The impact of work stress on the burnout and turnover intention in medical staffs of a regional teaching hospital at South Taiwan

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I. Abstract Body

Purpose: he aim of this study were evaluate the impact of work stress on the burnout and turnover intention of medical staffs in a regional teaching hospital at Southern Taiwan.

Methods: This cross-sectional study was conducted on 71 full-time medical staffs from April 10, 2018 to May 30, 2018. The information of Maslach Burnout Inventory (MBI) questionnaires and Occupational Stress Indicator 2 (OSI-2) questionnaires were collected and analyzed subsequently.Data were studied by using SPSS 22.0 software.

Results: The mean score of emotional exhaustion was 26.66 ± 9.12, depersonalization was 14.66 ±4.82, and personal accomplishment was 25.07 ± 6.54, respectively. These data suggested that the burnout of our stuffs were moderately above average burnout level. The questionnaires showed that about 15.5% of the study subjects had the intention to leave their jobs. The statistical analysis found that these medical staffs were at high risk of job burnout. Furthermore, job burnout had a significantly negative correlation with turnover intention (t 4.543, $P < 0.05$). Using linear regression model, this study demonstrated that the emotional exhaustion was an independent factor in predicting the willingness to leave ($p< 0.01$).

Conclusion: The job burnout may affect the quality of work and also influence family harmony, which might resulting in the increase in turnover rate. In conclusion, if supervisors can perform some strategies to reduce work stress in medical staffs which may have beneficial impact to decrease their job burnout and turnover intention.

II. Reference:

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III. Biography:

Hsiu-Chen Liao has completed her BSN at Fuying University and Studies for her master at the department of Nursing Fuying University, Taiwan. She is the nursing head nurse at Yuan's General Hospital, a regional teaching hospital. She has been involved in clinical nursing research.

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