



# A STUDY TO ASSESS THE LEVEL OF OCCUPATIONAL BURNOUT AND ITS EFFECT ON JOB PERFORMANCE AMONG STAFF NURSES WORKING IN SELECTED HOSPITALS AT VIJAYAPUR

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## ABSTRACT

**Background of the study:** Among health professionals nursing is most common stressful profession connected to emotional nature of patients who expect continuous care by nurses which results in inter professional as well as interpersonal conflict.associated with advanced health technologies and changes in work set up in different areas.

**Aim of the study:** To Assess The Level of Occupational Burnout And It's Effect On Job Performance Among Staff Nurses Working In Selected Hospitals At Vijayapur.

**Methodology:** A descriptive research design was used to assess occupation burn out and job satisfaction using the Maslach burnout inventory scale and Job performance scale for 100 staff nurses who were selected by using convenient sampling technique.

**Results:**It reveals thatmajority 34(34.0%) of the respondents were in the age group 25-27 years,52(52.0%) were females,47(47.0%) had monthly income between 5000-10000Rs,58(58.0%) were GNM, 52(52.0%) were married, 60(60.0%)were belongs to joint family. 46(46.0%) of the staff nurse had medium level of

burn out followed by 42(42.0%) who had high level of burn out, and remaining 12(12.0%) had low level of burn out. 58(58.0%) staff nurse had moderate job performance, 19(19.0%) had Good job performance and remaining 23(23.0%) had poor job performance.

**Key Words:** Job performance, stress, occupational burnout, staff nurses and Maslach inventory scale

## INTRODUCTION

Nursing is one of the most common stressful professional connecting patients who need long working hours by nurses which results in inter professional as well as interpersonal conflict associated with advanced health care set up in different areas.

Occupational burnout is a work place problem found throughout the world due to several conflicting goals. Burnout defined as a work related stress syndrome comprising symptoms of exhaustion and distant attitudes towards works it effect the job performance of the professionals leading to stress specially among nurses highly related in the international shortages in clinical care .In addition burnout has been associated with lack of satisfaction of patient care and other important quality of care.6

## PROBLEM STATEMENT

A Study to Assess The Level of Occupational Burnout And Its Effect On Job Performance Among Staff Nurses Working In Selected Hospitals At Vijayapur..

### Objectives of the study

1. To assess the level of occupational burnout among staff nurses.
- 2.To assess the effect of occupational burnout on job performance among staff nurses.
- 3.To find out the co-relation between level of occupational burnout and job performance among staff nurses.
4. To determine the association between level of occupational burnout and job performance among staff nurses with their selected demographic variable.

## ASSUMPTIONS

- Job dissatisfaction is most common among staff nurses.
- Staff nurses are at risk of burnout of stressors in working area.

## Hypotheses:

The following hypotheses will be tested at 0.05 level of significance.

- **H<sub>1</sub>:** There is a statistical significant co-relation between level of occupational burnout and job performance among the staff nurses working in hospitals at 0.05 level of significance.
- **H<sub>2</sub>:** There is a significant association between the levels of occupational burnout among staff nurses with their selected demographic variables at 0.05 level of significance.
- **H<sub>3</sub>:** There is a significant association between the job performances of staff nurses with their selected demographic variables

## MATERIALS AND METHODS

### Research design

Non experimental descriptive survey design was used

### Setting and population

The present study was conducted at Selected Hospitals Vijayapur and population was staff nurses

### Sample.technique and Sample size

sample of the study was 100 staff nurses selected through Convenient sampling technique

**Inclusion criteria:** Staff nurses who have completed their nursing education ( M.Sc[N] ,B.Sc[N] ,PBBS Nursing , GNM ), having 1 year experience and available at the time of data collection.

**Exclusion criteria:** Staff nurses who are sick and working at the level of manager/ supervisor/ administration/ Superintendent

**Variable under study are Independent variable :** Occupational Burn out,**Dependent variable:** Job Performance **and Demographic variables:** are age in years, gender, monthly income in rupees, education status, marital status, type of the family, area of working, working experience, working hours per day and working as

**Method of data collection and tool description:** The data were collected through structured questionnaires, consist of 3 section.**Section A includes 11 items of Socio-Demographic Data,Section B was Self-administered Modified Stress Rating Scale (Maslach inventory scale)5 point liker scale with Score interpretation Min=0max=6numberofquestions=26 Totalscore=102.The Section C: Self-administered Job Performance scale with Score interpretation-Min=1 and Max=3numberofquestions=13Total score=39**

**Results:** Majority 34(34.0%) of the respondents were in the age group of 25-7 years, 52(52.0%) of the staff nurse were females, 47(47.0%) staff nurse had monthly income between 5000-10000Rs, 58(58.0%) of the staff nurse were studied GNM, 52(52.0%) of the staff nurse were married, 60(60.0%) of the staff nurse were belongs to joint family, only 18(18.0%) had more than 4-6 years of experience, 51(51.0%) of the staff nurse working 6 hours/day, 42(42.0%) staff nurse who had high level of burn out, only 19(19.0%) staff nurse had Good job performance.

**Table no 1 :Correlation between occupation burn out and job performance among the staff nurse N=100**

Correlation		Burn out score	Job performance score
Burn out score	Pearson Correlation	1	0.632
	Sig. (2-tailed)		0.752
	N	100	100
Job performance score	Pearson Correlation	0.632	1
	Sig. (2-tailed)	0.752	
	N	100	100

Table no 1 showed that there is a correlation between occupational burn out and job performance level that is burnout score was 1 and Job performance score was -0.632.

#### **Association between occupational burnout and job performance with selected demographic variables.**

The result reveals that Burn out was associated with education status, area of working, work experience, working hours and working designation at 0.05 level of significance.

Job performance level was associated with socio-demographic variables such as gender, monthly income, education status, types of family, area of working, work experience, working hours and working designation but job performance showed high association with the age of the staff nurse at 0.05 level of significance.

## DISCUSSION

- Majority 34(34.0%) of the respondents were in the age group 25-7 years, 52(52.0%) of the staff nurse were females. 47(47.0%) staff nurse had monthly income between 5000-10000Rs, 58(58.0%) of the staff nurse were studied GNM, 52(52.0%) of the staff nurse were married, 60(60.0%) of the staff nurse were belongs to joint family, 60(60.0%) of the staff nurse were working in general ward, 60(60.0%) of the staff nurse had 0-2 year of work experience, 51(51.0%) of the staff nurse working 6 hours/day, 84(84.0%) of the study respondents were working as staff nurse
- Majority 46(46.0%) of the staff nurse had medium level of burn out followed by 42(42.0%) staff nurse who had high level of burn out, and remaining 12(12.0%) had low level of burn out.
- Majority 58(58.0%) staff nurse had moderate job performance, 19(19.0%) staff nurse had Good job performance and remaining 23(23.0%) had poor job performance.
- Occupational burn out does not have much impact on job performance of the staff nurse. So there was no correlation between occupational burn out and job performance level.
- Burn out was not associated with socio demographic variables such as variables such as age, gender, monthly income, education status, types of family, area of working, work experience, working hours and working designation at 0.05 level of significance.
- Job performance level was not associated with socio-demographic variables such as gender, monthly income, education status, types of family, area of working, work experience, working hours and working designation but job performance showed high association with the age of the staff nurse at 0.05 level of significance..

## CONCLUSION

Occupational burnout is a work place problem throughout the world due to practice in many different organizational areas with several conflicting goals. Job satisfaction among nurses is of vital importance to providers of health care because satisfied nurses appear to be endowed with the physical and emotional dexterity and the effort needed to perform their tasks that will enhance the quality of care provided to the patient. The present study was conducted to Assess The Level of Occupational Burnout And It's Effect On Job Performance Among Staff Nurses Working In Selected Hospitals. Majority 46(46.0%) of the staff nurse had medium level of burn out and Majority 58(58.0%) staff nurse had moderate job performance. Therefore study concludes that occupation burnout and its effect on job performance among staff nurses is common.

## RECOMMENDATIONS

Based on the study findings, the following recommendations were made for further study.

- The findings of the present study can be used as a guide of future research
- Intervention study can be undertaken to reduce the burnout
- The comparative study can be conducted between general hospital staff nurses with specialty hospital staff nurses.
- A study can be conducted in preventing aspect of burnout.
- To make the recommendation to the government to arrange compulsory medical check-up on the yearly basis for the nursing personnel.

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