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Burnout: A Review of the Literature

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Problem

- Effects 48.9-66% of nurses¹
- Burnout leads to an increase in turnover intention²
- Burnout increases work absences and decreases general health in nurse^{3,4}
- Burnout increases the use of alcohol and drugs use in HCPs⁵
- Nurses who score high in burnout provide a lower quality of care with an increase in adverse events, infections, patient falls, and medication errors^{3,4,6-9}

Purpose

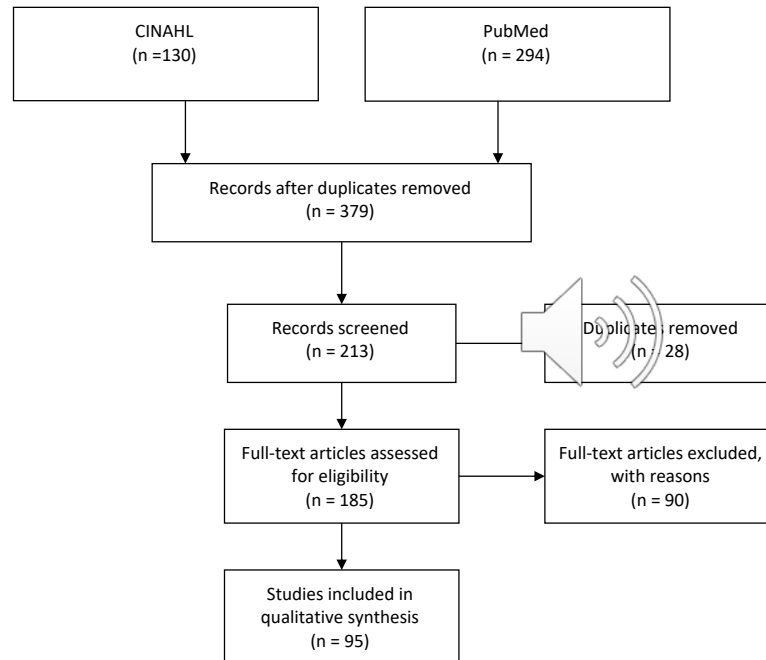
- The purpose of this review is to collect, review, and synthesize the literature on burnout in the nursing population.

Identification

Screening

Eligibility

Included



- The literature for burnout fell into three categories - The Individual, The Unit, and the Organization.
- A majority of what is known about burnout has occurred at The individual level, both in correlations related to developing burnout and what interventions have been used to mitigate or reduce levels of burnout.

Synthesis

	Individual	Unit	Organization
Higher Risk	<ul style="list-style-type: none"> • Demographic • Neurotic • Avoidant or Ruminating Coping • Social Support • Workload • Control 	<ul style="list-style-type: none"> • Shift • Hours Worked • Unit Type • IPE • Specialty Education • Interpersonal 	<ul style="list-style-type: none"> • Public Hospital • Leadership Style • Organizational Support • Magnet Hospital Qualities

Implications for Practice

Further research should be completed at the Unit level to further develop what is known about how interpersonal relationships develop burnout in nurses.

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