

MITIGATING NURSING BURNOUT AMONG NEW GRADUATE NURSES

What is Burnout?

Burnout is a result of continuous physical, mental, and emotional demand from a stressful workplace environment nurses face daily (World Health Organization, 2019).

AUTHORS

Roselle Baranda (A001068598) Sarah Clark (A00107668) , Lisa Kuzmich (A00046768), Megan Robbins (A00092405), Francis Orsi (A001067442), & Liv Yachuk (A00106218)

Introduction

Nursing burnout among new graduate nurses is a critical issue that impacts not only the individuals themselves but also the healthcare organizations. they work for and the patients they care for. The transformation from nursing school to clinical practice is often accompanied by high levels of stress, anxiety and uncertainty, which can increase the risk of burnout among new graduates (Laschinger et al., 2019). Understanding the factors contributing to burnout in this population and implementing targeted interventions is essential for promoting their professional development, job satisfaction, and overall retention in the nursing workforce.

Literature Review

- Burnout has recently been added to the International Classification of Disease (ICD) 11 (WHO, 2019).
- According to WHO (2019), burnout has become "an occupational phenomenon" (para. 1).
- "Available evidence suggested that about 10 to 50% of new nurses reported leaving their profession during their first years and even after 1 year" (Labrague & McEnroe-Petitte, 2018).
- The transformation from nursing school to clinical practice is often accompanied by high levels of stress, anxiety and uncertainty, which can increase the risk of burnout among new grads (Laschinger et al., 2019).

Results

Among the 13 studies reviewed that focused on newly licensed registered nurses and burnout, the documented occurrence of burnout varied from 12.3% to 46% (Edwards-Maddox, 2022). From our survey, new graduates gave direct suggestions to improve burnout which included:

- Better staffing ratios
- More support from management
- More team-based approaches for nursing care
- More orientation days
- Being paired with tenured staff for the first three months
- Offering incentive

Objective

Our project aims to investigate the underlying causes of nursing burnout, including excessive workload, long working hours, lack of support, and inadequate training. Ultimately, our team is working to identify potential solutions to mitigate the impact of nursing burnout.

Methodology

The methodology section will outline the research approach and data collection methods used in this capstone project, including:

- Qualitative research methods: interviews with new graduate nurses and nurse educators to explore their experiences, challenges, and perceptions of burnout
- Quantitative analysis of survey data to assess the prevalence of burnout and its associated factors among new graduate nurses
- Review of relevant literature and evidence-based practices in nursing education and professional development for new graduate nurses

PRIMARY SOURCES OF BURNOUT



Figure 1: Primary Sources of Burnout. In the qualitative survey conducted regarding primary sources of burnout, 14 newly licensed graduates who participated reported 61.9% heavy workloads, 52.4% inadequate resources and staffing, 38.1% emotional demands, 33.3% workplace culture, and 28.6% lack of support.

Conclusion

It is common for newly graduated nurses to experience reality shock upon entering the workforce. As such, providing adequate support is paramount to ensuring that they are well-equipped to handle the complex and dynamic demands of the healthcare profession. On top of the ongoing efforts to encourage stakeholders to implement structured training programs to provide additional support and mentorship for new graduate nurses during their first year of clinical practice, our team strongly advocates for colleges and universities offering nursing programs to incorporate training conferences that cover essential skills such as communication, time management, and burnout prevention. These conferences are tailored to prepare aspiring graduates to enter the workforce.

Symptoms Associated with Burnout

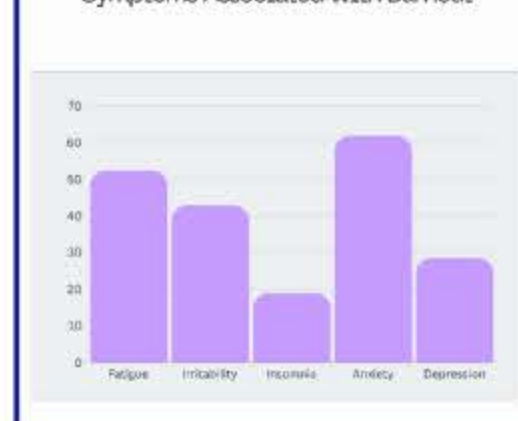


Figure 3: Symptoms Associated with Burnout. In the qualitative survey conducted, 14 newly licensed graduates who participated reported symptoms associated with burnout: 61.9% anxiety, 52.4% fatigue, 42.9% irritability, 28.9% depression, and 19% insomnia.

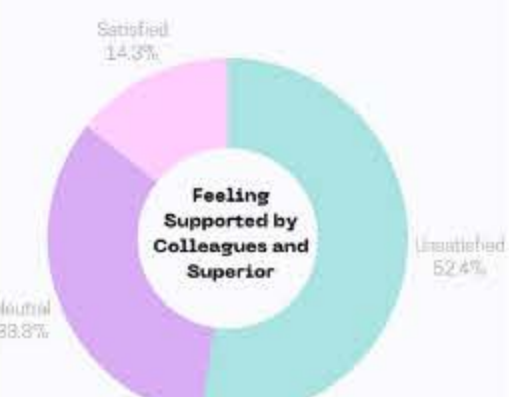


Figure 2: Feelings Supported by Colleagues and Superiors. In the qualitative survey conducted regarding feeling supported by colleagues and superiors of 14 newly licensed graduates who participated, reported, 52.4% felt unsatisfied, 33.33% neutral, 14.3% satisfied.

REFERENCES

- Edwards-Maddox, S. (2022). Burnout and impostor phenomenon in nursing and newly licensed registered nurses: A scoping review. *Journal of Clinical Nursing*, 32(5-6), 653-665, <https://doi.org/10.1111/jocn.16475>
- Labrague, L., & McEnroe-Petitte, D. (2018). Job stress in new nurses during the transition period: an integrative review. *Int Nurs Rev*, 65(4), 491-504. doi: 10.1111/inr.12425
- Laschinger, H. K. S., Wong, C., Read, E., Cummings, G., Leiter, M., Macphee, M., Regan, S., Rheame-Bruning, A., Ritchie, J., Burkoski, V., Grinspun, D., Gurnham, M. E., Huokstep, S., Jeffs, L., Macdonald-Rencz, S., Ruffolo, M., Shamian, J., Wolff, A., Young-Ritchie, C., & Wood, K. (2019). Predictors of new graduate nurses' health over the first 4 years of practice. *Nursing Open*, 6(2), 245-259, <https://doi.org/10.1002/nop2.231>
- World Health Organization. (2019, May 28). World Health Organization. Retrieved from Burn-out an "occupational phenomenon": International Classification of Diseases: <https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>