

O55. Relationships Between Quality of Work-life, Burnout and Professional Commitment Among Nurses



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Introduction: Professional commitment has significant influence on nurses' job performance and patients' outcomes. An increasingly excessive workload seems to be an inevitable consequence of the advancement in medical technology. A worsening nurse-patient ratio and an increasing number of specific nursing tasks have a direct impact on nurses' quality of work-life. This high workload and poor working environment can lead to poor quality of work-life and eventually, burnout which directly affect nurses' job performance and professional commitment. This study was aimed to determine the relationships between quality of work-life, burnout and professional commitment among nurses.

Method: This study adopted a cross-sectional descriptive design. Nurses were recruited from two government and two private hospitals in Penang. Multistage sampling was used. A self-administered questionnaire was used to collect the data.

Results: A total of 417 nurses participated in the study. The present study found that nurses demonstrated a relatively moderate professional commitment with a mean of 35.71 (SD=5.63). About 54.9% of the nurses were satisfied with their working environment. Additionally, 39.6% and 23.7% nurses revealed mild and moderate burnout in emotional exhaustion. Age groups, study setting, job position, nursing tenure, current years of hospital experience and post basic were significantly associated with professional commitment among nurses. Conversely, there was a negative relationship between burnout and professional commitment. Burnout accounted 24.2% and work- life 13.2% of the variance in professional commitment.

Discussion/ Conclusion: The study highlights the importance of improving quality of work-life, reducing nurses' burnout in an effort to enhance professional commitment among nurses.