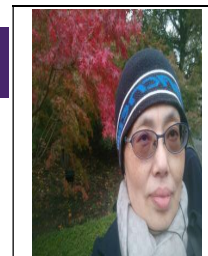


The Impact of Managerial Competency of Head Nurses on the Perceived Occupational Burn-out of Nursing Staff

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Abstract:

Aim : To explore the impact of the head nurse's managerial competences (HNMC) on the occupational burn-out of staff. **Background :** Occupational burn-out was considered as an essential factor contributing to the staff's leaving. However, little is known about the impact of HNMC on the occupational burn-out of staff.

Method : A cross-sectional survey conducted in a teaching hospital in central Taiwan which has 603 nurses. Questionnaires inquiring perceived HNMC, personal burn-out (PBO) and work related burn-out (WBO) were filled out in a network form.

Results : The respondents included 25 head nurses and 484 nurses. It was observed that 7 and 2 out of the 9 dimensions of HNMC respectively were significantly correlated with PBO and WBO scores in mild burn-out group.

Conclusions : HNMC did have impact on the occupational burn-out of staffs in mild group, but not in moderate and severe ones. Implications for Nursing Management
HNMC was essential for nurses in mild burn-out status. Crucial factors contribute to moderate and severe occupational burn-out requires would be the focus for further studies.



Biography:

Su Chen Yu She is a Ph.D. student in the Ph.D. program at Hungkuang University and director of the Nursing Department at Kuang Tien General Hospital, specializing in critical care, nursing education, quality management, nursing administration and nursing information.

Publications:

1. Impact of Job Demands and Resources on Nurses' Burnout and Occupational Turnover Intention Towards an Age-Moderated Mediation Model for the Nursing Profession
2. Work Stress and Burnout Among Nurses: Role of the Work Environment and Working Conditions
3. Burnout in nursing: a theoretical review
4. Competency-based management effects on satisfaction of nurses and patients
5. Frontline nurses' burnout, anxiety, depression, and fear statuses and their associated factors during the COVID-19 outbreak in Wuhan, China: A large-scale cross-sectional study

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