What are the contributors to job satisfaction, stress and burnout for haemodialysis nurses?

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What makes haemodialysis nursing unique?

- Frequent, ongoing contact with patients
- Patient who have complex care requirements often with multiple concurrent conditions
- Highly technical
Some definitions

- **Job satisfaction**
  - the ‘effective reaction to a job that results from the comparison of perceived outcomes with those that are desired’ (Fung-kam 1998)

- **Job stress**
  - the ‘divergence that exists between role expectations and what is being accomplished in that role’ (McVicar 2003)

- **Job burnout**
  - a psychological syndrome of emotional exhaustion, cynicism or depersonalisation (Maslach & Jackson 1981)
Search strategy

- Databases: CINAHL, Medline, Pubmed
- Keywords: Nursing job satisfaction or stress or burnout and haemodialysis or dialysis or renal
- Time frame: Jan 2000-December 2009
- Limitations: Original research published in English
  - Papers were included if:
    - Sample contained nurses working in the haemodialysis setting
    - The aim was to identify factors contributing to nurse job satisfaction, stress and burnout
  - Papers are excluded if:
    - Commentaries, reviews, editorials, conference proceedings
    - Assessed levels of job satisfaction, stress and burnout
# Search results

<table>
<thead>
<tr>
<th>Database</th>
<th>Search terms</th>
<th>Number</th>
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<tr>
<td>CINAHL, Medline, Pubmed</td>
<td>(Nursing+Renal+Dialysis+)</td>
<td>222</td>
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<td>job satisfaction</td>
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<td>job stress</td>
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<td>job burnout</td>
<td>54</td>
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- Total titles and abstracts reviewed: 222
- Articles retrieved and screened: 39
- Duplicates removed: 26
- First selection of articles: 8
- After review of reference lists: 1
- Final selection of included articles: 9
Job satisfaction

- Contributors to job satisfaction included:
  - Background of the nurse  (Arikan et al. 2007, Ross et al. 2009)
  - Organizational factors  (Brokalaki et al. 2001, Arikan et al. 2007)
Job stress and burnout

- Contributors to job stress and burnout include:
  - Difficult interpersonal relationships (Murphy 2004; Arikan et al. 2007)
  - Facets of patient care (Brokalaki et al. 2001; Murphy, 2004)
  - Violence and abuse from patients (Brokalaki et al. 2001)
  - Organisational factors (Dermondy & Bennett, 2008)
  - Lack of access to education (Murphy 2004; Ugur et al. 2007; Dermondy & Bennett 2008)
Discussion

- Identification of contributors can assist in the retention of haemodialysis nurses.
- Quality of relationship between colleagues, providing quality care and working in a safe environment are important contributors to job satisfaction.
- Support groups and mentorship may helpful to reduce stress among nurses (Dermondy & Bennett 2008).
Conclusion

- Contributors to job satisfaction, stress and burnout is multifaceted
- Addressing issues surrounding job stress and burnout can lead to increased retention of specialised nurses and improved quality of care delivered to patients
- Nurse managers play a crucial role
So what?
Questions?
References


