

Mgr Aleksandra Łopatkiewicz

## **„Burnout and job satisfaction of nursing staff employed in psychiatric departments in Poland and selected countries in Europe”**

### **Abstract**

Professional burnout and job satisfaction of nursing staff employed in psychiatric wards in Poland and selected countries in Europe.

**Introduction:** Occupational burnout is a multifaceted disorder caused by chronic stress, occurring especially in people performing stressful functions. Among them are nurses. The essence of their profession is helping and caring for patients. Professional burnout affects nurses all over the world. Nurses working in psychiatric wards are particularly vulnerable to its occurrence. They experience long-term stress caused by unpredictable behavior of patients, including aggressive behavior directed towards them. Long-term work in constant tension can lead to the development of professional burnout, lower job satisfaction, and deterioration of psychosomatic health indicators. This doctoral dissertation consists of a series of three papers, two original and one review, which is a meta-analysis of research conducted by other authors.

**Aim of the study:** The main aim of the study was to assess the level of occupational burnout, psychosomatic health indicators and job satisfaction of psychiatric nurses in selected European countries. The specific objectives of the articles were as follows:

1. Analysis of the impact of selected socio-demographic variables, such as: level of education, seniority and age of respondents on the overall level of professional burnout

and its individual components among Polish psychiatric nurses.

2. Evaluation of the level of occupational burnout and indicators of occupational burnout as well as the psychosomatic health status of psychiatric nurses from six European countries and the impact of occupational burnout symptoms on the psychosomatic health status.

3. Meta-analysis of studies on the level of occupational burnout measured by the MBI method among European psychiatric nurses.

**Material and methods:** The first study (paper 1) was conducted in March 2019 in a group of 76 nurses and psychiatric nurses from two hospitals near Warsaw. The second study (paper 2) was conducted in the period November 2019–February 2020 and included 327 respondents (285 women and 42 men) working in psychiatric hospitals in six selected EU countries was conducted on a sample of n=740 psychiatric nurses, while in the qualitative analysis - on a sample of 2379.

In works 1 and 2, the diagnostic survey method and the questionnaire technique were used to carry out the study. The questionnaire contained two research tools: Maslach Burnout Inventory (MBI), David Goldberg General Health Questionnaire-28 (GHQ-28). In the review paper (paper 3), a systematic review of the literature from 2018-2020 on occupational burnout of nursing staff working in psychiatric wards in Europe was conducted.

**Results:** The analyzes of the examined variables measured by the MBI showed that education significantly differentiates the level of two dimensions of occupational burnout, such as: emotional

exhaustion and assessment of one's own achievements, and also affects the overall result of occupational burnout. The analysis of correlations using the GHQ-28 questionnaire between individual elements of health status and work experience showed that work experience correlates positively with functioning disorders (paper 1). The picture of occupational burnout of psychiatric nurses in individual countries turned out to be different. The lowest level of burnout and its components was found in nurses from Slovakia. The level of self-assessment of personal achievement and depersonalization was highest among nurses in Germany. Emotional exhaustion was the highest among nurses from Italy, they showed a low level of depersonalization. The level of depersonalization was higher in men than in women, but women had more problems with anxiety and insomnia. It was also found that depersonalization decreased with age and work experience, while the sense of personal achievement increased. The only burnout subscale that increased over time was emotional exhaustion. Almost all dimensions of mental health deteriorated with age and seniority. The symptoms of burnout and mental health have been shown to be linked. Emotional exhaustion turned out to be the strongest predictor of deteriorating mental health (paper 2). A meta-analysis (qualitative and quantitative) of studies published between January 1, 2018 and December 31, 2020 on occupational burnout of European psychiatric nurses showed that the level of burnout of the respondents in terms of emotional exhaustion and depersonalization was in the range defined as medium. The results from the sense of self-accomplishment dimension differed significantly in both analyses. The quantitative analysis showed a high, and the qualitative analysis a low level of own achievements in European psychiatric nurses. Depersonalization was at an average level in this group (paper 3).

**Conclusions:** Education significantly differentiates the level of two dimensions of occupational burnout, such as: emotional exhaustion and assessment of one's own achievements, and the overall result of occupational burnout. With the increase in seniority in a given workplace, emotional exhaustion increases and the level of functioning disorders increases (paper 1). The degree of depersonalization and professional burnout associated with the self-assessment of the level of personal achievements of the surveyed nurses decreases with age, seniority and seniority at the same employer. The dimension of burnout, the level of which increases with age and total work experience, is emotional exhaustion. As burnout increases, symptoms of mental disorders increase. Nurses with secondary education show a significantly higher level of professional burnout caused by low self-esteem of their own achievements (paper 2). A meta-analysis of the conducted studies showed that the level of burnout in terms of emotional exhaustion and depersonalization is average among the surveyed European psychiatric nurses. The highest level of burnout in the study group occurs in the dimension of own achievements. The factor that makes it difficult or impossible to carry out meta-analyses in this area is the fact that the authors use two measurement scales to measure their own achievements, i.e. the original Maslach scale measuring the level of their own achievements and the reversed scale measuring a reduced sense of their own achievements (paper 3).