



Stress And Burnout Among Nurses During Covid 19 Pandemic

Mrs.Mursila Nasri C .K,Assistant professor ,Korambayil Ahamed Haji Unity Women's College,Manjeri,
*Dr.Aravind J,Associate Professor,NSS College ,Manjeri

Abstract

Nurses the assets of each country work throughout day for serving the patients. The work life for them keep an high level tress and burnout in their daily life.As we look towards the country space majority of the nurses get migration to other countries .This shows up the severity of nurses in the kerala. At the time of Covid 19 it seems to be a horrified situation to nurses. The nurses care are available for 24hours .The work environment will definitely effect the work concentration. It shows that high stressful people with a low productivity. Rapidly this will leads to burnout and tremendous turnover. In that crucial time, India faces a shortage of prescribed strength of nurses. India has 1.7 nurses per 1000 population, which is 43% less than the World Health Organization norm (3 per 1000). Important reason for the shortage of nurses in the Indian medicinal sector are overworked, underpaid and often undervalued.

Index Terms: Work life,Stress,burnout,Turnover

Introduction

Health workers play a central and pivotal role in providing quality health care services. The health department furnishes the necessary services that promote health, prevent diseases and carryout healthcare services of individuals, families, communities based on the primary health care approach. Their services are available to ensure care and share feelings for 24 hours. Amidst the ongoing Covid-19 pandemic, nurses across the world wide have turn up as the heroes of the unprecedented crisis.

Nursing is generally perceived as a stressful and demanding profession. It is both physically and psychologically challenging as they deal with people who are suffering from major or minor health problems and life threatening situations (Bakker et.al, 2000).¹Nurses remain in the forefront to fight against the epidemics and pandemics. They provide primary care, treatment and provide vital medicines to patients on time. It is an unfeasible situation to win the battle against the virus without nurses as they are helping the doctors in the treatment of patients. Now they are the people inoculating Covid-19 vaccine to patients. In the successful management of any health crisis, nurses act as a crucial link between the patients and the rest of health care team.

When individuals face stress due to various conditions of their occupation and fail to cope with stress, it results into burnout. The employee who suffers burnout becomes disorganized, disoriented and it may result into harmful psychological and physiological effects. Burnout also adversely affects employees' turnover and leads to adverse impact on organizational effectiveness.

Significance of the Study

Covid 19 pandemic has made it a topic of discussion that every nation should invest in nursing jobs, education and leadership to achieve universal health coverage. As India continues its fight towards the pandemic, nurses are the front warriors against it by providing service to block the spread of virus. In that crucial time, India faces a shortage of prescribed strength of nurses. India has 1.7 nurses per 1000 population, which is 43% less than the World Health Organization norm (3 per 1000). This shortage is due to improper rural-urban distribution. Another important reason for the shortage of nurses in the Indian medicinal sector are overworked, underpaid and often undervalued. These prompt thousands of them to migrate overseas every year in search of better-paying jobs for the security of their families.

Since the beginning of the COVID-19 pandemic, healthcare workers have been under heavy workload conditions worldwide.² Limited resources, longer shifts, disruptions to sleep and work-life balance, and occupational hazards associated with exposure to patients with COVID-19 have contributed to adverse psychological outcomes among healthcare workers in terms of post-traumatic stress, insomnia, anxiety and depression. The COVID-19 pandemic may have also negatively impacted healthcare workers in terms of increased burn-out. Hence a study on burnout and stress among nurses is significant and important.

Research Problem

The study is proposed to be conducted in Manjeri Municipality. By the second wave, Covid 19 pandemic has resulted in an increased demand for healthcare services. On this situation, the Kerala government has allowed the private hospitals for the consultation of Covid patients. The employees in many sectors had a working of 8 hours, but in the case of medical services, nurses should work for 24 hours. In the conditions of Covid, increase in the Covid positive cases, emergency cases, quarantine stress and improper nurse patient ratio created a severe situation for the work life of nurses. As the demand for nurses and their services increases, stress level increases, this in turn may result in burnout. Hence, it becomes a problematic issue to make a study on the burnout and stress among nurses in Manjeri Municipality during Covid 19 pandemic.

Objectives of the Study

The following are the objectives of the study

1. To measure the level of stress among nurses during Covid 19 pandemic
2. To analyze the various causes and consequences of stress among nurses
3. To measure the level of burnout among nurses during Covid 19 pandemic
4. To analyze the various dimensions of burnout among nurses
5. To identify various measures for reducing stress and burnout.

Research Methodology

Measurement of Level of Stress

Level of Stress	Frequency	Percentage	Cumulative Percentage
Low	29	24	24
Moderate	53	44	68
High	38	32	100
Total	120.0	100.0	-

Source: Field Survey

This shows up most of the nurses are facing a high level of stress in their job.

Ranking of Factors causing Stress

An attempt is made to rank the various factors which cause stress among nurses. Nurses are asked to rank the various causes according to their opinion. Based on the mean ranks, it can be inferred that the most serious factor which cause stress among nurses is clinical environment (3.34). The other factors which cause stress are stress from taking care of the patients (3.18), stress from assignment and workload (3.11) and stress from peers and daily life (2.98). The least serious factor which creates stress is stress from lack of professional knowledge and skills.

Factors causing Stress

Factors	Mean Rank
Stress from lack of professional knowledge and skills	2.39
Stress from assignment and workload	3.11
Stress from taking care of patients	3.18
Stress from clinical environment	3.34
Stress from peers and daily life	2.98

Source: Field Survey Consequences of Stress during Covid 19 Pandemic

An attempt is made to study the various consequences of stress among nurses during Covid 19 Pandemic. The analysis of consequences of stress is presented below:

1. Feeling little enthusiasm to do work

27% nurses sometimes feel little enthusiasm to do work, 25% each never feel and seldom feel little enthusiasm to work, and 14% often feel it.

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	30	25.0	25.0	2.53	1.223
Seldom	31	25.8	50.0		
Sometimes	33	27.5	78.3		
Often	17	14.2	92.5		
Always	9	7.5	100.0		
Total	120	100.0	-		

Source: Field Survey

2. Feeling tired both physically and mentally

30% nurses seldom feel tired both physically and mentally, 26% sometimes feel, 20% never feel and 12% always feel tired both physically and mentally

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	24	20.0	20.0	2.64	1.262
Seldom	37	30.8	50.8		
Sometimes	32	26.7	77.5		
Often	12	10.0	87.5		
Always	15	12.5	100.0		
Total	120	100.0	-		

Source: Field Survey

3. Feeling frustrated in carrying out responsibilities

30% nurses never feel frustrated in carrying out responsibilities, 29% sometimes feel, and 22% seldom feel frustrated in carrying out responsibilities.

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	36	30.0	30.0	2.45	1.263
Seldom	27	22.5	52.5		
Sometimes	35	29.2	81.7		
Often	11	9.2	90.8		
Always	11	9.2	100.0		
Total	120	100.0	-		

Source: Field Survey

4. Feeling completely exhausted at the end of the day

26% nurses seldom feel completely exhausted, 25% never feel, and 22% often feel completely exhausted at the end of the day.

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	31	25.8	25.8	2.66	1.363
Seldom	32	26.7	52.5		
Sometimes	17	14.2	66.7		
Often	27	22.5	89.2		
Always	13	10.8	100.0		
Total	120	100.0	-		

Source: Field Survey

5. Feeling emotionally drained from work

35% nurses never feel emotionally drained from work, 25% seldom feel, 17% often feel and 15% sometimes feel emotionally drained from work.

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	42	35.0	35.0	2.33	1.279
Seldom	31	25.8	60.8		
Sometimes	19	15.8	76.7		
Often	21	17.5	94.2		
Always	7	5.8	100.0		
Total	120	100.0	-		

Source: Field Survey

6. Taken leaves due to stress

50% nurses never take leaves due to stress, 20% seldom take and 13% sometimes take leaves due to stress.

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	60	50.0	50.0	2.05	1.315
Seldom	24	20.0	70.0		
Sometimes	16	13.3	83.3		
Often	10	8.3	91.7		
Always	10	8.3	100.0		
Total	120	100.0	-		

Source: Field Survey

7. Giving only little attention to family

With respect to the statement “giving only little attention to family”, 38% nurses opine never take, 23% opine sometimes and 20% opine seldom.

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	46	38.3	38.3	2.28	1.277
Seldom	25	20.8	59.2		
Sometimes	28	23.3	82.5		
Often	12	10.0	92.5		
Always	9	7.5	100.0		
Total	120	100.0	-		

Source: Field Survey

8. Not getting good sleep

With respect to the statement “not getting good sleep”, 29% opine never, 28% opine seldom and 21% opine sometimes.

Level of Occurrence	Frequency	Percentage	Cumulative Percentage	Mean	SD
Never	35	29.2	29.2	2.46	1.315
Seldom	34	28.3	57.5		
Sometimes	26	21.7	79.2		
Often	11	9.2	88.3		
Always	14	11.7	100.0		
Total	120	100.0	-		

Source: Field Survey

Measurement of Level of Burnout

Average score is obtained for each component such as emotional exhaustion, depersonalization and personal achievement. The measurement of level of burnout is made as per the score range specified in Maslach Burnout Inventory (MBI), which is stated below in table

Maslach Burnout Inventory (MBI)

Components	Score Range	Level of Burnout
Emotional Exhaustion	17 or Below	Low
	18 to 29	Moderate
	30 and Above	High
Depersonalization	10 or Below	Low
	11 to 20	Moderate
	21 and Above	High
Personal Achievement	16 or Below	Low
	17 to 28	Moderate
	29 and Above	High

Source: Maslach Burnout Inventory (MBI)

The analysis of the level of burnout reveals that there is a moderate level of burnout among nurses during Covid 19 pandemic. The average score obtained for each component is shown in table.

Level of Burnout

Components	Average Score	Level
Emotional Exhaustion	20	Moderate
Depersonalization	18	Moderate
Personal Achievement	26	Moderate
Overall Level		Moderate

Source: Computed with Maslach Burnout Inventory (MBI) Strategies for reducing Stress

The analysis of the stress reducing strategies reveals that, 65 nurses adopt sleep, 62 nurses do physical exercises, 62 nurses establish connections with people, 57 nurses do yoga and meditation and 40 take breath therapy.

strategies for reducing Stress

Coping Strategies	Frequency
Yoga /Meditation	57
Physical exercises	62
Connect with supportive people	62
Enough sleep	65
Breath therapy	40

Source: Field Survey

Findings

- Only 35% of the nurses opine of too much work to do and faces unreasonable pressure for more work.
- Only 42.5% of the nursing staff were getting inadequate support from the side of hospital management and 33.3% of employees not getting help from co-workers under urgent circumstance.
- Only 28.3% of the nurses were not getting adequate salary for their work. The salary were get delayed and not provided the incentives.
- Only 12.5% of nurses were unsecure about their job and interested to get migrated to international borders.
- 37.5% of the nurses have stress during COVID19 pandemic and shows an increase stress level with dealing of COVID 19 patients.
- It was found that the burnout level of nurses in private hospitals is comparatively higher that of government hospitals.
- It found that burnout level of female nurses is comparatively higher than that of male nurses.

Suggestions

- The study reveals that the serious factor for cause of stress is stress from clinical environment. Hence the management needs to adopt appropriate measures for reducing stress from clinical environment.
- It was found that the nurse faces workload and it causes stress among them. Hence the work allocation and workload of nurses should be observed and checked.
- The study found that the frequent changes in the duty and shifts greatly affect the nurse's mental health. The frequent duty and shifts will lead to work sleep disorder. So they need to stick on regular sleep wakes schedule and avoid frequently rotating shifts.
- The study revealed that nurses faces highly stressful at treatment of Covid positive patients. Therefore they need to get clear instructions and precautions to be taken while treating of Covid positive patients.
- The nurses need to do meditations and yoga daily as they work under a emotional distress environment.
- The study revealed that nurses in Manjeri Municipality were getting delayed inadequate remuneration for their work. Hence they need to be provided a fair salary package at time.
- The study found that the nurses are unable to fulfill their personal needs due to the tight work schedule. Hence there should be breaks at the time of work for the nurses to meet their physiological needs.
- The study reveals that there is a moderate and high level of stress among the nurses in Manjeri Municipality. Even though the level of stress is moderate, it is important to reduce it. This will help to increase the work efficiency of the hospital from the present level.

Conclusion

Nurses are a group of workers subject to high degree of stress. The various factors which causes of stress were lack of professional knowledge and skills, work environment and workload. The study reveals that the stress and burnout faced by the nurses in Manjeri Municipality at the time of COVID 19 pandemic were moderate and high. The major cause of stress was the lack of professional knowledge and skill of nurses. Other factors were workload, difficulty in getting leave, treatment of COVID patient, delayed and unfair remuneration and lack of job security. The nurses mainly adopt enough sleep, physical exercise and connect with supportive people as the coping strategies of stress. The hospital managements and authorities should take the initiatives to overcome the employee's problems. A high productive unit of nurses can improve the hospital efficiency from the present level.