

## Burnout, perceived stress and work satisfaction of intensive care unit nurses

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### Abstract

*Introduction:* ICU (intensive care unit) nurses may be exposed to considerable stress of work, and the high levels of stress affect the quality of nursing and the quality of work life. Recurrent factors contributing to work satisfaction and implicitly the quality of work life of ICU nurses includes autonomy, professional stress, and collaboration between nurses and physicians. Our study aimed to determine the occupational stress levels, burnout syndrome and work satisfaction among ICU nurses. *Method and materials:* The research was conducted in the Intensive Care Unit of Emergency Clinical County Hospital of Oradea, Romania. Data were collected using a questionnaire, 29 nurses (of the 35) were selected for this study. Professional stress factors have been assessed through Expanded Nurses Stress Scale (ENSS), burnout syndrome through Maslach Burnout Inventory HSS (MBI-HSS), while work satisfaction was measured by the NDNQI – Adapted Index of Work Satisfaction. *Results:* The highest levels of stress were associated with workload and conflicts with other health professionals, professional relationship between nurses have been described as the least stressful. About burnout levels, a high score for emotional exhaustion and depersonalization, and a low score for professional achievements were obtained. Professional satisfaction has reached an average level, relationships between nurses achieved the highest score, while organizational policies recorded the lowest score. Pearson’s correlation analysis identified professional stress ( $r=-0.366$ ,  $p=0.007$ ), burnout syndrome ( $r=-0.334$ ,  $p=0.025$ ), conflicts with physicians ( $r=-0.378$ ,  $p=0.008$ ) as factors that negatively correlate with. Active coping ( $r=0.609$ ,  $p<0.001$ ) and emotional support ( $r=0.416$ ,  $p=0.025$ ) positively correlated with work satisfaction. The fidelity of the scales was verified by the Cronbach’s alpha coefficient with values of 0.98 for ENSS, 0.73 for MBI-HSS, and 0.74 for NDNQI Adapted Index of Work Satisfaction.

### Keywords:

Occupational Stress; Burnout; Professional Satisfaction