Structural Empowerment, Burnout, and Perceived Quality of Care Among Psychiatric Registered Nurses

Woods, R. E.¹ & Read, E. A.²

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 health³,⁴

• The psychiatric work environment has unique stressors including: seclusion, suicidality, legal and ethical considerations of involuntary patients, and intense interpersonal relationships²,³

• Burnout rates are thought to be higher in psychiatry/mental health nurses than medical/surgical nurses⁴

• New Brunswick is thought to have the highest levels of burnout in Canada³

Theoretical Framework

Hypotheses:
1. Structural empowerment will have an inverse effect on burnout
2. Burnout will have an inverse effect on quality of patient care
3. Structural empowerment will have a positive effect on patient care
4. 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

References


Author Affiliations

1. BN, RN, CP(MHN)(C), Master of Nursing student, University of New Brunswick, Fredericton, NB.
2. RN, PhD, Assistant Professor, University of New Brunswick, Faculty of Nursing, Faculty of Health Sciences, Fredericton, NB.