

Burnout Syndrome, Shift Work Disorder, Work Rumination and Quality of Work Life among Nursing - A Valuable Staff

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INTRODUCTION

Nursing is a profession within health care sector, focused on the care of individuals, families, and communities so that they may attain, maintain, or recover optimal health and quality of life. Nurses play a pivotal role in the health care system. Today, nursing profession is facing numerous challenges, leading to poor quality of nursing care delivery to patients. In an attempt to look into this problem, this study considers the following concepts-

➤ **Burnout Syndrome (BOS)-**

First described in 1970s, it is a work-related constellation of symptoms that usually occur in individuals without any prior history of psychological or psychiatric disorders. Burnout is a state of emotional, mental and physical exhaustion caused by excessive and prolonged stress. The BOS symptoms include -exhaustion, depersonalization and reduced personal accomplishment.

➤ **Shift Work Disorder(SWD)-**

It is a circadian rhythm sleep disorder characterized by insomnia and excessive sleepiness at non-standard times affecting people whose work hours overlap with the typical sleep period.

➤ **Work Rumination -**

Within the occupational context, it is defined as the perseverative thinking or dwelling about problems and issues relating to work during leisure time. It includes: Affective rumination, Problem-solving pondering, Detachment

➤ **Quality of Nursing Work Life (QNWL)-**

It is the degree to which nurses are able to satisfy important personal needs through their experiences at the work organization, while achieving the organizations goals, to make meaningful contributions to their organization. Its dimensions include:

(1) Work life/home life (2) work design (3) work context (4) work world.

Rationale of the study:

Nurses in Third World countries such as India are not as highly valued as their Western counterparts. Nursing staff has been reported to face a relatively stressful work

environment, high mental and physical pressure, irregular scheduling, low salaries, limited job promotion, and socio-emotional pressures related to patients and partners. There is an outcry in health services regarding the lack of quality patient care and the poor standard of service delivery. The major problem in the discontinuity of the patient care is nurses' turnover. An important future challenge of the health care system is thus providing high quality services to meet the changing needs of both society and the health care workers. As the quality of care for hospital patients is affected by nurses' performance, it is highly essential to identify the challenges faced by nurses in their work life, and to address them. To this effect, the concept of Quality of Work Life, established to have important impact on attracting and retaining employees, improving their performance, reducing absenteeism, and job turnover, along with increased job and life satisfaction among employees, has captured the interest of researchers. A dearth of literature regarding concept of Quality of Nurses Work Life has been observed. This study assesses the prevalence of Burnout Syndrome and Shift Work Disorder among nursing staff, along with examining their individual and combined impact on QNWL. Deficits of published studies, particularly in Indian settings, in regard to SWD also exist. Moreover, no study has this far examined the afore-mentioned linkage by considering work-related rumination as a moderating variable in these relationships. This study would give an opportunity for the nursing staff to express their difficulty in professional life especially during shift work, and by assessing the prevalence of and impact casted by various challenges and moderators on the work-life of nurses, would help in designing effective intervention programs (occupational health, cognitive-behavioural, managerial, etc.) for improving the quality of work life of nurses that in turn improves the quality of patient care, thereby being beneficial for the management.

Method

Study Objectives-

1. To determine the quality of nursing work life in health care settings.
2. To examine the prevalence of Burnout Syndrome among nursing staff.
3. To diagnose the presence of Shift Work Disorder among nursing staff.

4. To examine the relationship between Burnout Syndrome, Shift Work Disorder and Quality of Nursing Work Life in health care settings.
5. To examine the influence of work-related rumination among nurses on their quality of nursing work life.

- Demographic profile
- Information related to work, salary, grievance redressal mechanism, work environment and public image of nursing.

Study Design- Correlational Design

Study Setting-

The study will be carried out in selected government and private hospitals in Varanasi.

Sample -

The sample will consist of registered nurses, both male and female, working in selected government and private hospitals in Varanasi.

Variables under study-

- Criterion variable-- Quality of Nursing Work Life (QNWL)
- Predictor variable---- Burnout Syndrome(BOS), Shift Work Disorder(SWD)
- Moderator variable--- Work Rumination

Data collection techniques and tools-

The data collection tools which will be used for the structured interview schedule will include:

(The following self-reported questionnaires for measuring the afore-mentioned variables exist. If Hindi adaptations of them are available then the same will be used making necessary modifications, else will do test adaptations for the purpose of this study).

- **Maslach Burnout Inventory-Human Service Survey for Medical Personnel** for Burnout Syndrome
- **Standard Shift Work Index Questionnaire** to assess shift work details, problems associated, etc.
- **Bergen Shift Work Sleep Questionnaire** to assess sleep problems associated with shift work
- **Work-related Rumination Questionnaire**
- **Brook's Quality of Nursing Work Life Survey**

Statistical Analysis-

The data analysis would be done using appropriate statistics.

