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The Effects of Nurse Burnout on Hospitals, Patients, and Nurses

Nurse burnout negatively affects nurses, patients, and the economy. Because of this, solutions are being thought of, articles are being written, and many hospitals and nurses are trying to solve this problem. Nurse burnout is often debated and talked about. Why is it an issue? It is the burnout of one of the most fundamental parts of a hospital. Nurses are widely recognized as one of the most essential parts of a hospital. “RNs are the glue that binds a hospital together and enables it to serve its purpose: saving lives.” (Anderson, 91) Because of this essential role, nurse burnout affects healthcare quality worldwide.

What exactly is causing it? Nurse burnout may be caused by poorly designed working environments or understaffing, but there are other reasons. Solutions to nursing burnout should prevent the problem. Nurses have always felt stress. Nurse burnout is a problem that could be prevented, and prevention of this problem would lead to a better quality of care. Nurse burnout might be caused by understaffing or poorly designed working environments. Because of that, a solution that prevented this problem would be the most effective. This problem needs a solution because it will affect the quality of care and patient satisfaction in hospitals worldwide.

Healthcare providers and hospitals have always wanted to increase the quality of healthcare.

Nurse burnout decreases healthcare quality and is an issue that causes problems. Nurse burnout causes difficulties in the economy, hospitals, and patients. It contributes to unfortunate patient outcomes and nurses leaving the field. Hospitals can build better working environments and correctly staff nurses to combat this.

Nurse Burnout and Nurses

Whom does nurse burnout affect most? The nurses. It starts with the nurses and this is why it is so problematic. Nurses have always had difficult jobs. They must take vitals, assess patients, and administer medications. (Anderson 92) They are primarily responsible for taking care of the patients. Essentially, nurses are trying to fulfill patients' needs, whether it be physical or emotional.

Nurses must learn to cope with stress because they are charged with many demanding tasks. This means they have stressful jobs. They must deal with high-stress levels, challenging patients, trauma, long hours, and other difficulties. This has positive and negative aspects. It means being a nurse can be very fulfilling. It may also affect well-being negatively. And part of burnout is stress. Burnout causes high levels of stress.

Stress affects people's performance. It clouds judgment and affects decisions. This creates problems for patients and nurses. For nurses, this is very harmful. In more stressful areas of healthcare, such as the Emergency Room (ER), the Intensive Care Unit (ICU), and the Neonatal Intensive Care Unit (NICU), decisions made by healthcare professionals become more impactful. Furthermore, in some areas, decisions need to be made fast. Working in the NICU, nurses must have demanding situations daily. They must cope with stress and trauma. The pressure on nurses

in these areas is felt in large amounts and leads to poor health and well-being. A study on this showed the effects of stress on healthcare professionals and their beliefs and decisions while working in the NICU. It also aimed to show the correlation between that and nurse burnout. The study showed a significant correlation, with medium levels of burnout also associated with it (Vittner). Stress also affects nurses' well-being.

Nurses with low spiritual health may also feel burnout. Mental and emotional health are all part of burnout, but a study was taken to find if there was a correlation between spiritual health and nurse burnout. This study resulted in a correlation between spiritual health and the two types of nurse burnout. The first, depersonalization, showed a significant correlation with spiritual health, as did the second, emotional exhaustion (Rehman 279-82)

Many say that nurses aren't different because they feel stressed. It also could be an argument that people have stress in all jobs. In every career, there will be difficult situations that need to be dealt with. Feeling pressure as a nurse is unavoidable, so no actions are needed to solve this problem. And it is no surprise that nurses feel stress because patients' lives are on the line.

That is exactly why nurse burnout is a problem. While it is true that people feel stress often, nurses feel high-stress levels and should not feel too much simply because the patients cannot afford it. Difficulty coping with stress can lead to burnout. They shouldn't have stress affect their decisions. No one can keep nurses from feeling stressed. To do that would be impossible. With patients' lives on the line, it becomes vital to avoid as much stress as possible. Poor working environments and understaffing cause unhealthy levels of stress. Many of the

contributing factors to high levels of stress in nurses are things that we can fix. Improving the work environment would reduce unhealthy stress, as would correctly staffing nurses. Solving these problems would also lead to better nurse retention. Any decision by a nurse affects a patient. This is why the patients may also care about nurse burnout.

Nurse Burnout and Patients

It is essential to note the relationship between patients and nurses. Patients are primarily taken care of by nurses. It is more obvious how nurses affect patients, but patients also affect nurses. A study on nurses reported that 60% of nurses at a hospital felt the quality of care they gave was influenced by patient satisfaction ratings (Waldron 17). When bad decisions made by nurses impact patients' healthcare, problems arise.

Patients are also impacted by nurse burnout. When nurse burnout's more prevalent in hospitals, adverse event rates are higher. Nurse burnout results in bad decisions from nurses. When nurse burnout is in hospitals, nurses are more stressed and overworked, causing bad decisions. This affects patients and may extend their stay.

In hospitals with nurse burnout, mortality rates were higher (Schlak). This shows that burnout is prevalent in hospitals where this happens. There is always a chance of no correlation. However, many things make a relationship likely. First, nurses are the primary caretakers of patients. While doctors are the ones who recommend medicines and procedures, nurses are mainly responsible for carrying out orders. In the previous section, it was shown that nurse burnout causes unnecessary stress to nurses. The stress caused by burnout also causes poor decisions, which means nurse burnout may be a factor in patient outcomes.

Nurse burnout doesn't mainly affect nurses. When nurses feel symptoms of burnout, they make worse decisions. Nurse burnout affects patients and puts a significant impact on many people. Because of this, nurse burnout is anyone's concern.

A study was conducted in a hospital where nurse burnout was a problem. The effects of the study show that nurse burnout correlated with patient safety (Soósová 248-54). As well as affecting patient outcomes, nurse burnout may also affect their attitudes toward patients. Nurse burnout causes nurses to have bad attitudes toward patients, hurting their recovery. Nurse burnout negatively affects patient morale.

In critical care units, this is especially important. While patients are going under intensive care, they must have good morale. A study on the effects of nurse burnout on patients in critical care units was done. The results showed that emotional and physical exhaustion was hurting the hospital. The entire hospital, along with the patients, is being affected by nurse burnout. Emotional and physical exhaustion hampers care for nurses and physicians. This is why correct staffing is needed. Another thing that is needed is better working environments. There is a strain on frontline physicians and nurses that should be taken off so that they can help more people. They experience nurse burnout the most because of their demanding careers and poor working environments. Those might be some of the most important areas to remove nurse burnout from (Mohr 435-9).

Some may say nurse burnout is not a problem for patients and only affects nurses. Nurses feel stress, but their decisions made under pressure will not negatively affect the people taken care of. Some might say that the attitudes of nurses do not affect the patients.

This is not correct. These issues need solutions before they keep negatively affecting the quality of healthcare. The stress nurses feel affects patients. Decisions made by a nurse or doctors affect patients in some way or another. Many studies have shown that positive attitudes help recovery, but if nurses have negative attitudes, patients might do the same. Not only does nurse burnout cause issues for the patients.

How Hospitals Save and Improve When Nurse Burnout is Not a Problem

Nurse understaffing is a problem for patients. It affects them and their healthcare. Nurse burnout doesn't only affect them. Many people think that hospitals would save money by hiring fewer nurses. This only causes problems for hospitals.

When correctly staffed, hospitals save money. This decreases the length of the patient's stay. Unfortunately, many hospitals would prefer to hire fewer nurses so they don't have to pay for them.

Working environments impact nurse turnover intentions. When poor working environments are prevalent in hospitals nurses might leave the profession. Working environments impact people's emotional and mental health. When the working environment is negative for their health and well-being, nurses might want to leave (Chullen 48-50).

Hospitals save money when they take steps to better ensure nurse burnout is not a problem. When hospitals are understaffed, patients will have fewer nurses to take care of them.

Because many hospitals are understaffing nurse burnout has become a problem. With fewer nurses taking care of patients, they are more stressed. When there aren't enough nurses to take care of the patients their stay is extended longer. This costs the hospital more money.

It is important to see nurse burnout as an organizational issue. Many see nurse burnout as an individual issue. This could shorten the sights of hospitals because nurse burnout does not affect one person, but the whole. It is true in reverse because not just one person impacts nurse burnout, but an organization. Nurse burnout should be viewed in that way to find a correct solution (Jun).

While hospitals can control the working environments, they can also influence the number of nurses entering and leaving the field. There is a shortage of nurses. Hospitals improving the working environments might help fewer nurses want to leave the profession.

A study was conducted that showed statistically significant signs. Nurses would be attracted to the field if The shortage is affected by turnover intentions. Statistics show that recently in America, 25% of nurses were planning on leaving the profession within the next year. Astoundingly in England, it was worse, with 42% of nurses planning on leaving the field. Unfortunately in Sweden, the statistics were even worse, with 56% of nurses planning on leaving the field. In all of these countries, there were high amounts of emotional exhaustion (Chullen 49). All of these factors are impacted by workplace environments and staffing.

Hospitals save money and work better when there is less nurse burnout and correct staffing of nurses. Hospitals do not need to have enough nurses and can work to eliminate as many of the extra things as possible. This will help them to save money by eliminating their salaries. Nurses do not need to do many of the tasks they do every day. Eliminating these would save money for hospitals because nurses would have more time to work. Hospitals do not control

nurse burnout and do not need to worry about it. Because burnout is an individual problem, it would be easily solved.

Nurses are needed to do much of the work in hospitals and their tasks can't be eliminated. Hospitals are mainly the ones that impact understaffing and shortages and should help with a solution. Hospitals need to solve this problem as a company and not encourage nurses to try to do so individually.

The nursing field is currently facing shortages. In all specialties, more nurses are needed. At the same time, many nurses are quitting. This leads to many problems. With burnout, fewer nurses are found. While some want to attract nurses into their field, good working environments are necessary to attract people to the field. This will be one strategy used to combat the shortage (Brown 49-50).

Solutions to Nurse Burnout

Nurse burnout has many solutions, and sorting through the solutions already thought of will show new, improved solutions. It is seen that hospitals with poor working environments and low staffing have more nurse burnout. A correct solution for nurse burnout would prevent it from happening. Encouraging hospitals to eliminate poor working environments and correctly staff nurses is the best solution.

There are many solutions for nurse burnout, from making a law to prevent understaffing to improving workplace environments. Many solutions are unique, such as opening a garden in a hospital so that nurses can take breaks outside (Cordoza 509-12). Good solutions would do many different things. The best one would eliminate the factors that cause the problem. This would

help nurses who already feel nurse burnout, and prevent the problem in the future. What exactly are the problems? Poor working environments and understaffing.

Because of this, improving poor working environments and increasing staffing would solve the problem. This has been many peoples' lines of thought. How exactly would this happen?

If hospitals understood how burnout and understaffing impact them financially, they would want to correctly staff nurses and create better working environments. Correct nurse staffing and better working environments would not only increase nurse retention but attract more nurses to the field (Chullen 49).

Some people believe it would be better to make a law to force the correct staffing of nurses. This solution would enforce good working environments and help nurses to feel less emotional exhaustion. The issue was caused by hospitals and forcing them to change would be the best idea.

This solution would not be effective. A law would be unnecessary, so it should not be made. All that is needed is to advertise for good working environments. If hospitals understood the consequences of understaffing nurses and having poor working environments they would change it voluntarily. Furthermore, there is a major nursing shortage, and many hospitals cannot correctly staff nurses right now. This would cause many hospitals to go out of business. Helping hospitals improve their working environments would attract more nurses to the field and decrease the number of nurses feeling burnout.

Conclusion

Nurse burnout is recognized as an issue and many are looking for a solution. It affects patients, nurses, and hospitals in tremendous ways. Another way it hurts is that it limits the number of nurses coming to the field.

Hospitals would need to change. There are a lot of different solutions. A solution is valuable because nurse burnout negatively affects nurses, patients, and the overall quality of care. Nurse burnout causes many other problems, like adverse events, nurses leaving the field, and a shortage of new nurses. Nurse burnout happens because of stress and poor working environments. Fortunately, this is being recognized and solutions are being implemented. In the future, hospitals will have better working environments. Another study that could be conducted is on the effects of stress. Stress affects people in ways that are often unpredictable. It would be interesting to see how they affect the brain. The effects of stress are definitely seen in people experiencing nurse burnout. Because nurse burnout decreases stress, the negative effects of it will be seen less often. This will increase patient satisfaction and quality of care. We can attract more nurses to the field and look for a brighter future.

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