Differences in Burnout Levels Among Practicing RNs

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Center for Health Workforce Studies

- Established in 1996

- Based at the University at Albany School of Public Health

- Committed to collecting and analyzing data to understand workforce dynamics and trends

- Goal: Assisting health workforce planners to understand issues related to the supply, demand, distribution, and the use of health workers

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Today's Presentation

- Background
- Data and Methods
- Descriptive Statistics of RN Burnout
- OLS Regression on RN Burnout
- Key Findings
- Strategies to Address RN Burnout

Background, Data, and Methods

Background

- Registered Nurses (RNs) are the largest licensed component of the health workforce

- RNs work in all facets of health care, from physician offices to hospital inpatient units

- RNs provide and coordinate patient care, monitor patients' conditions, and provide patient and family education

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What Do We Know About RN Burnout?

- Demanding workloads, poor management and leadership, and overall stressful work environments are known to be associated with RN burnout

- Burnout is defined by physical or emotional fatigue or exhaustion, increased cynicism at work, and ultimately reduced effectiveness at work

- Burnout leads to increased RN turnover rates, poor job performances, and threats to patient safety and quality of care

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Data: New York RN Re-Registration Survey

- RNs complete a mandatory survey at time of their NY licensure re-registration (once every 3 years)
  - Survey started in November 2022

- Survey questions cover education, demographics, practice characteristics, future plans, job satisfaction, and burnout

- Burnout questions are only asked of those actively practicing as RNs in New York State

- Sample includes approximately 43,000 New York Patient Care RNs
  - Data is mainly from 2023

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Measuring Burnout

- Copenhagen Work-Related Burnout Inventory
- 7 Questions:
  - Is your work emotionally exhausting?
  - Do you feel burnt out because of your work?
  - Does your work frustrate you?
  - Do you feel worn out at the end of the working day?
  - Are you exhausted in the morning at the thought of another day at work?
  - Do you feel that every working hour is tiring for you?
  - Do you have enough energy for family and friends during leisure time?

Copenhagen Work-Related Burnout Inventory

- Each of the 7 questions is scored on a 5-point Likert Scale

- Each question is than assigned one of 5 values based on the answer: 0, 25, 50, 75, and 100

- The burnout index is then is calculated by adding up all the scores and dividing by 7

Results

NY Patient Care RNs

- Average Age: 44
- 85% Female
- Race/Ethnicity
  - 55% White, Non-Hispanic
  - 13% Asian
  - 13% Black/African American
  - 8% Hispanic
  - 12% Other/Mixed Race/Prefer Not to Answer
- 51% of RNs Work in Hospital Inpatient/Emergency Department Settings

Black/African Americans Reported Less Burnout Than Other Racial/Ethnic Groups

Work-Related Burnout by Demographics, 2023

Demographics	Low Burnout (0-25)	Moderate Burnout (26-50)	Hight Burnout (51-100)	Average Burnout Score
Gender				
Female	15.0%	43.6%	41.5%	47.5
Male	14.3%	43.6%	42.1%	49.4
Race/Ethnicity				
White, Non-Hispanic	12.1%	43.0%	45.0%	50.2
Asian	15.0%	44.6%	40.3%	48.2
Black/African American	26.3%	47.0%	26.7%	41.2
Hispanic	13.9%	42.5%	43.6%	49.4

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Older RNs Reported Less Burnout Than Younger RNs

Work-Related Burnout by Age Groups, 2023

Age Groups	Low Burnout (0-25)	Moderate Burnout (26-50)	Hight Burnout (51-100)	Average Burnout Score
20-29	6.5%	38.6%	54.9%	54.9
30-39	10.9%	42.3%	46.8%	51.4
40-49	15.8%	44.8%	39.5%	47.9
50-59	17.8%	45.7%	36.5%	46.2
60-69	22.9%	46.5%	30.6%	42.7
70+	44.7%	42.7%	12.5%	32.4

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RNs With Bachelor's Degrees Reported the Most Burnout

Work-Related Burnout by Highest Nursing Degree, 2023

Highest Nursing Degree	Low Burnout (0-25)	Moderate Burnout (26-50)	Hight Burnout (51-100)	Average Burnout Score
Associate/RN Diploma	19.8%	43.1%	37.1%	45.6
Bachelor's	15.2%	41.9%	42.9%	48.7
Master's	18.4%	44.2%	37.4%	46.2

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RNs Working in Hospital Inpatient and Emergency Department Settings Had the Most Burnout

Work-Related Burnout by Primary Work Setting, 2023

Work Setting	Low Burnout (0-25)	Moderate Burnout (26-50)	Hight Burnout (51-100)	Average Burnout Score
Hospital Inpatient/ED	11.3%	39.7%	49.0%	51.9
Hospital Outpatient	15.5%	46.9%	37.6%	46.7
Other Inpatient/LTC	20.4%	44.5%	35.1%	44.8
Other Outpatient	19.5%	47.5%	33.0%	44.6

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RNs Working in New York City and Long Island Reported Less Burnout Than RNs Working in Other Parts of the State

Work-Related Burnout by Geographic Location, 2023

Work Setting	Low Burnout (0-25)	Moderate Burnout (26-50)	Hight Burnout (51-100)	Average Burnout Score
Downstate*	18.1%	43.7%	38.3%	46.7
Upstate	12.6%	42.2%	45.2%	50.1

*Downstate includes the Department of Labor regions of New York City and Long Island. Upstate includes all remaining regions.

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OLS Regression Analysis

- Dependent Variable:
  - Work-Related Burnout Score

- Independent Variables:
  - Gender
  - Race/Ethnicity
  - Age
  - Highest Nursing Degree
  - Primary Work Setting
  - Geographic Location (Downstate vs Upstate)

Results From Regression on RN Burnout

Work-Related Burnout Regression Model, 2023

Variable	Unstandardized B	Standard Error	Standardized B	Significance
Constant	67.59	0.42		0.00
Female	-0.90	0.27	-0.02	0.00
Male	****	****	****	****
Hispanic	-1.91	0.36	-0.03	0.00
Asian	-2.13	0.29	-0.04	0.00
Black	-7.80	0.30	-0.13	0.00
Other Race	0.13	0.33	0.02	0.38
White	****	****	****	****
Age	-0.27	0.01	-0.18	0.00

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Results From Regression on RN Burnout

Work-Related Burnout Regression Model, 2023

Variable	Unstandardized B	Standard Error	Standardized B	Significance
Associate's	-0.69	0.23	-0.02	0.00
Master's	-0.29	0.33	-0.87	0.38
Bachelor's	****	****	****	****
Hosp. Outpatient	-4.71	0.30	-0.08	0.00
Other Outpatient	-7.01	0.38	-0.09	0.00
Other Inpatient	-4.35	0.36	-0.06	0.00
Other Setting	-7.15	0.24	-0.15	0.00
Hosp. Inpatient	****	****	****	****
Downstate NY	-2.82	0.24	-0.15	0.00
Upstate NY	****	****	****	****

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Conclusion

Key Findings

- Black/African Americans reported less burnout than other racial/ethnic groups

- Older RNs were less likely to experience burnout than younger nurses

- RNs working in hospital inpatient/emergency department settings reported more burnout than RNs working in other settings

- OLS Regression model only explains 10% of the variance in RN burnout, indicating there is still much to learn

Strategies to Address RN Burnout

- Identify risk factors for burnout

- Develop and/or expand resources for stress management such as employee assistance programs, wellness teams, and tranquility rooms

- Provide access to mental health services on- and off-site

- Address violence against RNs through zero tolerance policies, de-escalation training, and increased security

- Foster a supportive work environment through nurse engagement and empowerment

- Promote work-life balance

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Contact Information

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