

The relationship between burnout and organizational commitment among nurses working in nephrology departments



**Hillel Yaffe
Medical Center**
Affiliated with the Rappaport Faculty of Medicine,
The Technion, Haifa

Milana Haymovich, Dr. Noa Barar Yanai, Dr. Tomer Ziv

Background

Burnout is the individual's response to emotional pressures that accumulate over a period of time. The working environment of nurses is filled with a variety of difficulties and pressures that they must deal with in their daily work. The burnout phenomenon has many implications for both the individual and on the organizational level. These include the deterioration of the mental and physical health of the employees, the reduction in loyalty to the workplace, damage to the level of service provided by the employees, and quitting.

Objective

To describe the levels of burnout and loyalty to the workplace among nurses in the nephrology department and to examine the relationship between burnout and loyalty to the workplace.

Methods

A cross-sectional study involving nurses working in the Nephrology Department at the Hillel Yaffe Medical Center in Hadera. The data were collected using validated questionnaires.

Results

35 co-workers fulfilled all questionnaires. mean burnout scores were: 1.79 in the MBI and 2.71 in the SMBM questionnaires (indicating relatively low level of burnout). Mean workplace loyalty was 3.42 in the OCQ questionnaire (indicating moderate workplace loyalty). Moderate negative correlation was found between the level of burnout and the level of nurses' loyalty to the workplace ($r_s = -0.619$, $P < 0.001$). In multivariate analysis, the level of burnout, marital status, and number of children above 2 were significantly related to the level of loyalty to the workplace (respectively: Beta -0.709; -0.379; 0.421, $P < 0.05$).

Conclusions

we identified negative correlation between nurses burnout and workplace loyalty. These results emphasize the need to develop and implement strategic policies and programs to promote satisfaction and prevent burnout among nursing staff in general and among nurses in the nephrology field in particular.

