

PERSONALITY DETERMINANTS OF BURNOUT AMONG NURSES AT NAKURU COUNTY REFERRAL HOSPITAL

Workplace burn-out is characterized as feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy (Maslach, 1982; WHO, 2019). Relationship between personality traits and development of burnout has been studied in other parts of the world but literature in Africa, particularly Kenya, is scant. The purpose of this study was to establish the relationship between personality traits and burnout among nurses at Nakuru County Hospital. A cross sectional study design was adopted. A structured questionnaire assessing the big five personality traits and Maslach's burnout inventory were used to collect quantitative data. A convenient sample of 76 nurses working in Nakuru County Referral Hospital constituted the study participants, while the nurse managers of the units were key informants. Quantitative data was analyzed using SPSS version 22.0. The SMHS's nursing department's ethical review committee and NACOSTI approved the proposal, and informed consent sought from participants before the data collection. The majority of the respondents were fully employed (84%), aged 21-50+, gender 80.3% female, 47.4% single, 44.7% married. Most of the respondents (68.4%) attained \leq Diploma while 31.5% had BSc.N and above. Work experience ranged from 1- \geq 15. The scores on levels of burnout were: LOW emotional exhaustion occurred in traits of agreeableness (32.8%) and conscientiousness (17.7%), MODERATE emotional exhaustion among 23.6% with conscientiousness trait. At depersonalization level, agreeableness trait experienced LOW (19.7%) and MODERATE (23.6%), and conscientiousness (21%), while LOW level of Decreased Personal Competence in those with agreeableness (32.2%) and conscientiousness (43.4%). Traits of extroversion, neuroticism and openness to experience scored significantly less on burnout. The traits of agreeableness and conscientiousness seem to predispose nurses to burnout. Baseline personality tests and periodic burnout surveillance should be carried out to ensure early detection and intervention.

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