

A STUDY TO ASSESS THE LEVEL OF BURNOUT AMONG NURSES WORKING IN BONE MARROW TRANSPLANT (BMT) UNIT OF A TERTIARY CARE CANCER HOSPITAL.

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Background of study: -

Burnout syndrome pertains to the emotional, mental and physical exhaustion caused by excessive and prolonged stress. Subsequently, individuals develop negative attitude towards the job, co-workers and patients. There is a pressing need to address the issues of nurses who work round-the-clock in BMT unit.

AIM: -To assess the level of burnout among nurses working in BMT unit, to assess factors associated with burnout among nurses working in BMT unit, to determine association between burnout, socio-demographic characteristics and factors associated with burnout among nurses working in BMT unit.

METHOD

Investigate stress and burnout among nurses working in Bone Marrow Transplant (BMT) unit Advanced Centre for Treatment, Research and Education in Cancer (ACTREC), Tata Memorial Centre (TMC). Correlate stress and burnout among nurses with demographic variables.

A descriptive and exploratory quantitative approach was used in the present study. 30 Nurses working in BMT unit was selected and asked to complete the tool. Reliability and tool were established (0.7 Cronbrash's alpha) Tool consisted of demographic proforma and Inventory checklist (Maslach Burnout Inventory).

Discussion: - Majority (73%) of nurses were female. 53% were in age group 20-29 years, 10% were in age group of 40-49 years and 67% were married. Equal representation (40%) of diploma plus oncology nursing and degree nurses. Most (43%) had 3-5 years of experience and 23% had 11-15

years' experience. Working hours were around 42 hrs/week. Conflict was experienced with colleagues (10%), superior (20%) and patient (7%) and family members (10%).

Emotional exhaustion measures feeling of being emotionally overextended and exhausted by one's work. Around 77% of nurses had low level burnout and 23% had moderate burnout,

though few experienced emotional drain (20%), working too hard at job (13%) and felt working with people required effort (13%).

Personal accomplishment measures feeling of competence and successful achievement in one's work. All (100%) of nurses experienced high level of burnout.

Depersonalization measures an unfeeling and impersonal response toward recipients of one's service care treatment. Majority (83%) of nurses experienced high level of burnout. Every day effort has been taken to ensure that they accomplish things in their job (27%), easily understand what their patient's feel (60%), look after patient's problem effectively (63%), handle emotional problems very calmly (50%) and create relaxed atmosphere with patient (63%).

CONCLUSION: - The components of emotional exhaustion as experienced by nurse staff is 77% of low level burn out and 23% of moderate burnout. Personal accomplishment is 100% whereas in the component of depersonalization the moderate level of burn out is 10% and high level of burnout is 90%. It may result in failure to perform work and cause emotional distress for nurses.

- Short change from department, adequate nurse patient ratio, ensuring timely vacation, arrangement of get together, need for appreciation of work and counselling will help nurses to deal with the burnout experienced while working in BMT unit.

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