Burnout, well-being, and perception of meaningful work and nurses during COVID-19

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We examined the association between employee burnout, concern for personal health and well-being (CPHWB), and perception of meaningful work (PMW) in nurses through the lens of the global pandemic. COVID-19 increases the risk of experiencing burnout due to added stressors, as predicted by the Job demands-job resources (JDR) model. Using a multiple regressions test, we found a statistically significant relationship between burnout and health concerns, unveiling PMW as a predictor of burnout as well. This discovery suggests methods to employ which stave off burnout, protecting employees’ mental health.

Summary

We examined the association between employee burnout, concern for personal health and well-being (CPHWB), and perception of meaningful work (PMW) in nurses through the lens of the global pandemic. COVID-19 increases the risk of experiencing burnout due to added stressors, as predicted by the Job demands-job resources (JDR) model. Using a multiple regressions test, we found a statistically significant relationship between burnout and health concerns, unveiling PMW as a predictor of burnout as well. This discovery suggests methods to employ which stave off burnout, protecting employees’ mental health.

Research Questions

- RQ1: How has the global pandemic affected employee burnout in healthcare professionals?
- RQ2: What is the relationship between PMW, concern for personal health and well being (CPHWB), and burnout in healthcare workers?

Method

- Recruited a sample of healthcare workers (N=696) for a survey on safety and burnout during COVID-19, which was conducted between May 2020-April 2021.
- Recorded various self-reported, descriptive statistics for the surveyed group:
  - Age (M=33.09, SD=8.13)
  - Gender (6.24% Male, 93.5% Female)
  - Race (81.2% White)

Table 1

<table>
<thead>
<tr>
<th>Predictor</th>
<th>Model 1</th>
<th>Model 2</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>B SE</td>
</tr>
<tr>
<td>Intercept</td>
<td>0.028</td>
<td>0.041</td>
</tr>
<tr>
<td>CPHWB (A)</td>
<td>0.151**</td>
<td>0.041</td>
</tr>
<tr>
<td>PMW (B)</td>
<td>-0.447**</td>
<td>0.037</td>
</tr>
<tr>
<td>A X B</td>
<td>0.004</td>
<td>0.036</td>
</tr>
</tbody>
</table>

\[ R^2 \text{ (Model 1)} = 0.021^{**} \]
\[ R^2 \text{ (Model 2)} = 0.22^{**} \]

Note: B represents unstandardized regression weights, β (beta) indicates the standardized regression weights. SE represents the standard error. * indicates p < .05, ** indicates p < .001.

Table 2

<table>
<thead>
<tr>
<th></th>
<th>M</th>
<th>SD</th>
<th>1</th>
<th>2</th>
<th>3</th>
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</thead>
<tbody>
<tr>
<td>CPHWB</td>
<td>3.54</td>
<td>0.65</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PMW</td>
<td></td>
<td></td>
<td>4.21</td>
<td>0.79</td>
<td>0.021</td>
</tr>
<tr>
<td>BO</td>
<td></td>
<td></td>
<td>4.34</td>
<td>1.31</td>
<td>-0.45**</td>
</tr>
</tbody>
</table>

Note: *indicates p < .01. **indicates p < .001

Key Findings

- CPHWB showed a statistically significant, positive correlation with burnout, \( r(696) = 0.15, p<0.001 \)
- PMW and burnout were negatively correlated and statistically significant, \( r(696) = -0.45, p<0.001 \)
  - PMW is a good predictor of burnout
  - The correlation between PMW and CPHWB is not statistically significant, \( r(696) = 0.021, p=0.913 \)
- About 22% of variance is explained by including PMW as a predictor of burnout in nurses
- PMW is not a significant moderator

Discussion & Future Directions

- This study shines a light on FOUR important aspects of employee burnout:
  - How Covid-19 plays a role in burnout
  - How burnout itself affects nurses
  - What factors lead to the increased risk of burnout
  - What factors stave the effects of burnout

- The implications of the study:
  - offers evidence to educate the hospital administration
  - better equips future hospital staff with information to safeguard their mental health

Concern for personal health and well-being (Z-score) vs. Burnout (Z-score)