

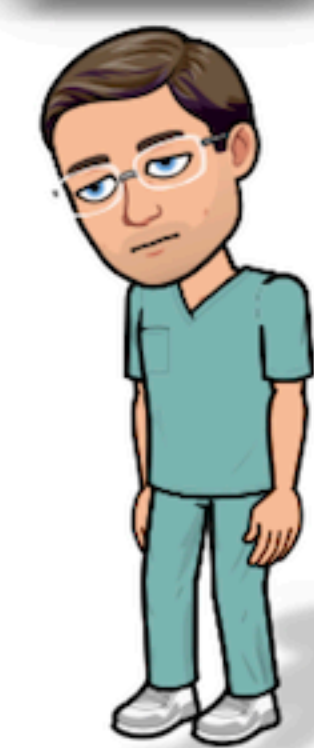
Evaluating Healthcare Personnel

During a Pandemic using the

Burnout and Occupational Well-Being Survey (BOWS)

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Background and Objectives

Burnout is an occupational phenomenon resulting from chronic unmanaged job stress presenting as:

Occupational well-being is an integrated quality of life concept of individual health and work-related factors including:

- 🔥 Feelings of exhaustion^{1,6,7,9}
- 🔥 Decreased worker efficiency^{1,5}
- 🔥 Reduced self-care practices^{5,8}
- 🔥 Environmental factors^{1,6-8}
- 🔥 Organizational factors^{1,5-8}
- 🔥 Psychosocial factors¹⁻⁹

Methods

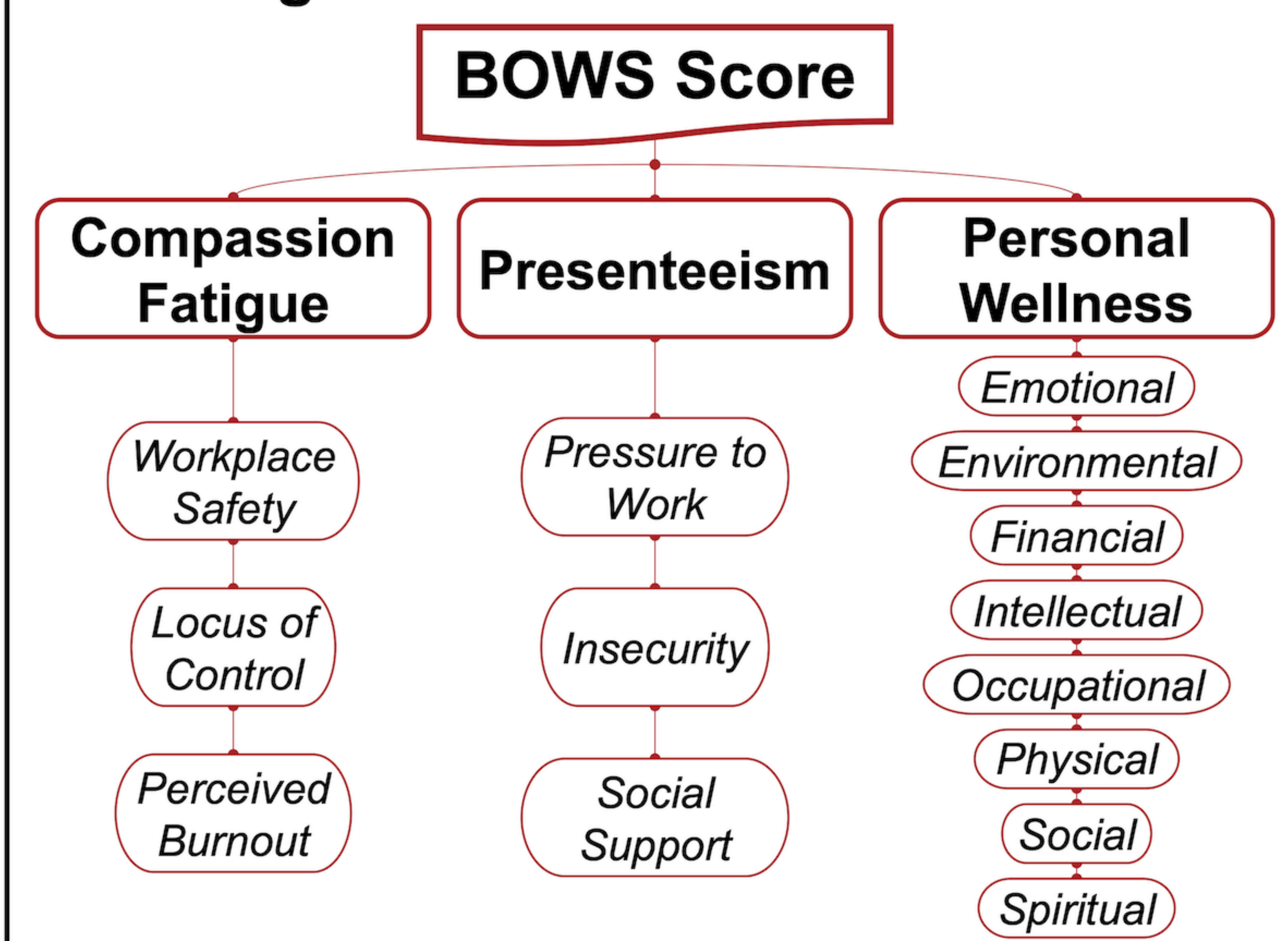
The BOWS framework was developed using:

- 🔥 Total Worker Health® model¹
- 🔥 Multiple burnout models^{4,6,9}
- 🔥 Swarbrick's wellness model⁸
- 🔥 The health belief model^{2,3}

BOWS assessment tool:

- 🔥 50 statements
- 🔥 6-point agreement scale
- 🔥 Distributed via Qualtrics®
- 🔥 Reverse scoring method
- 🔥 SPSS V.27 used for analysis

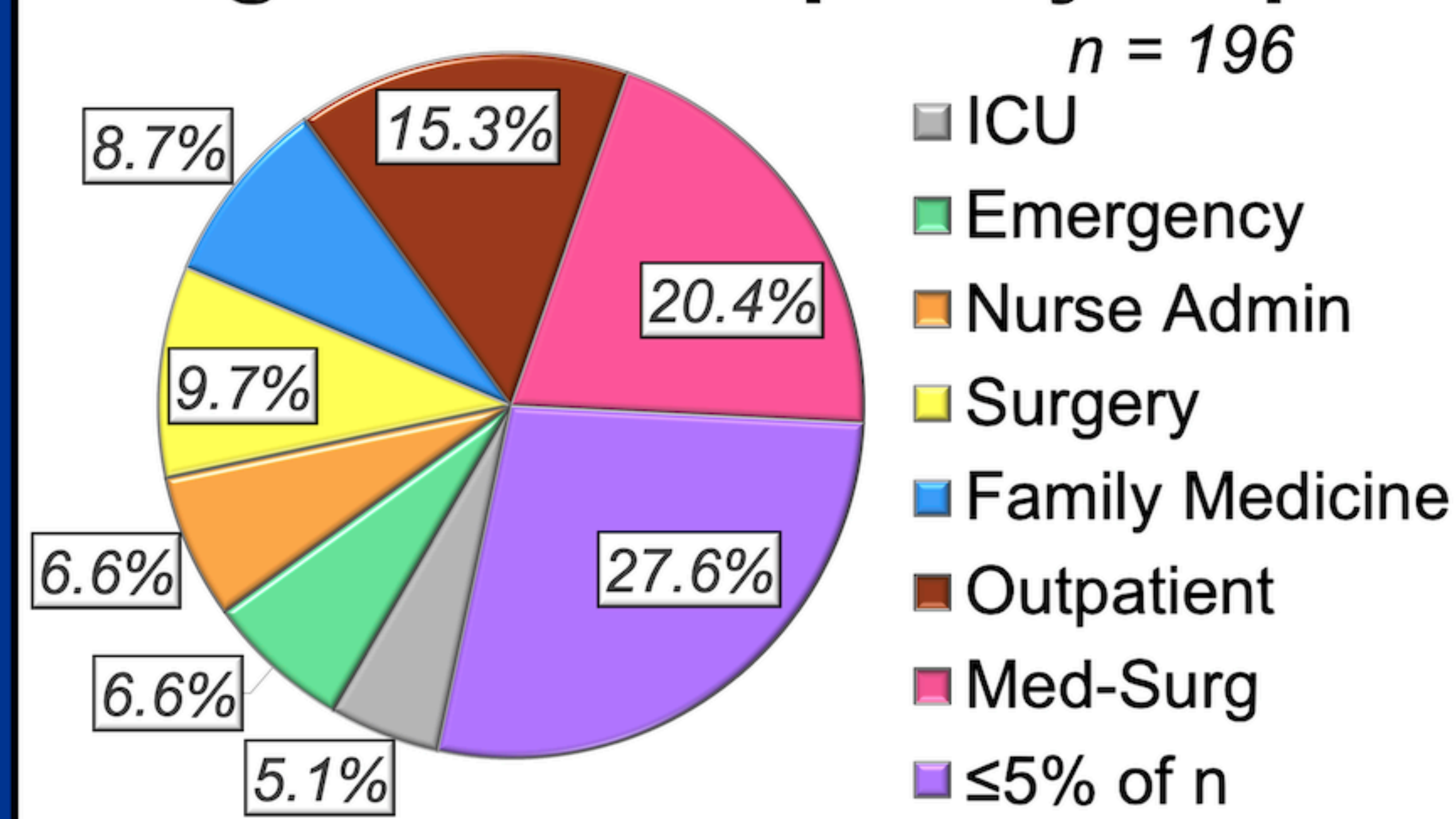
Figure 1: BOWS Framework



BOWS Results

- 🔥 Distributed to 585 nurses in hospital setting
- 🔥 196 nurses (33.5%) consented to participate
- 🔥 All 16 departments represented

Figure 2: Sample By Dept

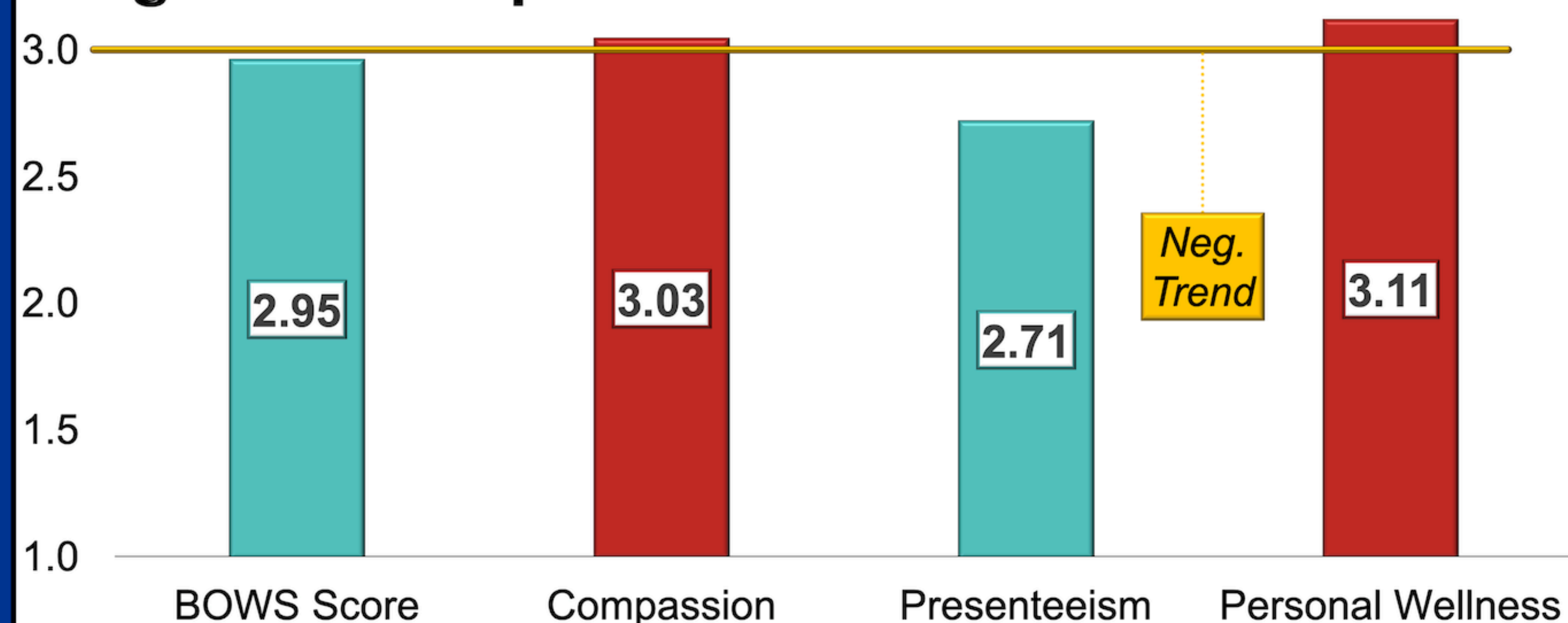


Scoring Categories:

- 🔥 Occupational Well-Being, 1-2.99
- 🔥 Negative Trend, 3-3.49
- 🔥 Burnout, 3.5-6



Figure 3: Hospital-Wide Mean BOWS Results

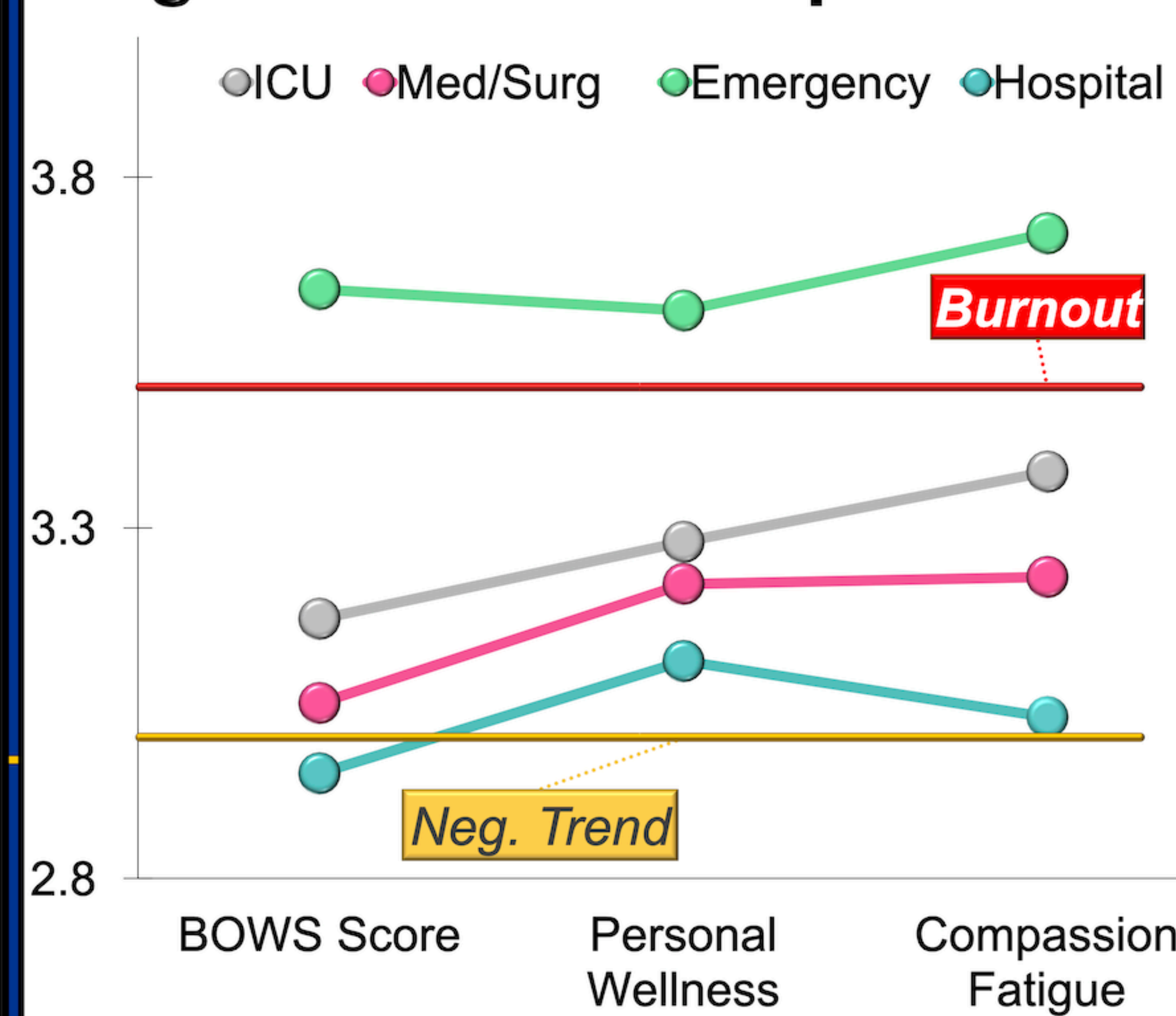


🔥 Mean BOWS scores indicate occupational well-being

🔥 Mean domain scores are mixed and include negative trends

- One-way ANOVA analyses find significant variance of mean BOWS scores blocked by dept
🔥 $F(15, 195) = 2.82$
🔥 $p = 0.001$
- BOWS score indicates burnout:
🔥 *Emergency*, $\bar{x} = 3.64$
- BOWS score indicates burnout trend:
🔥 *ICU*, $\bar{x} = 3.17$
🔥 *Med/Surg*, $\bar{x} = 3.05$

Figure 4: BOWS Dept Results



Limitations

- 🔥 Sample findings only relates to the hospital surveyed
- 🔥 Sample size not representative of all US healthcare agencies
- 🔥 Further study and analysis needed for metric validation

Discussion

The BOWS identified:

- 🔥 Multiple departments experiencing burnout trends identified
- 🔥 Majority is exhibiting positive occupational well-being

Conclusions

- 🔥 Healthcare organizations conducting well-being assessments recognize burnout's detrimental impact and want to support their HCP

Acknowledgments

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Scan for References



NH Occupational Health Surveillance Program