Thesis Title   Factors Influencing Burnout in Work Among Nurse Instructors, Institute of Health Manpower Development, Ministry of Public Health

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ABSTRACT

Not only nurse instructors and others but also sitting work, professional competency and quality of job performance were seriously affected by burnout. The purpose of this research was to assess the burnout levels in three subscals as emotionnal exhaustion, depersonalization and reduced personal accomplishment among nurse instructors. The study was to find out the different variables and predictors of burnout for the demographic variables, psycho social variables and job environment variables. The samples were 300 nurse instructors, Institute of Health Manpower Development,Ministry of Public Health. The questionnaires were used for the data collection. Percentage, mean, standard deviation, one-way analysis of varience and stepwise multiple regression analysis through the SPSS^{x}were employed for data analysis. The results of study are as follow:

The nurse instructors had low level of burnout in emotionnal-exhaustion, depersonalization and reduced personal accomplishment.

For the nurse instructors with different demographic, psycho-social and job environment variables, it was found that those with younger age, low experience, low position, low relationship, low income, personality typeA, high stress, overload, low work environment, low relationship environment, low perception of job achievement and low perception of professional competency have had high burnout in work.

Work environment, stress, relationship environment, age, perception of professional competency and position could predict emotional exhaustion for 47.62 percent. Relationship environment, stress, work environment, age and perception of professional competency could predict depersonalization for 42.22 percent. And perception of job achievement, perception of professional competency, age, perception of administrative system and relationship environment could predict reduced personal accomplishment for 10.59 percent.

The results of the study suggested that the work environment, stress, relationship environment, perception of job achievement, perception of professional competency, position and age could be a guideline for evaluating the risk of burnout. So nurse administrators, nurse educators and nurse instructors should recognize the importance of prevention and solution of the problems of burnout.