

BURN OUT AMONG NURSES

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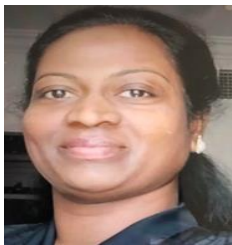
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DOI: <http://doi.org/10.47211/idcij.2020.v07i04.001>**ABSTRACT**

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands. Burnout refers to a collection of different physical, emotional, and mental reactions that occur in response to prolonged stress and overworking. Surprisingly, experts cannot agree on exactly how to define burnout, but in recent years it has been recognised as an actual diagnosis among medical professionals. According to the psychologists Herbert Freudenberger and Gail North, there are the 12 stages. Nurse burnout is the causes of physical, emotional, and psychological exhaustion related to the job is the most common. Personal and professional stressors are leading nurses to leave the field or retire early at alarming rates. We need to keep our thoughts positive, because our thoughts become our words.

Key Words: Burn out, nurse, stress management.

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INTRODUCTION

“Burnout is what happens when you try to avoid being human for too long”

— *Michael Gungor*

Burn out means - becoming exhausted especially from overwork. The term burnout was introduced by **Freudenberger** in 1974, when he observed a loss of motivation and reduced commitment among volunteers at a mental health clinic. Burnout is almost inevitable for nurses. With long hours of work, missing meals, and having to hold one's bladder for hours, that's really not surprising. Burnout can even make nurses quit and that is not even shocking, particularly with the environment they are working in.

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RELATED STUDY

Maslach et al (2001) found that emotional exhaustion has usually been reported to be more common among women, whereas depersonalisation has been more common among men. Negative work environments affected burnout (measured with a composite score) via job dissatisfaction, **Liu Y (2018)**. Burnout found as reduced job performance, poor quality of care, poor patient safety, adverse events, patient's negative experience, medication errors, infections, patient falls and intention to leave, **Dallora (2020)**. Paediatric nurses had the highest burnout symptoms prevalence rates among all specialties while Geriatric care nurses had the lowest, **Tiffany Woo, (2020)**.

According to the world Health Organization (WHO), occupational burnout is a syndrome resulting from chronic work related stress, with symptoms characterised by "feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy. "While burnout may influence health and can be a reason for people contacting health services, it is not itself classified by the WHO as a medical condition.

STAGES OF BURN OUT

According to the psychologists **Herbert Freudenberger** and **Gail North**, there are the 12 stages —

1. The compulsion to prove oneself: demonstrating one's worth obsessively tends to hit the best employees, those with enthusiasm who accept responsibility readily.
2. Working harder: an inability to switch off.
3. Neglecting needs: erratic sleeping, disrupted eating and lack of social interaction.
4. Displacement of conflicts: problems are dismissed; we may feel threatened, panicky and jittery.
5. Revision of values: values are skewed, friends and family dismissed and hobbies seen as irrelevant. Work is the only focus.
6. Denial of emerging problems: intolerance; perceiving collaborators as stupid, lazy, demanding, or undisciplined; making social contacts harder; cynicism, aggression; problems are viewed as caused by time pressure and work, not because of life changes.
7. Withdrawal: social life small or nonexistent, need to feel relief from stress, recourse to alcohol/ drugs.
8. Odd behavioural changes: changes in behaviour obvious; friends and family concerned.
9. Depersonalisation: seeing neither self nor others as valuable and no longer perceive own needs.
10. Inner Emptiness: feeling empty inside and to overcome this, look for activity such as overeating, sex, alcohol, or drugs; activities are often exaggerated.
11. Depression: feeling lost and unsure, exhausted, future feels bleak and dark.
12. Burnout Syndrome: can include total mental and physical collapse; time for full medical attention.

CAUSES OF BURNOUT

Nurse burnout is the causes of physical, emotional, and psychological exhaustion related to the job is the most common. Personal and professional stressors are leading nurses to leave the field or retire early at alarming rates.

Most common burnout symptoms:

- Exhaustion
- Lack of energy
- Constant fatigue
- Sleep disorders

- Reduced performance
- Concentration and memory problems
- Inability to make decisions
- Reduced initiative and imagination

Warning signals:

- Hyperactivity
- Voluntarily working overtime unpaid
- Concentration problems
- Decision-making problems
- Difficulties in performing complex tasks
- Dissatisfaction with one's own performance
- Feeling of a lack of recognition and appreciation
- Lack of humour
- Feelings of guilt
- Indeterminate anxiety and nervousness
- Restlessness
- Mistrust
- Frequent checking of the time at work

STRATEGIES TO OVERCOME THE STRESS**Mnemonics: "CDWEAM"****1. Communicate with colleagues**

Use the communication principles with both peers and subordinates to encourage a free exchange of ideas. Encourage opinions from other people. Listen to all ideas before formulating your own. Show the peers that we respect their ideas by encouraging them to contribute and listening to what they have to say, e.g. build and earn trust by getting personal but don't be too casual

2. Don't try to multitask

An adage states, "There is time enough for everything, in the course of the day, if you do but one thing at once; but there is not enough in the year, if you will do two things at a time." In essence, the more we multitask, the less we are able to accomplish, because we slowly lose our ability to focus enough to learn, e.g. Multitasking can slow down the brain.

3. Work toward a more positive work environment

A positive working environment is a workplace that promotes employee safety, growth and goal attainment. These environments are most conducive to a successful workforce as they encourage employees to perform to their highest ability, e.g. listen to everyone's ideas by recognising hard work and showing that the trust will move forward to positive environment.

4. Emotional Insight

With a higher level of emotional intelligence, nurses are better able to adapt and understand the needs of their patients. They can also better cope with the stress emotionally and improve their social skills, leading to long-term benefits in their occupational health, e.g. take care of physical health, focus on mastering skills and practising resilience.

5. Ask ourselves during stress related time

When there is feeling anxious or scared, the body releases stress hormones, such as Adrenaline and Cortisol. This can be helpful in some situations, but it might also cause physical symptoms such as an increased heart rate and increased sweating. In some people, it might cause a panic attack, e.g. If the person is always stressed, the real solution is to fix the original cause of the stress not the feeling of stress itself.

6. Manage the time

"Time management" is the process of organising and planning how to divide your time between specific activities. Good time management requires an important shift in focus from activities to results: being busy isn't the same as being effective, e.g. Set a time limit to each task by using a 'to-do-list' but don't abandon tasks.

CONCLUSION

“Keep your thoughts positive, because your thoughts become your words,
Keep your words positive, because your words become your behaviour,
Keep your behaviour positive because your behaviour becomes your habits,
Keep your habits positive because your habits become your values,
Keep your values positive because your values become your destiny”

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