


Resilience in Critical Care Nurses: An Exploratory Analysis of Data from the 'WellNesS' Feasibility Study

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Resilience, Burnout Syndrome & Critical Care Nurses (CCNs)

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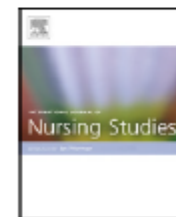


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The presence of resilience is associated with a healthier psychological profile in intensive care unit (ICU) nurses: Results of a national survey

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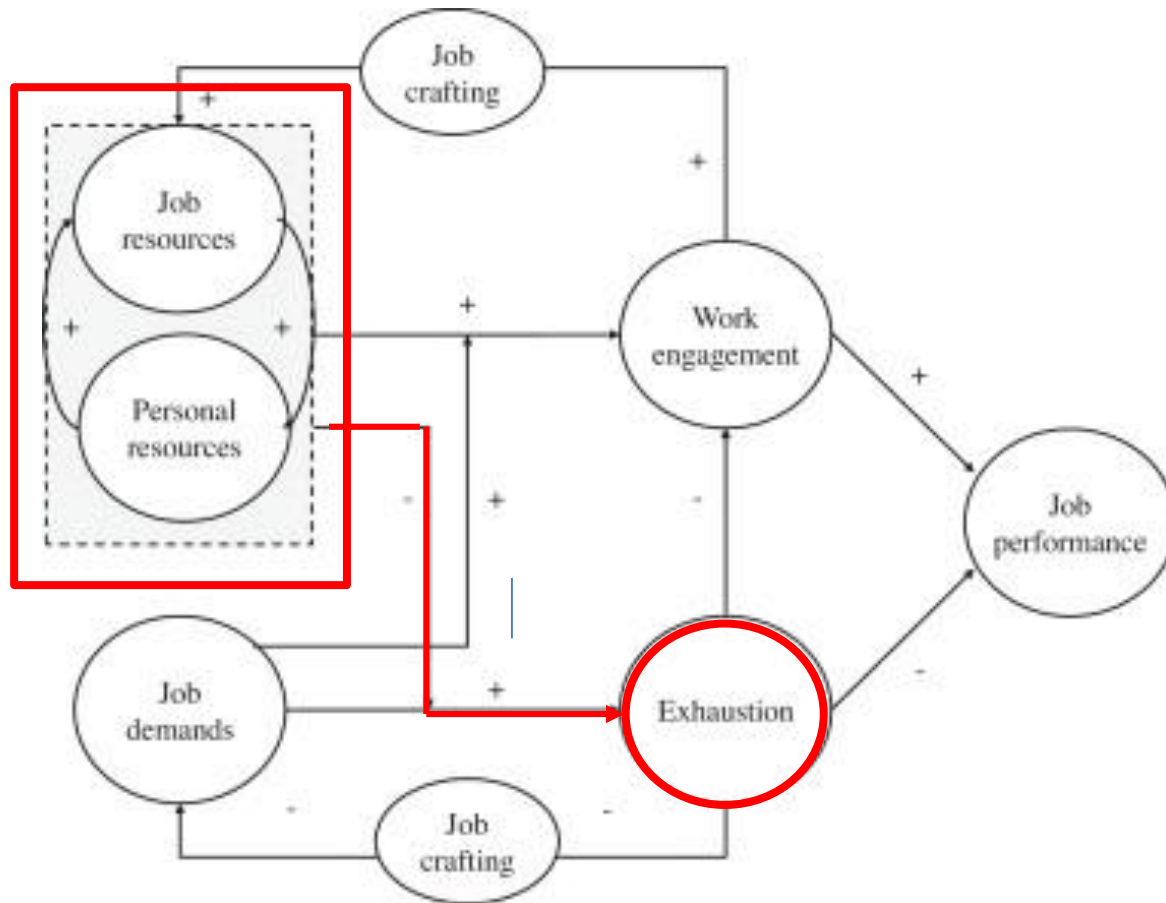
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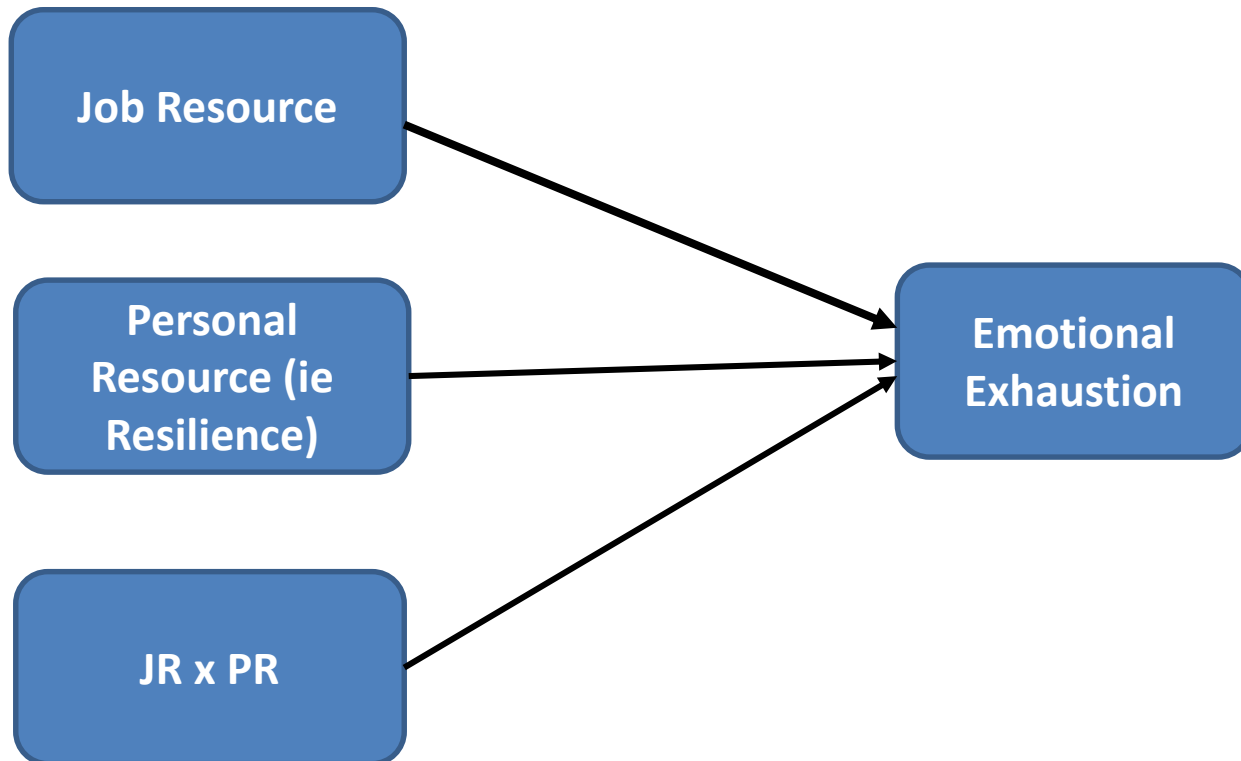
The Job Demands Resource Model



Aim of this Presentation

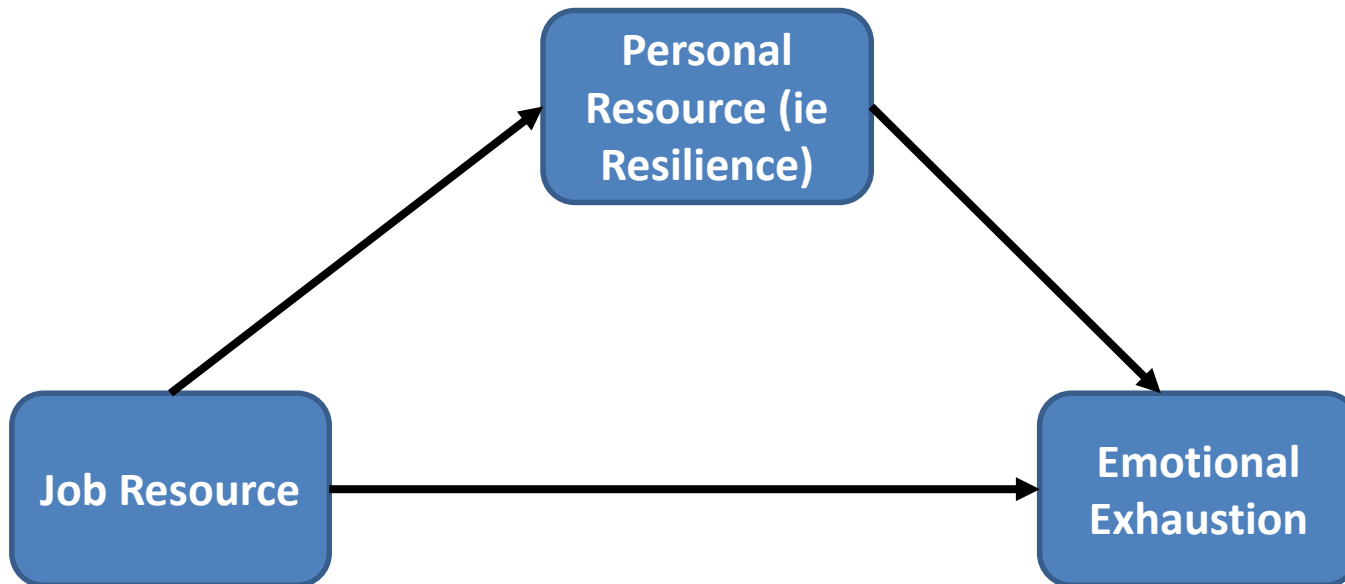
To observe the relationship between job resources & emotional exhaustion (EE) in CCNs, whilst examining the influence of resilience on this relationship.

Resilience as a Moderator



(Hayes, 2018; Field, 2017; Tabachnick & Fidell, 2014)

Resilience as a Mediator



(Field, 2017; Baron & Kenny, 1986)

Method – Feasibility Study

- Cross-sectional Questionnaire – Single-Centre in UK, two intensive care units (n=227)
- Sponsorship NHS Tayside, Ethical Approval University Dundee.
- Measures included:
 - Job Resources** included 11 subscales (4-point response scale, including autonomy' (4-items), 'feedback from supervisor' (4-items), 'task clarity'(4-items) assessed using the Questionnaire on the Experience & Evaluation of Work 2.0 (Van Veldhoven et al 2015).
 - Resilience** assessed using the Connor Davidson-Resilience Scale(**CD-RISC**) (25-items, or 10-items; 5-point response scale) (Connor & Davidson, 2003).
 - Emotional Exhaustion (EE)** captured using the Maslach Burnout Inventory-Human Services Scale (MBI-HSS) (**22-items; 7-point response scale**) (Maslach & Jackson, 1981).

Characteristics of Feasibility Study Population (n=54; RR 24%)	Result	Range
Age (years)	M=37 (SD 11.1)	21-62
Female	n=48 (88%)	
English/Welsh/Scottish/Northern Irish Other	n=41 (76%) n=13 (24%)	
Married Steady Relationship Single/Divorced/Separated/Widowed	n=20 (37%) n=19 (35%) n=15 (28%)	
Fulltime	n=43 (80%)	
No. Years Nursing Experience	M=12.5 (SD 10.05)	(.67 - 40)
No. Years CCN Experience	M=8.6 (SD 7.8)	(.67 - 30)
No. Days Absent (n=36) No. Occasions Absence (n=37) (Last 12months)	M=13.2 (SD 30.9) M=2.08 (SD 2.22)	(1-150) (1-13)
Highest Level of Qualification BSc Highest Level of Qualification MSc	n=38 (70%) n=2 (4%)	
Specialist Intensive Care Qualification (ENB100)	n=22 (50%)	
Nursing Band 5 Nursing Band 6 Nursing Band 7	n=34 (63%) n=14 (26%) n=6 (11%)	

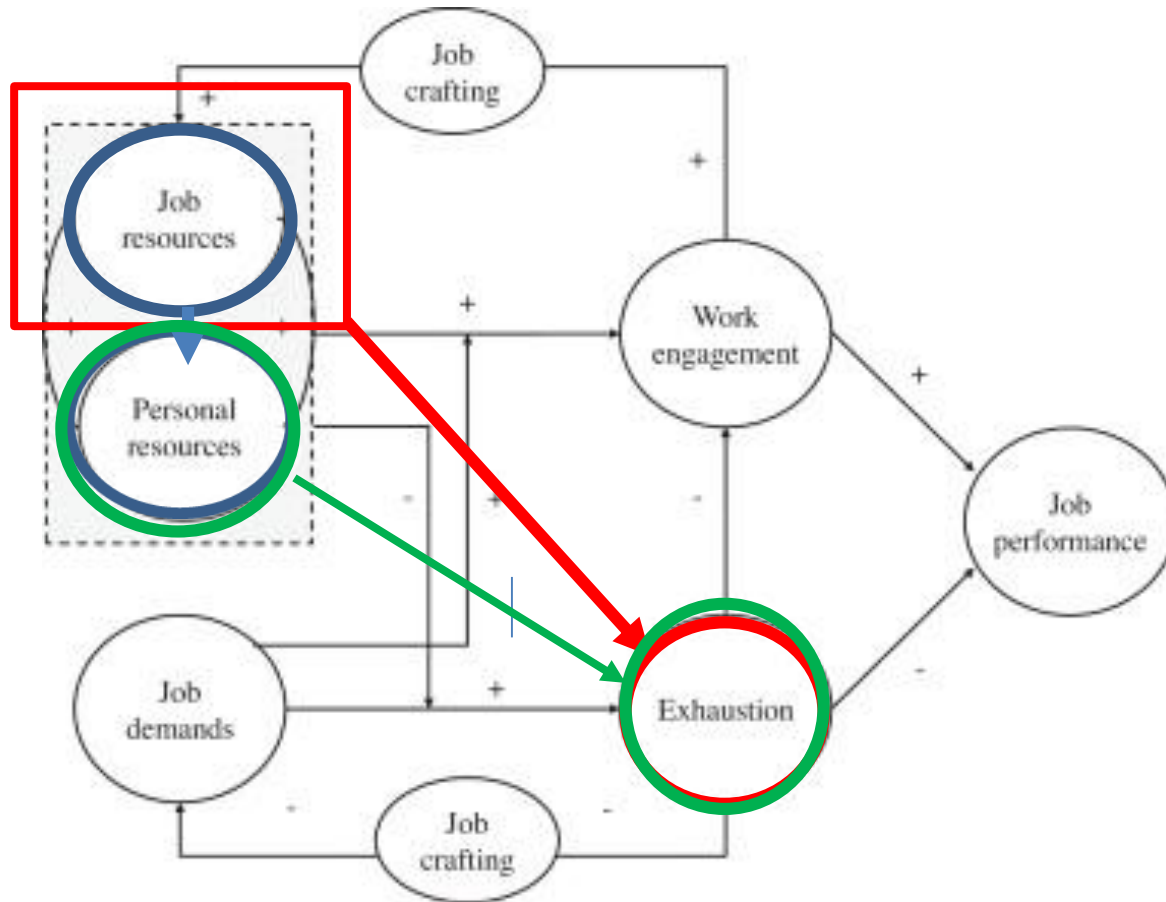
Reliability – Job Resource Measures

Job Resources (QEEW 2.0)	Cronbach's Alpha	N of Items	Cronbach's Alpha from Van Veldhoven et al (2015)
Communication	.901	3	.86
Participation	.845	4	.81
Relationship with Supervisor	.839	6	.87
Learning Opportunities	.808	3	.90
Inspiration by Supervisor	.808	4	.86
Feedback	.807	4	.86
Task Clarity	.772	4	.83
Variety in Work	.745	4	.83
Relationships with Colleagues	.693	6	.81
Job Autonomy	.630	4	.86
Contact Possibilities	.591	3	.85

Reliability – Resilience Measure

Personal Resource Measure				
	Cronbach's Alpha	N of Items	Positive or Negative Items	Response Scale
CD-RISC-25 (25-items)	.905	25	n/a	5-point
CD-RISC-10 (10-items)	.848	10	n/a	5-point
CD-RISC-2 (2-items)	.274	2	n/a	5-point

Reminder of the Pathways Tested



Results: Job Resources & Emotional Exhaustion

- Job resources, including **'Feedback'** ($r=.326^*$ $p=.016$, $n=54$); **'Task Clarity'** ($r=.304^*$ $p=.025$, $n=54$); & **'Relationship with Colleagues'** ($r=.431^*$ $p=.001$, $n=54$); all correlated significantly with EE.
- CCNs who perceived higher levels of these job resources reported lower levels of EE, but equally CCNs who perceived lower levels of EE reported having more feedback, clarity with tasks and favourable relationships with colleagues.

Results: Job Resources & Resilience

Resilience (CD-RISC 25)		Variety Work	Autonomy	Task Clarity	Feedback	Relationship with Supervisor	Inspiration by Supervisor	Communication	Participation	Relationships with Colleagues	Contact Possibilities	Opportunities to Learn
Pearson Correlation		-.313*	-.291*	-.419**	-.461**	-.331*	-.343*	-.389**	-.500**	-.222	-.033	-.345*
N		53	53	54	54	54	54	54	54	54	54	54

P<.001**; p<.05*

Results: Resilience & Emotional Exhaustion

- Resilience was related to EE, but not significantly ($r=-.249$; $p=.070$, $n=54$).

Conclusion

- Exploration of the data indicates that job resources are related to EE, in the expected direction ie \uparrow JRs are associated with \downarrow EE, or vice versa.
- Based on these findings, 'Resilience' may exert some influence on the relationship between JRs & EE, however the small sample size prevented mediation & moderation from being tested.
- These results indicate that the influence of 'Resilience' on the relationship between JRs and EE is worthy of further exploration in a larger sample of CCNs in the main 'WellNesS' Study.

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