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ORIGINAL ARTICLE

A Study to Assess the Effectiveness of Self-Instructional Module on Knowledge Regarding Prevention and Management of Burnout Syndrome among Staff Nurses in Jimsh, Kolkata, WB

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ABSTRACT

A Study to assess the effectiveness of self-instructional module on knowledge regarding prevention and management of Burnout syndrome among staff nurses in JIMSH, Kolkata. West Bengal.

Objectives of the Study:

- To assess the pre-test knowledge regarding prevention & management of burnout syndrome among staff nurses.
- To administer SIM on prevention and management of burnout syndrome among staff nurses.
- To assess the post-test knowledge regarding prevention and management of burnout syndrome among staff nurses.
- To compare pre-test and post-test knowledge to evaluate the effectiveness of SIM.

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- To find out the association between pre-test knowledge with selected demographic variables.

A total of 52 subjects were chosen for the study. The instrument used to generate necessary data were structured questionnaire for knowledge assessment. The research design selected for the study was pre-experimental research design. It consists of, part-A, 8 demographic variables and part-B, 40 knowledge questionnaire. The study was concluded at the Jagannath Gupta Institute of Medical Sciences and Hospital, Budge-Budge, Kolkata.

Result: Significant findings of study are: Percentage of subjects between 22-25 year of age were (94.23%), 26-30 year of age (1.92%), more than 30 (3.84%). Percentage distribution of male was (9.61%) and female (90.38%). (5.76%) subjects were married and unmarried (94.23%). Subjects having qualification in B.sc. nursing (7.69%), GNM nursing (88.46%), M.sc. nursing (3.84%). Subjects having area of work in ICU ward (25%), General ward (53.87%), OT (17.30%) and others (3.84%). Subjects having total work experience in 1 years was (3.84%), 2years (13.46%), More than 3years (11.53%), less than 1 year (71.15%). Subjects having 6 hours' shift were (71.15%), 8 hours (21.18%) and 12 hours (7.6%).

The mean post-test knowledge score is 26.76 which is higher than mean pre-test knowledge score 22.26. The mean difference between post-test and pre-test knowledge score is 4.5 which indicate Self-instructional module is effective. In pre-test standard deviation was 11.218 and post-test was7.84. There was no association between pre-test knowledge score with selected demographic variables.

Conclusion: The study has shown that majority of the subjects had inadequate knowledge regarding prevention and management of burnout syndrome among staff nurses however the knowledge has significantly improved after that administration of Self-instructional module on prevention and management of burnout syndrome. Hence it was concluded that self-instructional module about prevention and management of burnout syndrome improved the knowledge of subjects.

KEYWORDS

• Burnout syndrome • Prevention • Management • Staff Nurse • Self-Instructional Module

INTRODUCTION

Burnout syndrome is a growing concern among healthcare professionals, particularly staff nurses. Prolonged exposure to stress, heavy workload, and emotional demands contribute to burnout, affecting job satisfaction, patient care, and nurse retention. Effective prevention and management strategies are crucial. This study aims to assess the effectiveness of a self-instructional module (SIM) on knowledge regarding prevention and management of burnout syndrome among staff nurses. The SIM will provide nurses with evidence-based strategies to recognize, prevent, and manage burnout, potentially improving their well-being, job satisfaction, and patient care. Nowadays, the demand is increasing with alterations in job attitude and increasing disappointment among the present staffs. There is a target for changing this noxious environment into a healthy workplace, head nurse and the researcher suspects that improvements can be perceived during recruitment and retention of nursing staffs, satisfaction in the job and outcome of the patient. Therefore, emotional exhaustion prevention in health workers, as well as nurses, provides significance in advancing the physical and mental health of these workers. Emotional exhaustion also a result of prolonged symptom of physical and psychological exhaustion results due to increased workload, stress and constant job pressure. It is well understood to progress in the liability in the constructional and emotional make ups in an organization. Globally, the public health system has been influenced and extended its limits

on the capacity and access while attempting to deliver quality of care. The challenges for the health care system, further complexes by the emergence of new more infections. Health care workers are continually exposed to the physical and emotional needs of their clients and are involved in multiplex connection with patients' families and have prolonged hours of working and are overloaded. According to **World Health Organization,** worldwide many of companies discussing about medical expenses and they have recommendations to invest more in increasing the standard of working environment and to safeguard the welfare of workers.

BACKGROUND

Nursing is one of the most stressful professions in the healthcare system. Nurses are expected to provide safe, efficient, and compassionate care to patients around the clock, often in challenging and emotionally charged situations. Continuous exposure to such stress without adequate rest, coping mechanisms, or institutional support can lead to burnout syndrome. Burnout has become a silent epidemic among nurses, threatening not only their physical and mental well-being but also the overall quality of healthcare delivery. Stress has been regarded as an occupational hazard since the mid-1950, in fact; occupation has been cited as a significant health problem. The nurse's role has long been as stress-filled based upon the physical labor, human suffering work hours staffing and inter relationships that are central to the work nurses do since the mid-1980. However, stress in nurses may be escalating due to the increasing use of technology, continuing rising care costs and turbulence within the work environment.

AIMS AND OBJECTIVES

- To assess the pretest knowledge regarding prevention & management of burnout syndrome among staff nurses.
- To administer SIM on prevention and management of burnout syndrome among staff nurses.
- To assess the post test knowledge regarding prevention and management of burnout syndrome among staff nurses.
- To compare pretest and post test knowledge to evaluate the effectiveness of SIM.
- To find out the association between pretest knowledge with selected demographic variables.

HYPOTHESIS

H0: There will be no significant difference between pretest and post-test knowledge score.

H1: Mean post test knowledge score of the staff nurses will be significantly higher than mean pretest knowledge score.

H2: There will be significant association between pre test knowledge score with socio demographic variables.

MATERIAL AND METHODS

Study design - Pre Experimental Research Design

Study setting - The main study was conducted in Jagannath Gupta Institute of Medical Sciences and Hospital (JIMSH), Kolkata, West Bengal.

Study population - Staff Nurses Working in JIMSH, Kolkata, West Bengal

Sample size -52

Sampling Criteria

Inclusion Criteria:

- Staff nurses working at Jagannath Gupta Institute of Medical Sciences and Hospital (JIMSH), Kolkata.
- Staff nurses who are willing to participate in the study.
- Staff nurses who are available during the data collection period

Exclusion Criteria:

- Nurses who are not register
- Nurses employed for less than the minimum duration (less than 6 months)
- Staff nurses who have already received formal training on Burnout syndrome prior to the study
- Staff nurses who are available during the data collection period.

Statistical Analysis Plan

Descriptive statistics

- Frequency and percentage distribution to analyze the demographic variables
- Mean, Mean %, Median, Standard deviation to assess the level of pre-test and post-test knowledge

Inferential statistics

- Comparison of Pre-test and Post-test burnout scores using Paired Z test
- Chi square test was used to associate the relationship between pre-test knowledge score and selected demographic variables

RESULT

Table 1: Comparison between pre and post-test knowledge among staff nurses in JIMSH **n=52**

Variables	Pre-test			Post-test		
	Mean	SD	Mean%	Mean	SD	Mean%
Knowledge	22.26	11.218	55.65%	26.76	7.84	66.9%

Table 2: Evaluation of effectiveness of SIM application among staff nurses of JIMSH **n=52**

Area	Maximum Score	Respondents Knowledge		
		Mean	Median	SD
Pre-test(x)	40	22.26	11-20	11.218
Post-test(y)	40	26.76	21-30	7.84
Effectiveness(y-x)		4.5		-3.378

Table 3: Comparison of pre-test and post-test burnout score of staff nurses using paired Z test

Paired Z-Test	Mean	Standard Deviation	Standard Error Mean	Degree of Freedom	Z Value	Significance (2 Sided)
Knowledge score (pre-test)	22.6	11.21	1.55	51	-2.37	0.018
Knowledge score (post-test)	26.76	7.8	1.08	51	-2.37	0.018

DISCUSSION

Part I: Description of the demographic variables of burnout syndrome

Subject were between 22-25 year of age (94.23%), 26-30 year of age (1.92%), more than 30 (3.84%). Subjects having male (9.61%) and female (90.38%). Subjects belong married (5.76%) and unmarried (94.23%). Subjects having qualification in B.sc. nursing (7.69%), GNM nursing (88.46%), M.sc. nursing (3.84%). Subjects having area of work in ICU ward (25%), General ward (53.87%), OT (17.30%) and others (3.84%). Subjects belongs to total work experience in 1 years (3.84%), 2 years (13.46%), More than 3 years (11.53%), less than 1 year (71.15%). subjects belong shifting hours at 6 hours (71.15%), 8 hours (21.18%) 12 hours (7.6%), multiple session (13.46%), one session only (5.76%), informal discussion (40.38%), never take any formal discussion session (40.38%).

Part II: Analysis of pre-test and post-test knowledge scores of nursing staffs regarding burnout syndrome

The mean post-test knowledge score 26.76 was higher than mean pre test knowledge score 22.26. The mean difference between post test and pre-test knowledge score was highly significant. In pre test standard deviation was 11.218. In post test standard deviation was 7.84.

The data was collected after obtaining the formal permission of subjects before administering the questionnaire. The final data was collected and analyzed by using both descriptive and inferential statistics in terms of mean, median, standard deviation, paired Z test and chi-square test.

CONCLUSION

The following conclusion was drawn based on the findings of the study–Mean percentage of knowledge level in pre-test was 55.38% with SD of 11.218, which has increased after administration of self-instructional module

about prevention and management of burnout syndrome among staff nurses with mean percentage of knowledge level in post-test by 66.15% with mean and SD of 7.84. The study was found to be effective in improving the effectiveness of SIM on knowledge regarding prevention and management of burnout syndrome among staff nurses.

Thus, the finding indicates that the knowledge of the staff nurses is increased regarding prevention and management of burnout syndrome through SIM.

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