom, N.S: not significant

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