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# Burnout Syndrome in Hospital's Nurses: Causes and Consequences

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# BURNOUT SYNDROME IN HOSPITAL'S NURSES: CAUSES AND CONSEQUENCES

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## ABSTRACT

**PURPOSE:** The purpose of this research was to examine the causes and consequences of Burnout Syndrome among RNs in U.S. hospitals to identify solutions to this problem.

**METHODS:** The methodology was the review of the literature and a semi-structured interview. There were seven primary databases and two websites used in this research, and 35 articles were used for this literature review.

**RESULTS:** Causes and risk factors of burnout syndrome among RNs have been categorized into four major areas: individual, management, organizational, and work characteristics. Burnout syndrome rate among RNs with age under 30 years was 43.6% higher than RNs over 30 was 37.5%. It was found a clear relationship between high patient to nurse ratio to burnout syndrome. The consequences of burnout syndrome were increased turnover rates, poor job performance, and treat patient's safety.

**DISCUSSION/CONCLUSION:** Burnout syndrome in hospitals among RNs has been a phenomenon prevailed worldwide and an alarming issue that has negatively impacted the quality of care, safety of patients, and contributed to the RN shortage in the healthcare industry

**KEYWORDS:** Burnout syndrome, Causes, Consequences, hospitals, Registered nurses, shortage

## OBJECTIVE

The purpose of this research project was to examine the causes and consequences of burnout syndrome among the RNs in the U.S. hospitals to determine solutions for avoiding burnout syndrome among registered nurses.

## HYPOTHESIS

The hypothesis for this research was: the increased prevalence of burnout syndrome has been caused by an inadequate patient to nurse ratio and has enhanced physical, emotional exhaustion and has enlarged RN shortage

## BACKGROUND

- Burnout has been defined as the feeling of exhaustion from working long hours without rest.
- Burnout among RNs has been a great concern within the healthcare system and has reported in many hospitals.
- According to Bureau of Labor Statistics, the number of RNs in the U.S. have been three times higher than physicians and surgeons, which were only 708,300 physicians and surgeons compared to 2.8 million RNs in 2014. Of these RNs 61% have been worked in hospitals
- The number of employed RNs has increased only 17% between 2003 and 2012,
- The estimated RN shortage in the U.S. is expected to reach 1 million RNs by 2020

## RESULTS: Table 1: Causes of Burnout Syndrome among Nurses

References	Causes of RNs Burnout and risk factors
(Erickson & Grove, 2007)	Individual characteristics: Age <ul style="list-style-type: none"> <li>• There were 43.6% RNs &lt; 30 years suffered from burnout syndrome.</li> <li>• 37.5%. RNs &gt; 30 years had burned out</li> <li>• 46% RNs under 30 were less likely to cover up their emotional feelings.</li> <li>• 52%, RNs over 30 more likely to cover their feelings.</li> </ul>
(Old & Clarke, 2010)	Management characteristics: Mandated overtime: <p>Out of 5532 RNs, 1487 mandated to work unpaid overtime, and 4045 worked paid voluntarily over 35 hours a week.</p>
(Sharma et al, 2014)	Organizational characteristics: Workload <ul style="list-style-type: none"> <li>• 80% RNs complained no time to rest.,42% RNs had a severe stress, 45% RNs tired from their job.</li> </ul>
(Winer, 2014) (AACN,2011)	Organizational characteristics: patient to Nurse Ratio <ul style="list-style-type: none"> <li>• 7% decrease in patient's mortality rates for every additional RNs. Out of 232,342 patients, there were 4535 patients died within 30 days from admission with over 8:1 but with 4:1 there were 635 survived patients.</li> </ul>
(McHugh et al, 2011)	Work characteristics: Work environment <p>37% of RNs worked in non- nursing positions.</p> <p>34% of RNs burned out as a result of the inadequate work</p>

- Figure 1: According to a survey performed by NSI Nursing Solutions, vacancy rates in hospitals for RNs are more in 2017 than 2013.

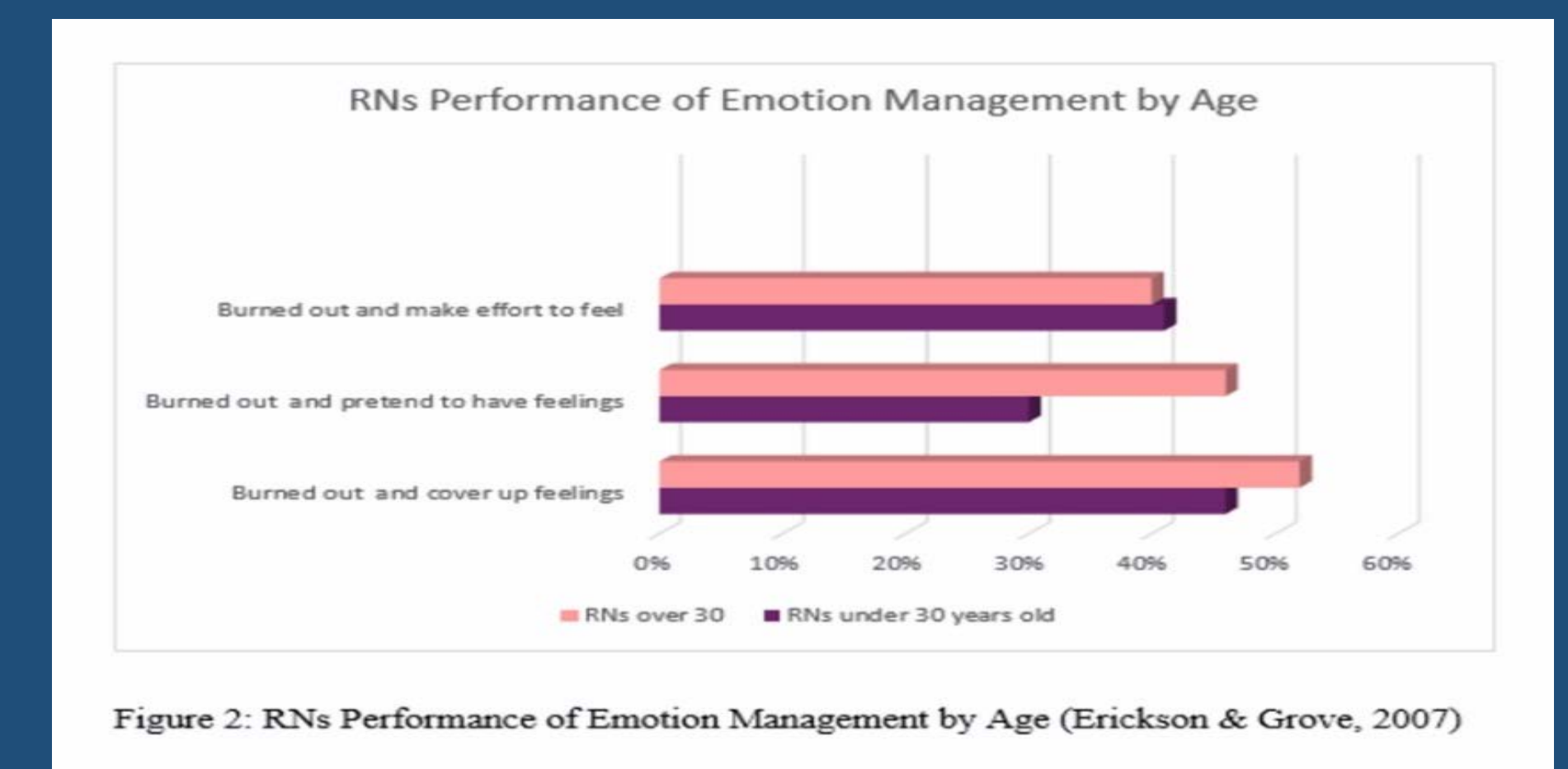
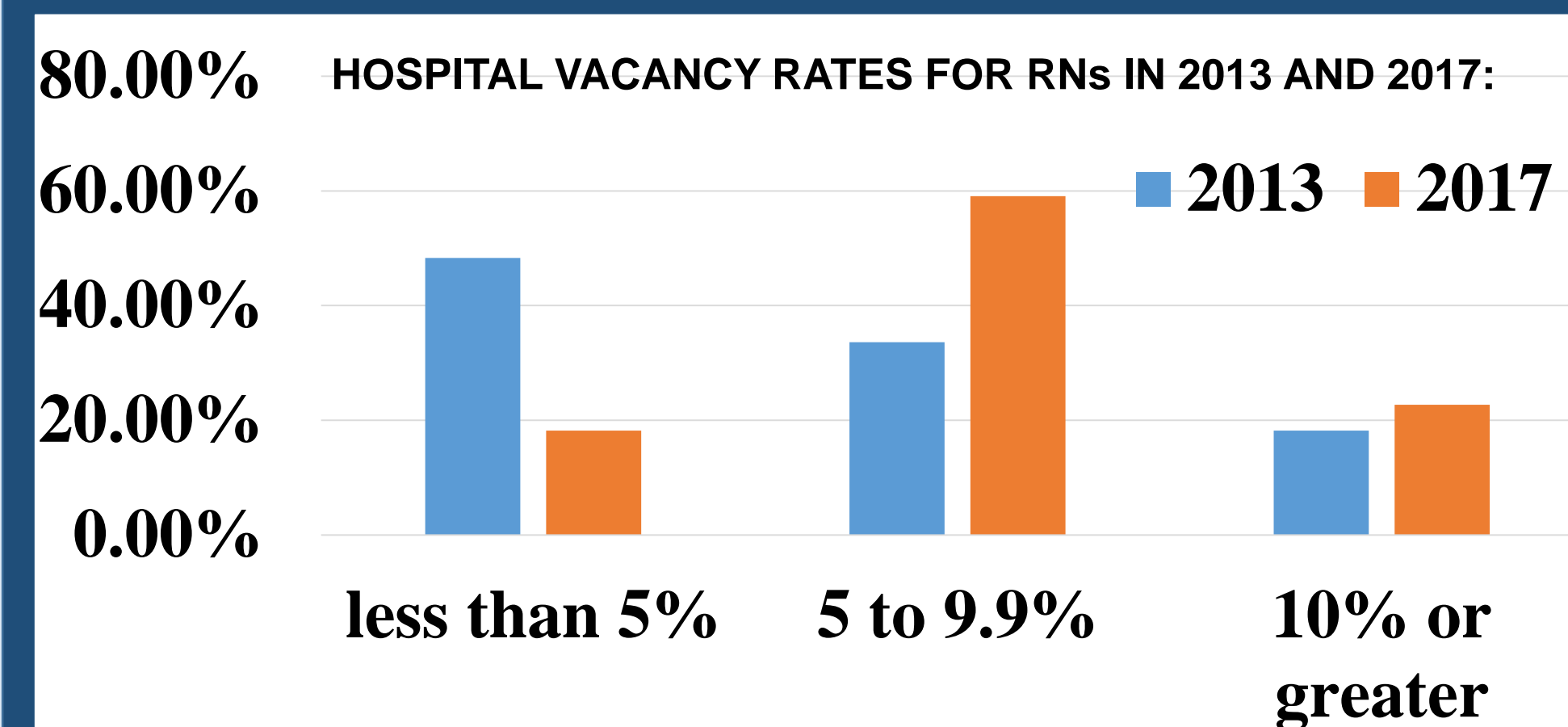


Figure 2: RNs Performance of Emotion Management by Age (Erickson & Grove, 2007)

## STUDY FINDINGS:

- Research showed that burnout syndrome among nurses has allied with poor quality care, patient's dissatisfaction, and increased number of medical errors, more infection rates, and mortality rates.
- RNs poor job performance due to burnout syndrome have reported that,
  - 9.6% RNs had a continuous needle stick or severe injury,
  - 15.1% gave wrong treatment or dose for their patients,
  - 19.8% have caused distress to their patients from falls,
  - 32.8% for work-related harms, and 35.2% for infections.
- It has also been demonstrated that there is a direct relationship between increase in the workload demand, bullying within the work environment, emotional exhaustion, job control, poor work environment, lack of engagement with the rise in turnover rates
- Issues concerning to burnout syndrome, have resulted in 54% turn over rate of RNs and had an indirect impact on patients' safety.
- Burnout syndrome has resulted in an increase in the mortality rate of 19.4% and readmission rates by 6.5%

**CONSEQUENCES:** High blood pressure, cardiovascular illness, Severe headaches, and sleep complications

## CONCLUSION AND RECOMMENDATIONS:

- It is suggested by this study that a healthy work environment, lower patient to nurse ratio, reduced working shifts and an increased pay, might result in decreasing the shortage and burnout syndrome among the RNs.
- It is imperative to collect information that will assist in analyzing the risk profile associated with burnout syndrome among the nursing staff.
- Decreasing the burnout syndrome of RNs can lead to increase the quality of services, improve the quality of life of RNs and reduce the RN shortage.

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