Burnout, well-being, and perception of meaningful work and nurses during COVID-19

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Table 1

Full Regression Results: Model Comparison for Perception of Meaningful Work X Concern with Personal Health and Well-Being

	Model 1			Model 2		
Predictor	B	$B\ SE$	β	B	$B\ SE$	β
Intercept	0.028	0.041		0.032	0.037	
CPHWB (A)	0.151**	0.041	0.151	0.160**	0.037	0.160
PMW (B)				-0.447**	0.037	-0.450
A X B				0.004	0.036	0.004
R^2	0.021**			0.22**		

Note. B represents unstandardized regression weights. β (beta) indicates the standardized regression weights. SE represents the standard error. * indicates p < .05. ** indicates p < .001

Table 2

Correlation Coefficients for concern for health and well-being (CPHWB), perception of meaningful work (PMW), and burnout (BO) in nurses

		M	SD	1	2	3
1.	PMW	3.54	0.65	-		
2.	CPHWB	4.21	0.79	0.021	-	
3.	BO	4.34	1.31	-0.45**	0.15**	-

Note. *indicates p < .01. **indicates p < .001

Concern for personal health and well-being (Z-score)

Key Findings

- CPHWB showed a statistically significant, positive correlation with burnout, $r(696)$= 0.15, p<0.001
- PMW and burnout were negatively correlated and statistically significant, $r(696)$= -0.45, p<0.001
  - PMW is a good predictor of burnout
- The correlation between PMW and CPHWB is not statistically significant, $r(696)$= 0.021, p=0.913
- About 22% of variance is explained by including PMW as a predictor of burnout in nurses
- PMW is not a significant moderator

Summary

We examined the association between employee burnout, concern for personal health and well-being (CPHWB), and perception of meaningful work (PMW) in nurses through the lens of the global pandemic. COVID-19 increases the risk of experiencing burnout due to added stressors, as predicted by the Job demands-job resources (JDR) model. Using a multiple regressions test, we found a statistically significant relationship between burnout and health concerns, unveiling PMW as a predictor of burnout as well. This discovery suggests methods to employ which stave off burnout, protecting employees' mental health.
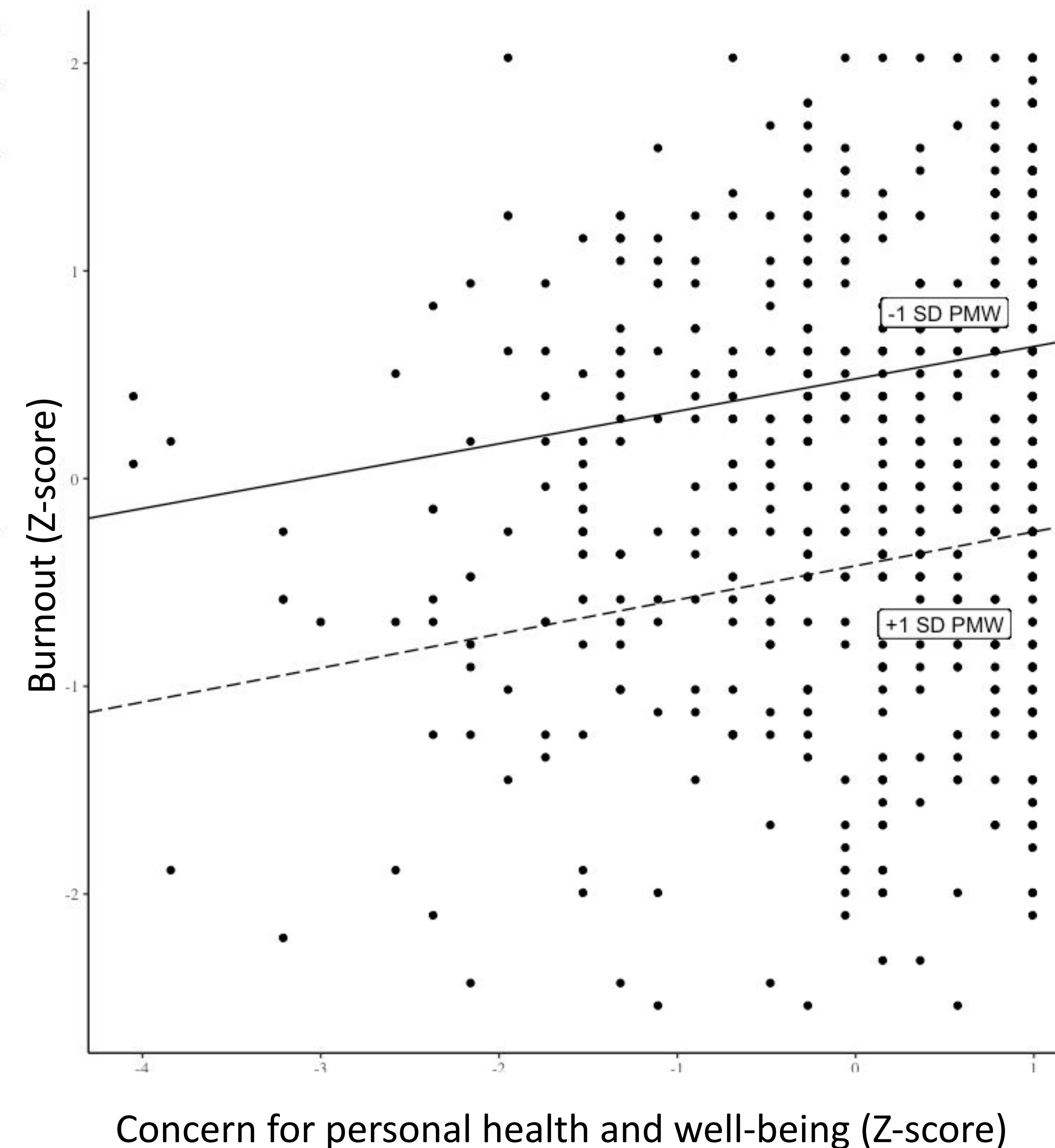
Research Questions

- RQ1: How has the global pandemic affected employee burnout in healthcare professionals?
- RQ2: What is the relationship between PMW, concern for personal health and well being (CPHWB), and burnout in healthcare workers?

Method

- Recruited a sample of healthcare workers (N=696) for a survey on safety and burnout during COVID-19, which was conducted between May 2020-April 2021
- Recorded various self-reported, descriptive statistics for the surveyed group
  - Age (M=33.09, SD=8.13)
  - Gender (6.24% Male, 93.5% Female)
  - Race (81.2% White)

Discussion & Future Directions

- This study shines a light on **FOUR** important aspects of employee burnout
  - How Covid-19 plays a role in burnout
  - How burnout itself affects nurses
  - What factors lead to the increased risk of burnout
  - What factors stave the effects of burnout
- **The implications of the study:**
  - offers evidence to educate the hospital administration
  - better equips future hospital staff with information to safeguard their mental health

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