

Nurse Wellness: A Pilot Study

Measuring Nurse Wellness Through Concepts of Professional Fulfillment, Burnout, Psychological Safety, and Resilience at a Community Hospital

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Background

- Working in healthcare is stressful and is impacting the sustainability of the workforce¹⁻⁵
- Structural determinants and threats to nurse wellness are well studied; measurement is feasible with brief instruments⁶⁻¹⁸
- This study, inspired by nurses at the organization, will inform innovative strategies to address this crisis

Setting

- 171-bed Magnet *with Distinction*TM designated community teaching hospital in the Northeast United States

Purpose

- The aim of this study is to explore four components of personal wellness using a unique composite instrument consisting of existing validated instruments

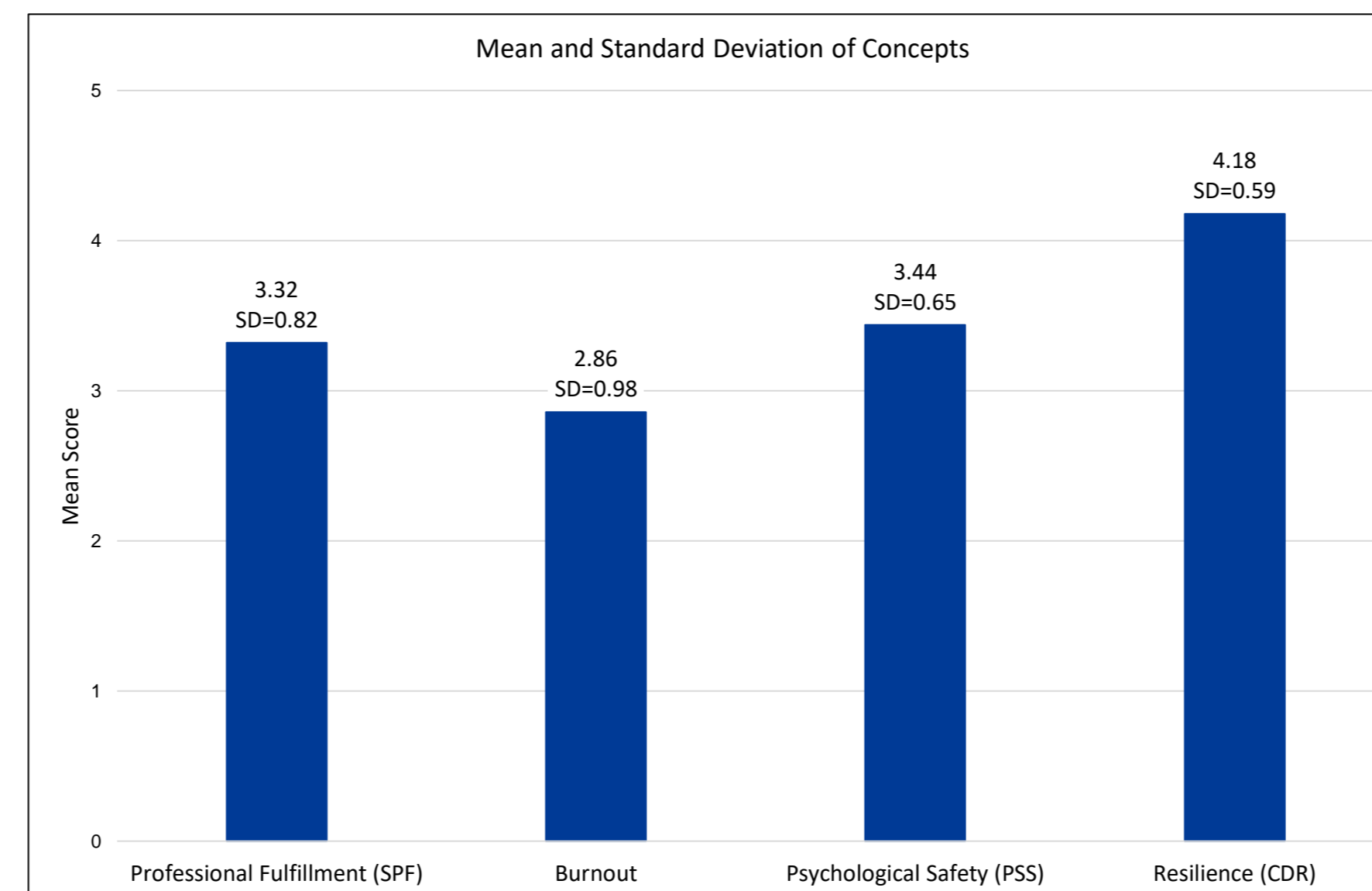
Demographic Characteristics of the Participants (n=96)*	
Sample Characteristics	n (%)**
Role	
Direct Patient Care	76 (79.2%)
Indirect Patient Care	17 (17.7%)
Practice Settling	
Ambulatory	39 (41.9%)
Inpatient	38 (40.9%)
Leadership, APRN, Other***	16 (17.2%)
Highest Education	
Diploma	2 (2.1%)
Associates	4 (4.2%)
Bachelors	60 (62.5%)
Masters	23 (24%)
Doctorate	4 (4.2%)
Years of Experiences	
<10 years	27 (28.1%)
>10 years	65 (67.6%)
* Response rate=19.2%	
** Does not add up to 100% due to missing data	
*** Other=IV Team, Case Management, Clinical Documentation Improvement	

Methods

- This IRB-approved, cross-sectional pilot study used purposive sampling to recruit from 500 registered nurses to answer the research questions:
 - What are the perceptions of nurses regarding their overall wellbeing in relation to concepts of: professional fulfillment (SPF), burnout, psychological safety (PSS), and resilience (CDR)?
 - What are the relationships of the variables described within the composite measure?
 - What is the effect of SPF, PSS, and CDR on burnout?

Results

Research Question #1



Research Question #2

- Significant associations: Direct care nurses scored significantly lower than indirect care nurses on SPF ($p=.001$) & PSS ($p=.011$)
- No significant differences between:
 - Years of experience with SPF ($p=.877$) & PSS ($p=.536$)
 - Years of experience ($p=.458$) & role ($p=.119$) with CDR
 - Years of experience with burnout ($p=.217$)
 - Role and burnout ($p=.052$)

Results continued

Research Question #2 continued

- Significant inverse relationship: burnout and SPF, PSS, CDR

		SPF	Burnout	PSS	CDR
SPF	Correlation Coefficient	--			
	Sig. (2-tailed)				
Burnout	Correlation Coefficient	-.602**	--		
	Sig. (2-tailed)	<.001			
PSS	Correlation Coefficient	.533**	-.364**	--	
	Sig. (2-tailed)	<.001	<.001		
CDR	Correlation Coefficient	.283**	-.216*	.207*	--
	Sig. (2-tailed)	.005	.035	.043	
n		96	96	96	96

** Correlation is significant at the .01 level (2-tailed).
* Correlation is significant at the .05 level (2-tailed).

Research Question #3

- Nurses with higher scores of SPF were 22.6% less likely to experience burnout ($p<.001$)
- Variables PSS, CDR, role, and years of experience did not contribute significantly to the logistic regression model

	B ^a	S.E.	Wald	df	Sig.	OR ^b	95% C.I. for OR ^b
SPF	-.256	.075	11.768	1	<.001	.774	(.668-.896)
PSS	-.024	.076	.100	1	.752	.976	(.842-1.133)
CDR	-.154	.238	.421	1	.516	.857	(.538-1.366)
Years of Experience	-.885	.597	2.197	1	.138	.413	(.128-1.330)
Role	-.056	.671	.007	1	.934	.946	(.254-3.523)
Constant	6.500	7.429	7.429	1	.006	665.203	

Note: SPF=Stanford Professional Fulfillment; PSS=Psychological Safety Scale; CDR=Connor Davidson Resilience
^a=Coefficient; ^b=Odds Ratio

Implications and Future Plan

- Professional fulfillment may be a strategy to address burnout
- Study expanded to secondary site with a national sample
- Recommend future qualitative research

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