

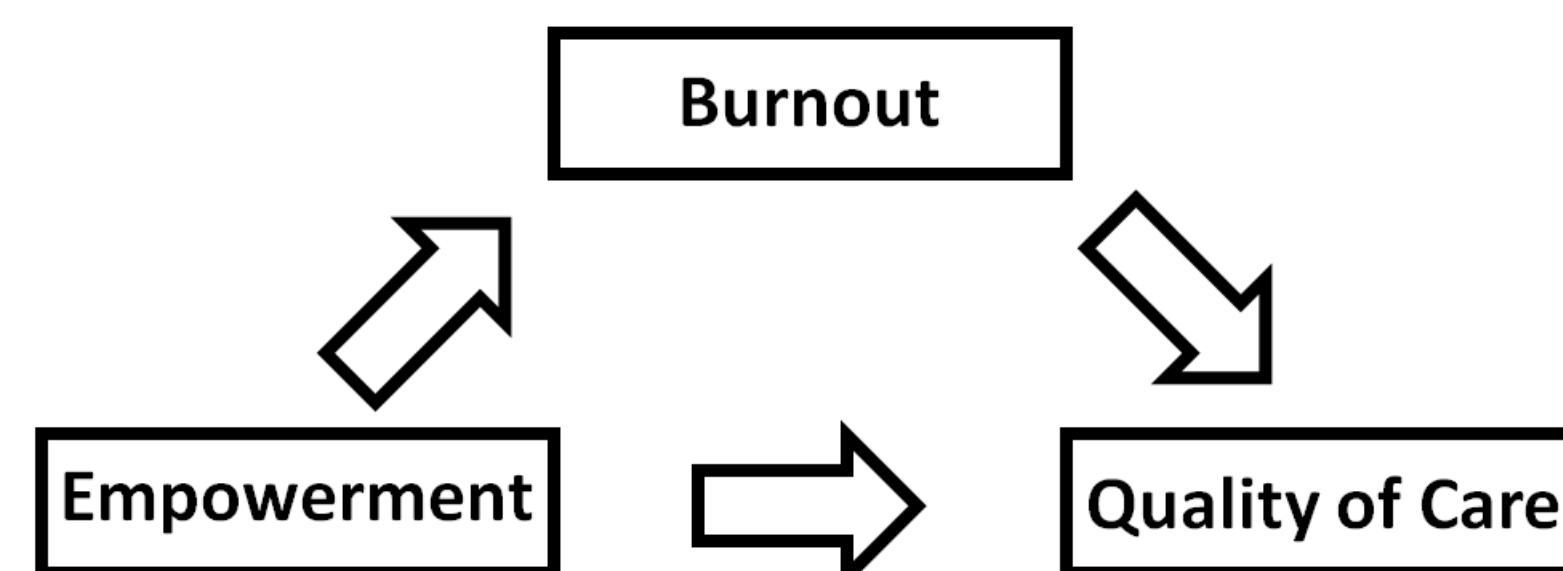
Purpose

- To examine the effects of structurally empowering work environments on burnout and subsequent quality of patient care among psychiatric/mental health registered nurses in New Brunswick, Canada

Background

- Burnout is heavily researched in nursing, but literature is lacking in the field of psychiatry/mental health^{4,5}
- The psychiatric work environment has unique stressors including: seclusion, suicidality, legal and ethical considerations of involuntary patients, and intense interpersonal relationships^{2,5}
- Burnout rates are thought to be higher in psychiatry/mental health nurses than medical/surgical nurses⁶
- New Brunswick is thought to have the highest levels of burnout in Canada³

Theoretical Framework



Hypotheses:

- Structural empowerment will have an inverse effect on burnout
- Burnout will have an inverse effect on quality of patient care
- Structural empowerment will have a positive effect on patient care
- Burnout will mediate the effect of structural empowerment on quality of patient care

Method and Instruments

- Quantitative, cross sectional survey:
 - Demographics
 - Maslach Burnout Inventory with Borgogni's interpersonal strain in place of inefficacy
 - Conditions of Workplace Effectiveness-II
 - Nurse-assessed Quality of Patient Care (single item)

Sample, Data Collection, and Analysis

- Sample will include all registered nurses in New Brunswick who have named psychiatry/mental health as their primary area of employment to their regulatory body (approximately 400)
- Data will be collected using an online survey, sent through e-mail by the provincial association
- Validity and reliability will be tested using confirmatory factor analysis in Mplus and Cronbach's alpha in SPSS
- Descriptive statistics and linear regression performed using PROCESS macro for SPSS



Potential Implications

- The results will show whether the proposed relationships in the hypothesized model are significant, and if so, to what degree
- Findings from this research may be used to educate and encourage the administration regarding the benefits of structurally empowering work environments, leading to positive practice changes
- This proposed research is needed for the wellbeing of nurses, as well as to improve quality of patient care to promote better health outcomes

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