

Practice Issue & PICOT Question

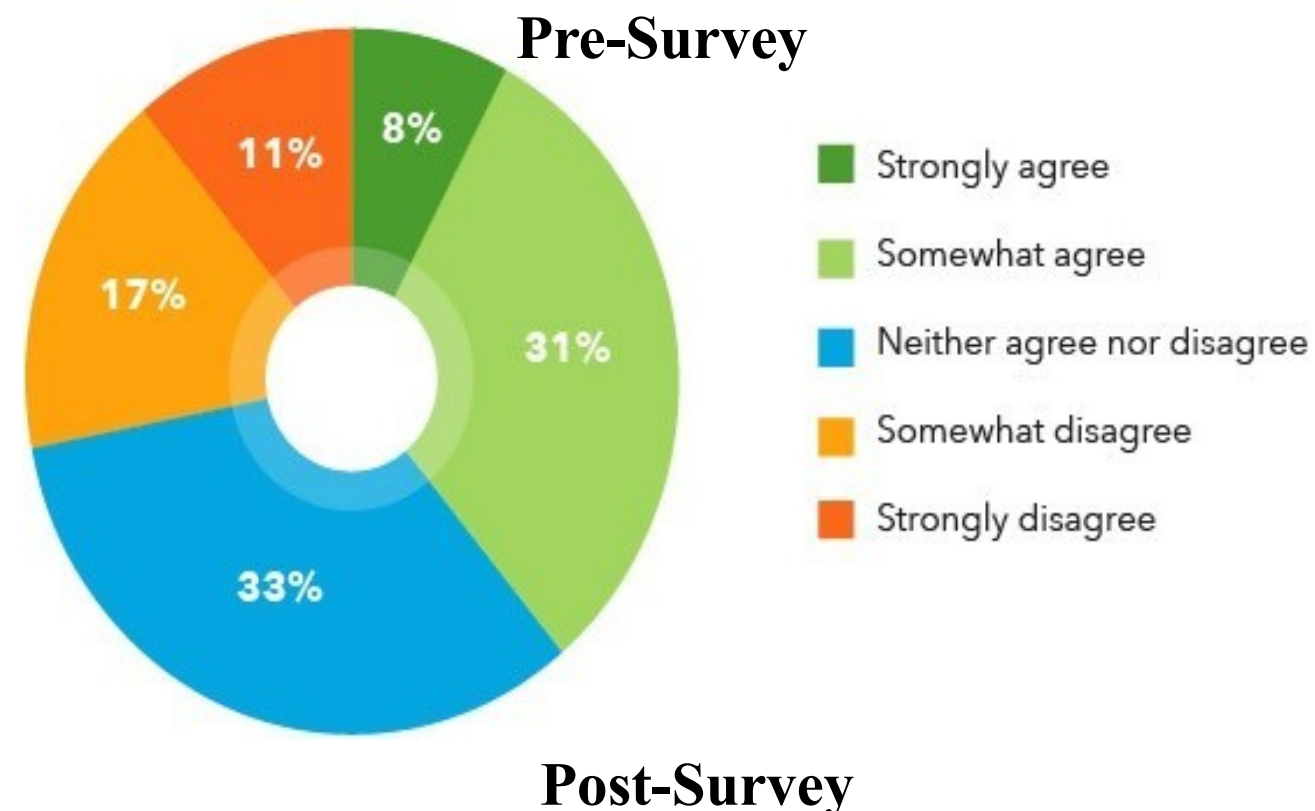
PRACTICE ISSUE

Nurses are reporting decreasing job satisfaction and occupational burnout more than ever before as a result of COVID-19. Healthcare facilities all across the world are understaffed, and nurses are overworked. As work expectations increase, many nurses find themselves working without regard for self-care. Extended exposure to stressful conditions and a lack of self-care. This can have a severe influence on nurses' well-being and performance, leading to burnout and decreased job satisfaction (Scholz et al.,)

PICOT QUESTION

Will offering nurses access to adequate self care interventions, compared to no interventions, reduce the incidence of nurse fatigue and burnout as measured by a pre/post survey over a 6-week period?

Evaluation/Results



Intervention

SETTING

Community comprising nurses, nursing students, and nursing administrative personnel.

CRITICAL PROJECT

MILESTONES

- Nurse self-care education/quality improvement project
- Pre-intervention surveys should be distributed to assess baseline nurse satisfaction and burnout.
- For six weeks, participants take part in self-care interventions of their choice for six weeks.
- Deliver a post-intervention survey to assess the self-care intervention's impact on nurse satisfaction and burnout.
- Results should be disseminated.

Conclusions

Self care Interventions Can Have A Positive Impact On Burnout & Nurse Satisfaction

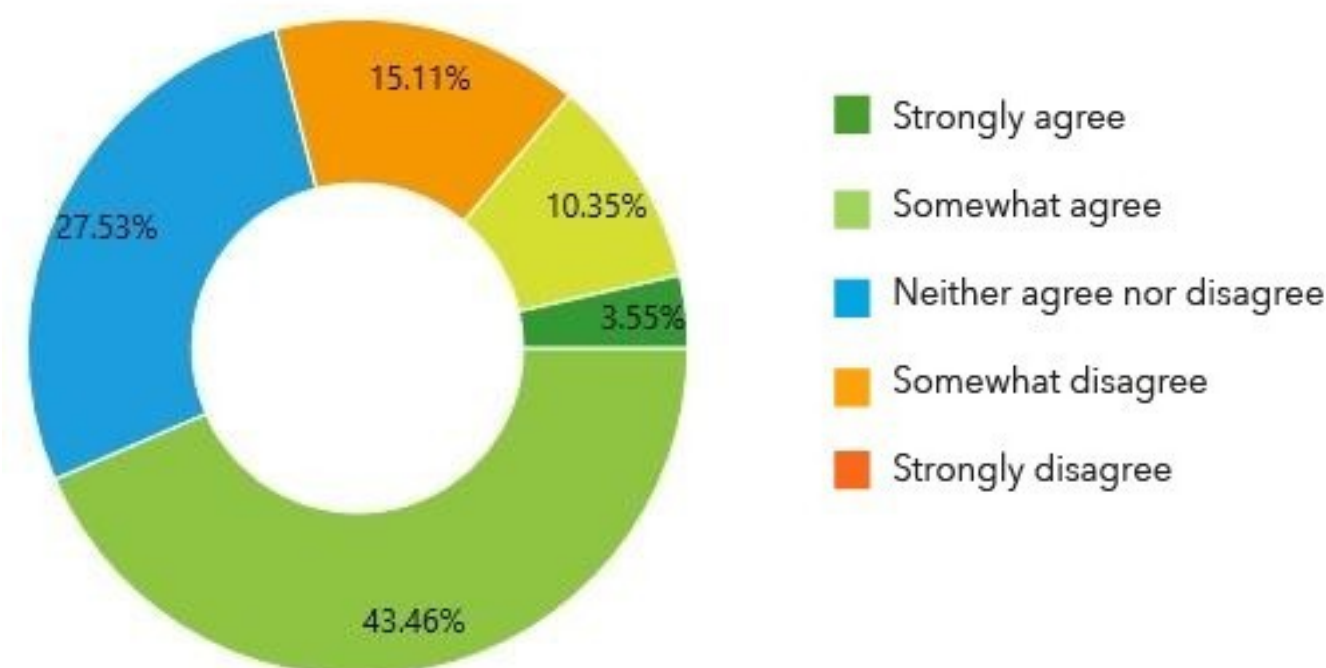
- Baseline nurse satisfaction rates were much higher than expected based on pre-intervention subjective data, and improved slightly more post-intervention.
- Burnout rates improved dramatically after intervention, with approximately 44% of respondents agreeing to burnout pre-intervention compared to only 31% agreeing to burnout post-intervention.
- Stress levels improved post-intervention as well, with 33% agreeing or strongly agreeing to experience stress at work prior to intervention compared to only 27% post-intervention.
- There were no significant changes in the tiredness, motivation, or interested/engaged questions following the intervention.

Review of Literature

Not having access to self care interventions such as exercise, meditation, vacations etc., can lead to increased stress and burnout, lowering job satisfaction and leading to nurses quitting their profession (Shah et al., 2021) (Connors 2019).

Awareness programs have been shown to help avoid burnout, relieve anxiety, and increase job satisfaction (Green et al., 2019); (Koutsimani et al., 2019),(Mudallal et al., 2020).

The research found that nurses could benefit from self care interventions such as exercise, meditation and yoga in the workplace while incurring minimum cost (Mudallal et al., 2020) (Parkesowich, 2019).



References

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