

Critical Care Practice Environment, Burnout and Decision Making Ability among Staff Nurses at a Selected Teaching Hospital

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Abstract:

Background: Health care organizations with improper work practice environments had a higher percentage of nurses who reporting high levels of burnout. The practice environment was found to have significant effects on burnout. This make nurses lose their capability to adjust to the work environment and show negative attitudes toward their job, their coworkers, and their patients. Moreover, nurses' decision making quality is a very important component of good clinical practice and nurses' ability to make decisions is affected by the dynamic of work environment.

Aim: The present study was conducted to investigate the relation of critical care practice environment, burnout and decision making ability among staff nurses at a selected teaching hospital.

Setting: This study was conducted at Teaching Hospital affiliated to Cairo University.

Research design: Descriptive correlation design.

Sample: A convenient sample of all nurses who agreed to participate in the study at data collection time. Their total number was (n=150) nurses.

Tools: Data were collected through utilizing three tools as follows: **I-** First tool was the Practice Environment Scale of the Nursing Work Index, **II-** Second tool was the Burnout Inventory and **III-** Third tool was the Staff Nurses' Decision Making Abilities Questionnaire.

Results& conclusion: The present study concluded that there was a statistical significant correlation between critical care practice environment and nurses' burnout and nurses' decision making ability. While there was no statistical significant correlation between nurses' burnout and nurses' decision making ability.

Recommendations: It was recommended that Managers should create and maintain a practice environment that fosters and supports nurses' decision making ability. Administrators and health policy makers must review current organizational policies to reduce barriers in the work practice environment to facilitate opportunities for the provision of nursing-based decisional support.

Keywords - Work practice environment, Nurses burnout and Decision making ability

1. INTRODUCTION

Alotaibi& Mousa (2016) mentioned that work environment plays a considerable role in today's health care system. It should be more conducive to provide adequate support to nurses. Practice environment is defined as the organizational characteristics of a work environment that create easy or difficult nursing practice. Establishment of healthy work environments must be a priority if nurses want to make their optimal contributions in caring for patients and their families (Moss & et al, 2016). Considerable knowledge has been generated on the relevance of nursing practice environment for the nurse, patient and institution in the past three decades. The healthcare environment is complex, requires technological and human resources to respond to patients' and families' care needs (Guiradello, 2017).

Furthermore, American Nurses Association (2018) reported that nurses have the power to lead the way in improving health and health care for all, but to realize that power; they must work in safe, empowering and satisfying environment. As health care workers have a function of care to their patients; employers have a fundamental function of care to their employees through creating healthy work environment for them. Healthy environment defined by World Health Organization (WHO) as a state of "physical, mental, and social well-being," supporting optimal health and safety. Nurses healthy work environments are defined as practice settings that enhance nurses' health and well-being, quality patient/client outcomes, organizational performance and societal outcomes. Achievement of nurses' healthy work environments is necessary to their safety, recruitment and retention.

Aripooran (2014) reported that work activity is an important practice for nurse's mental health, and it shapes the basis for nurse's autonomy and self-esteem. If internal and external workplace stressors are

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