

Burnout risk and protection factors in certified nursing aides

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Studies have found a higher risk of burnout among employees in the healthcare sector. As such, this study focused on Certified Nursing Aides (CNAs) who have shown a high prevalence of burnout and are therefore considered an especially vulnerable group. The objective of this study was to identify the relationships between some organizational, personal, and sociodemographic factors and burnout. The final study sample included 278 working CNAs with a mean age of 40.88 (SD = 9.41). To compile the data, an ad hoc questionnaire was used to collect sociodemographic information. To collect professional and employment information, we used the Brief Emotional Intelligence Inventory for Adults, the Brief Questionnaire on Perceived Social Support, and the General Self-Efficacy Scale. The results showed that Burnout Syndrome is significantly and negatively related to all the emotional intelligence factors, self-efficacy, and perceived social support. The risk of burnout is higher in younger persons and in permanently employed professionals. General self-efficacy and stress management act as protective factors against the likelihood of burnout. This study suggests that organizations should urge coaching and transformational leadership training programs to promote the wellbeing and organizational commitment of workers. © 2018 by the authors. Licensee MDPI, Basel, Switzerland.

Burnout

Nursing

Protective factors

Risks

demography

health care

health worker

questionnaire survey

risk factor

adult

aged

Article

burnout

controlled study

emotional intelligence

employment status

female

health program

health survey

human

male

nursing assistant

occupational disease

occupational hazard

questionnaire

risk factor

self concept

social status

social support assessment

stress management

wellbeing