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Nursing Burnout
8-Hour Shifts vs. 12-Hour Shifts

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Background

• To examine burnout between 12 and 8 hour shift work among registered nurses
• According to Stamm (2012), burnout is defined as “feelings hopelessness and difficulties in dealing with work or doing your job effectively.
• Low interest on Behavioral Health (BH) for 12-hour shift postings
• Staff expressed concerns about burnout working 12-hour shifts
• Professional Quality of Life Scale (PROQOL), a survey to measure compassion satisfaction, burnout and secondary traumatic stress (Stamm, 2012).

Purpose

To determine if longer shifts correlate to nursing burnout. Do registered nurses working 12 hour shifts have higher burnout than those working 8 hour shifts?

Methodology

• Professional Quality of Life Scale- burnout scale questions assessed burnout level
• Received 29 surveys total from these three units. TSU provided 12 responses. BH provided 10 responses. 7KS provided 7 responses.
• Compared burnout score results with 8-hour and 12-hour shifts

Evidence

• 12 hour shifts higher burnout, job dissatisfaction with work flexibility, medical errors and increased intent to leave (Dall’Ora, C., Griffiths, P., Ball, J., Simon, M., & Aiken, L.H. 2015).
• 12 hour shifts presented significantly higher stress than 8 hour shifts (Hoffman, A.J. & Scott L.D. 2003).
• Most nurses satisfied with 12 hour shifts. These reasons include lower commuting cost and better work-life balance (Smith-Miller, C.A., & Shaw-Kokot J. 2014).
• Higher scores on the PROQOL scale are associated with higher risk of burnout (Stamm, 2012).
• In the PROQOL, burnout level is determined by sum of responses; measured as low, average or high.

Conclusions

<table>
<thead>
<tr>
<th>Unit</th>
<th>8-Hour Shift</th>
<th>12-Hour Shift</th>
<th>Burnout Level on PROQOL Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>TSU</td>
<td>100%</td>
<td>86%</td>
<td>Both shifts Average Burnout</td>
</tr>
<tr>
<td>7KS</td>
<td>n/a</td>
<td>67%</td>
<td>12-Hour shift Average Burnout</td>
</tr>
<tr>
<td>BH</td>
<td>100%</td>
<td>100%</td>
<td>Both shifts Low Burnout</td>
</tr>
</tbody>
</table>

Barriers/ Limitations

• There were two incomplete surveys.
• 13 nurses worked 8-hour shifts, compared to 16 nurses on 12-hour shifts.

Renewed, 45% of nurses surveyed would prefer to work 8-hour shifts while 55% would prefer 12-hour shifts.

In conclusion, both 7KS and TSU had average burnout levels on both shifts. BH had low burnout levels on both shifts. Those who worked 12-hour shifts, compared with 8-hour shifts, did not have a higher level of burnout.

REFERENCES


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