

Article type:
Original Research

- 1 Academic Nurse, Ministry of Health.
- 2 Professor, Community Health Nursing, College of Nursing, University of Baghdad.

Corresponding author email address:
mostafa.gurji2206p@conursing.uobaghdad.edu.iq



Article history:

Received 15 Mar 2025
Revised 14 Apr 2025
Accepted 24 May 2025
Published online 01 Aug 2025

How to cite this article:

Kurji Mansoor, M., & Kasim Jabar, W. (2025). Impact of Job Burnout on Nurses' performance among Nurses working in Teaching Hospitals. *International Journal of Body, Mind and Culture*, 12(5), 83-88.



© 2025 the authors. This is an open-access article under the terms of the Creative Commons Attribution-NonCommercial 4.0 International (CC BY-NC 4.0) License.

Introduction

Burnout is theoretically contingent upon individual vulnerability and the workplace environment of experts, including the daily workplace and the society. Interventions to increase personal resources and Address Environmental challenges may assist in the management of this illness. Nevertheless, therapies may be more effectively directed towards everyday life, as the work environment and organizational structure and

Impact of Job Burnout on Nurses' Performance among Nurses Working in Teaching Hospitals

Mustafa. Kurji Mansoor^{1*}, Wissam. Kasim Jabar²

ABSTRACT

Objective: This study aims to identify the impact of Job Burnout on the performance of nurses working in Teaching Hospitals.

Methods and Materials: A descriptive study of three hundred nurses who participated in research at Teaching Hospitals Medical City for the period from 20 April 2024 to 15 January 2025. The data were collected using a questionnaire format and interview technique—descriptive and inferential data analysis were used.

Findings: The findings of the study revealed that (37% the range was between 21 and 30 years, with a mean and standard deviation of 36.6 ± 10.6 . (54%) The number of nurses was female. (42%) Of them, more than half (52%) of the nurses in the study sample were married. The finding revealed that (23%) of nurses work in the operating room, and (62%) of nurses work morning shifts. A study shows that the majority of nurses (23%) have their years of experience ranging from 16 to 21 years, (40%), whose salaries range from 600,000 to 900,000, and there is a significant Impact of job burnout on nurses' performance.

Conclusion: The results indicate there is a significant main impact of job burnout on nurses' performance.

Keywords: Job burnout, Nurses, performance.

functions are more prevalent than other burnout-related diseases, hence eliciting greater attention among researchers in the field (Vega et al., 2009).

The WHO defines job Burnout as an International occupational phenomenon and includes it in the Classification of Diseases (ICD-11), but it is not classified as a medical condition. The burnout definition is a prolonged response to chronic emotional and interpersonal stress. It is compounded as three dimensions of emotional exhaustion, depersonalization,

and professional inefficacy. Additionally, this phenomenon affects individuals working in social situations where they experience overwhelming emotional demands, leading to emotional exhaustion and depersonalization. Consequently, job demands compromise personal performance, ultimately contributing to occupational burnout (Hatem & Hassan, 2020).

Burnout is a phenomenon characterized by depersonalization, emotional weariness, and diminished personal success. A mentally weary individual cannot function effectively, leading to numerous blunders, such as medication mistakes, when nurses operate under conditions of burnout. The nurses at the hospital experience greater stress compared to their counterparts in home health and community nursing. In hospitals, many departments, such as Allied Health Sciences and paramedical staff, interact with one another and may encounter disputes that might elevate mental stress levels. Nurses are unable to perform successfully in stressful conditions or excessive workloads. Furthermore, a substantial correlation exists between employee job satisfaction and burnout (Rubina et al., 2017).

Many factors impact their daily work, including nurses' emotional attachment to bedridden patients, incomplete and unclear information provided by physician assistants and physicians, unrealistic patient needs, and their challenges, to name a few. Therefore, evidence is provided to demonstrate how Work-related stress and burnout adversely affect nurses' performance and diminish their job happiness (Ameerah, 2017).

Nurses are exposed to several high-stress factors, such as Conflict with doctors, discrimination, heavy workload, and persistence in dealing with death, patients, and their families. Work stress in the nursing profession is linked to a multitude of negative trends, effects, and consequences on physical, mental, and behavioral health. Job satisfaction was mentioned among the consequences for attitude and behavior (Murtada Thair & Aqeel Habeeb, 2021).

Nursing burnout is a significant concern globally, and it can affect healthcare professionals, including nurses, in various countries, including Iraq. Factors such as high workload, understaffing, long working hours, emotional demands, and limited resources can contribute to burnout among nurses (Al-Dubai et al., 2010).

Burnout is predominantly perceived as integrally linked to occupational issues, with personality traits being a secondary consideration (Jubair & Muttaleb, 2022; Schaufeli, 2017).

The employment variable garnered more evidence and attention than the personal variables (Bianchi, 2018).

Psychological burnout is a common issue affecting employees in general and nurses in particular, as nursing is recognized as one of the most stressful professions. Burnout affects nurses' quality of life, job satisfaction, efficiency, and availability of health services (Jubair & Muttaleb, 2022).

In Iraq, job burnout may be influenced by a range of factors related to the country's unique socio-political and economic conditions. The prolonged conflict, political instability, financial challenges, and high levels of stress faced by individuals working in Iraq's various sectors can contribute to an increased risk of burnout. Additionally, factors such as heavy workloads, inadequate resources, job insecurity, and limited support systems may exacerbate job burnout among Iraqi workers (Tareq, 2020).

Aloisio, et al., (2021) defines job satisfaction as an individual's emotional state of being content or discontent in their work (Aloisio et al., 2021). Several studies have investigated job satisfaction among nursing personnel (Aloisio et al., 2021; Liu et al., 2016; Lu et al., 2019). Nurses and nursing personnel are the largest segment of the healthcare workforce, delivering services consistently and without interruption. Consequently, their work performance and conduct foster settings that positively influence the delivery of excellent services and cultivate an environment of patient pleasure.

This study aims to identify the impact of Job Burnout on the performance of nurses working in Teaching Hospitals.

Methods and Materials

A descriptive study of three hundred nurses who participated in research at Teaching Hospitals Medical City for the period from 20 April 2024 to 15 January 2025. The data were collected using a questionnaire format and interview technique. Descriptive and inferential data analysis were used.

Findings and Results

Thirty-seven of the study sample (37%) range between (21 – 30) years with a mean and standard deviation of (36.6 ± 10.6), this result agrees with Suhartini and Ramadhany (2016) who studied that more than half (65%) of the study sample their age range between (21 – 30) years. The predominance of female nurses is well-documented. According to the U.S. Bureau of Labor Statistics (2022), women make up

approximately 90% of the nursing workforce, which supports the finding of a slightly higher percentage of females (54%) compared to males (46%) in the study. This trend reflects the historical context of nursing as a predominantly female profession (U.S Bureau of Labor Statistics, 2022). Table 1 shows distribution of nurses according to their socio-demographic characteristics.

Table 1

Distribution of Nurses according to their Socio-demographic Characteristics

List	Characteristics	f	%
1	Age (year) M±SD= 36.6 ± 10.6	21 – less than 31	37
		31 – less than 41	25
		41 – less than 51	27
		51 – 60	11
		<i>Total</i>	<i>100</i>
2	Sex	Male	46
		Female	54
		<i>Total</i>	<i>100</i>
3	Qualification in nursing	Preparatory	29
		Diploma	42
		Bachelor	23
		Higher diploma	1
		Master	4
		Doctorate	1
4	Marital status	<i>Total</i>	<i>100</i>
		Unmarried	31
		Married	52
		Divorced	11
		Separated	4
		Widowed/er	2
5	Working place	<i>Total</i>	<i>100</i>
		Nursing affairs	4
		Medical ward	17
		Surgical ward	18
		Operation room	23
		Intensive care unit	12
		Emergency unit	10
		Consultation unit	10
		Dialysis unit	6
6	Duty shift	<i>Total</i>	<i>100</i>
		Morning	62
		Evening	38
7	Years of experience	<i>Total</i>	<i>100</i>
		1 – less than 6	13
		6 – less than 11	21
		11 – less than 16	16
		16 – less than 21	23
		21 – less than 26	9
		26 – less than 31	11
		31 and more	7
8	Monthly income (Iraq Dinar)	<i>Total</i>	<i>100</i>
		600000 – 900000	40
		901000 – 1200000	26
		1201000 – 1500000	23
		1501000 and more	11
		<i>Total</i>	<i>100</i>

Table 2*Multivariate Test for Measuring the Main Impact of Job Burnout on Nurses' Performance*

Effect		Value	F	Hypothesis df	Error df	Sig.	Partial Eta Squared
Performance * Job Burnout (1)	Pillai's Trace	.948	5.466	28.000	170.00	.000	.474
	Wilks' Lambda	.188	7.839 ^b	28.000	168.000	.000	.566
	Hotelling's Trace	3.599	10.668	28.000	166.000	.000	.643
	Roy's Largest Root	3.386	20.558 ^c	14.000	85.000	.000	.772
Performance * Job Burnout (2)	Pillai's Trace	1.351	4.779	74.000	170.000	.000	.675
	Wilks' Lambda	.080	5.736 ^b	74.000	168.000	.000	.716
	Hotelling's Trace	6.075	6.814	74.000	166.000	.000	.752
	Roy's Largest Root	5.003	11.494 ^c	37.000	85.000	.000	.833
Performance * Job Burnout (3)	Pillai's Trace	1.351	4.114	86.000	170.000	.000	.675
	Wilks' Lambda	.069	5.508 ^b	86.000	168.000	.000	.738
	Hotelling's Trace	7.470	7.210	86.000	166.000	.000	.789
	Roy's Largest Root	6.534	12.915 ^c	43.000	85.000	.000	.867

Discussion and Conclusion

Women have burdens and constraints more severe than those of their male colleagues. In this sense, women shall overcome family affairs beforehand and other things concerning the domestic affairs of the household. Therefore, women frequently play double roles both at home and in the working world (Suhartini & Ramadhany, 2016).

On the other hand, from my perspective, we observe that most workers in the nursing field are female, largely due to the profession's inherent need for women.

The qualification in nursing (42%) was a diploma; these results align with Daniyah and Rizma (2024), who reported that 65.7% of nurses graduated from a diploma (Daniyah Fitriyah & Rizma Adlia, 2024).

While I disagree with Majeed et al. (2024), who revealed that most nurses (65%) held a bachelor's degree in nursing (Majeed Haider et al., 2024).

Mohammed and Wafaa (2022) found that 40.8% of nurses had a bachelor's degree in nursing (Mohammed Hindi, 2022).

More than half of the nurses (52%) in the study sample were married. This study agrees with Daniyah

and Rizma (2024), who stated that in their study, 65.7% of the study sample were married. (16)

Raad & Wissam (2020) found that 58% of nurses were married (Raad & Wissam, 2020).

From my point of view, the marital status of female nurses can significantly impact their job experiences, influencing factors such as job satisfaction, work-life balance, and professional growth. Understanding these dynamics is essential for developing policies and support systems that address the needs of married nurses in the workforce.

The finding revealed that (23%) of nurses work in the operating room. From my perspective, the increasing number of surgical procedures performed in hospitals leads to a greater need for nursing staff in the operating room. As surgical technology advances, more surgeries are being performed, requiring specialized nursing support. Nurses in the operating room play a vital role in patient care before, during, and after surgery. They prepare patients for surgery, assist during the procedure, and provide post-operative care, ensuring that patients receive comprehensive support. This is why we find more nurses in operating rooms.

(62%) of nurse's work morning shifts that indicates shift patterns can significantly impact staff well-being and job satisfaction, with morning shifts often associated

with better work-life balance, this result agree with the research done by Sahar & Sadeq, (2024) that revealed (49.1%) of nurses who work at morning shift (Sahar Yaqoob & Sadeq, 2024).

From my point of view, the shift work is a fundamental characteristic of the nursing profession, requiring nurses to adapt throughout the day. Evidence is increasing that this type of work may contribute to higher levels of burnout among nurses. The relationship between shift work and increased burnout levels. Nurses who work night shifts or long hours report higher levels of mental and physical exhaustion compared to their colleagues. Factors such as sleep deprivation, accumulated stress, and difficulty balancing work and personal life play significant roles in this context.

A study shows that the majority of nurses (23%) had their years of experience were (16- less than 21) years, this study disagrees with Suhartini and Ramadhany (2016) who stated that (46%) had a work period of (2 to 5) years (Khosa et.al., 2014).

Due to the lack of sources regarding the nurse's salary in Iraq, and for this reason, according to my interpretation, when collecting samples for all nurses, I found that the highest percentage of them, 40%, whose salary ranges between 600,000-900,000 IQD and these are due to the differences in academic qualifications and years of experiences of them.

Table 2 reveals that there is a significant main effect of job burnout on nurses' performance. This study agrees with Suhartini & Ramadhany (2016), who found that burnout has a partial impact on performance. The higher the burnout, the lower the performance of nurses. Work fatigue (burnout) is a kind of stress suffered widely by people who work in service occupations, such as health care, education, police, and religion. Employees who suffer burnout will perform worse than employees who do not suffer burnout. The other unfavorable consequence of burnout is the deteriorating relationship with coworkers. Burnout leads to behaviors that negatively impact the quality of working life (Suhartini & Ramadhany, 2016).

These results are consistent with research conducted by Khosa et.al. (2014), who obtained results that burnout has negative effects on performance (Khosa et.al., 2014).

Sara & Shifa (2021) concluded in their study that Job burnout is an increasingly prevalent issue among healthcare professionals, impacting their performance,

well-being, and patient care quality (Sara Laibi Abdullah, 2021).

Hussein & Wissam (2023) revealed that there was a great impact from the work situation on their job performance (Hussein & Wissam Jabbar, 2023).

Depending on the research results conducted by Chiara et al. (2020), among the outcomes of burnout, found abridged job performance, deprived quality of care, deprived patient safety, adverse events, patient negative knowledge, medication errors, infections, patient falls, and a desire to leave (Chiara et al., 2020).

In conclusion:

1. The finding of the study revealed that (37% the range was between 21 and 30 years, with a mean and standard deviation of 36.6 ± 10.6 . The majority of the participants were female and had graduated from a diploma; more than half of the nurses (52%) in the study sample were married.

2. The finding revealed that (23%) of nurses work in the operating room. (62%) Some nurses work morning shifts.

3. The majority of nurses had their years of experience (16- less than 21). (40% (their salary ranges between 600,000-900,000 IQD).

4. The results indicate there is a significant main impact of job burnout on nurses' performance.

Recommendations:

1. Ensure adequate staff levels to evade irresistible workloads.

2. Promote a safe and healthy work setting to decrease stressors.

3. Offer training on pressure organization, pliability.

4. Coping policies, Admit and prize nurses for their hard work and charity.

Acknowledgments

The authors express their gratitude and appreciation to all participants.

Declaration of Interest

The authors of this article declared no conflict of interest.

Ethical Considerations

The study protocol adhered to the principles outlined in the Helsinki Declaration, which provides guidelines

for ethical research involving human participants. Ethical considerations in this study were that participation was entirely optional.

Transparency of Data

By the principles of transparency and open research, we declare that all data and materials used in this study are available upon request.

Funding

This research was carried out independently with personal funding and without the financial support of any governmental or private institution or organization.

Authors' Contributions

All authors equally contribute to this study.

References

- Al-Dubai, S. A., Rampal, K. G., & Abdul-Razak, S. (2010). Quality of life among workers in different occupations in Iraq. *Journal of Occupational Health*, 52(1), 45-53. <https://doi.org/10.1539/joh.O8030>
- Aloisio, L. D., Coughlin, M., & Squires, J. E. (2021). Individual and organizational factors of nurses' job satisfaction in long-term care: A systematic review. *Journal of Nursing Studies*, 123. <https://doi.org/10.1016/j.jnurstu.2021.104073> PMID - 34536909
- Ameerah, M. N. Q. (2017). *The Effect of Work-Related Stress and Burnout on Nursing Performance and Job Satisfaction: A Study of Hospitals in Saudi Arabia*. The University of Sheffield. <https://search.proquest.com>
- Bianchi, R. (2018). Burnout is more strongly linked to neuroticism than to work-contextualized factors. *Psychiatry research*, 270, 901-905. <https://doi.org/10.1016/j.psychres.2018.11.015>
- Chiara, D. O., Jane, B., Maria, R., & Peter, G. (2020). Burnout in nursing: a theoretical review. *Human Resources for Health*, 18(41). <https://doi.org/10.1186/s12960-020-00469-9>
- Daniyah Fitriyah, P., & Rizma Adlia, S. (2024). Impact of job satisfaction and job burnout on nurses' turnover intention at X Regional Hospital. *Journal of Community Empowerment for Health (JCOEMPH)*, 7(1), 47-56. <https://doi.org/10.22146/jcoemph.87883>
- Hatem, K. M., & Hassan, A. H. (2020). Occupational Burnout among Nurses working at Governmental Teaching Hospitals in Babylon Province, Iraq. *International Journal of Psychosocial Rehabilitation*, 24(04). <https://doi.org/10.37200/IJPR/V24I4/PR2020543>
- Hussein, K., & Wissam Jabbar, Q. (2023). Impact of Physical Work Environment upon Nurses' Job Performance in Hospitals. *Iraqi National Journal of Nursing Specialties*, 36(1). <https://doi.org/10.58897/injns.v36i1.707>
- Liu, Y., Aungsuroch, Y., & Yunibhand. (2016). Job satisfaction in nursing: a concept analysis study. *International Nursing Review*, 63(1), 84-91. <https://doi.org/10.1111/inr.12215>
- Lu, H., Zhao, Y., & While, A. (2019). Job satisfaction among hospital nurses: A literature review. *International Journal of Nursing Studies*, 94, 21-31. <https://doi.org/10.1016/j.jnurstu.2019.01.011> PMID - 30928718
- Khosa, M. G., Tiriyo, I., Ritacco, G., & Lowies, P. A. (2014). Impact of occupational stress and burnout on employee job performance: A study of nurses in rural clinics of Bushbuckridge in Mpumalanga Province. *International Journal of Innovative Research in Management*, 1(1), 1-10. <https://www.researchgate.net/>
- Jubair, M. K., & Muttaleb, W. M. (2022). Psychological burnout among neophyte nurses at emergency units. *International Journal of Health Sciences*, 6(S3), 11775-11781. <https://doi.org/10.53730/ijhs.v6nS3.8842>
- Majeed Haider, M., Hassan Ahmed, F., & Al-Ganmi Ali Hussein, A. (2024). Journal of Nature and Science of Medicine. *Journal of Nature and Science of Medicine*, 7(4), 293-298. https://doi.org/10.4103/jnsn.jnsn_87_24
- Mohammed Hindi, A. U. W. A. A. H. (2022). Attitudes to Hand Hygiene Performance among Nursing Staff during the COVID-19 Pandemic. *Pakistan Journal of Medical & Health Sciences*, 16(3), 909-911. <https://doi.org/10.53350/pjmhs22163909>
- Murtada Thair, J., & Aqeel Habeeb, J. (2021). Job Stress among Nurses at Critical Care Units in Medical City Complex Hospitals in Baghdad City. *Annals of R.S.C.B.*, 25(6), 4132-4138. <https://search.proquest.com/>
- RaadKhamees, O., & Wissam Jabbar, Q. (2020). Assessment of Occupational Stress among Nurses at Baghdad Medical Complex Hospitals in Baghdad City, Iraq. *International Journal of Psychosocial Rehabilitation*, 24(09). <https://doi.org/10.13140/RG.2.2.19852.74884>
- Rubina, K., Muhammad, A., Hajira, S., Ali, W., & Syed Amir, G. (2017). The Impact of Job Satisfaction on Nurses' Burnout among Registered Nurses at Jinnah Hospital Lahore, Pakistan. *Saudi Journal of Medical and Pharmaceutical Sciences*. <https://doi.org/10.36348/sjmps.2017.v03i06.010>
- Sahar Yaqoob, Y., & Sadeq, A.-F. (2024). Burnout among Nurses in Critical Care Units: Addressing a Persistent Challenge. *The Malaysian Journal of Nursing*, 16(2). <https://doi.org/10.31674/mjn.2024.v16i02.010>
- Sara Laibi Abdullah, A. U. S. M. A. (2021). *The Impact of Job Burnout on Employee Performance: A Field Study in the General Company for Vegetable Oils*. <http://openaccess.iku.edu.tr/>
- Schaufeli, W. B. (2017). Burnout: A short socio-cultural history. In *Burnout, Fatigue, Exhaustion* (pp. 105-127). Springer International Publishing. https://doi.org/10.1007/978-3-319-52887-8_5
- Suhartini, & Setyarini, R. (2016). The impact of work stress and burnout on nurse's performance with job satisfaction as an intervening variable. Proceeding of the 3rd International Conference on Management & Muamalah 2016 (3rd ICoMM), 31st October - 1st November 2016, 50. <https://conference.uis.edu.my/icomm/3rd/e proceedings/IC-006.pdf>
- Tareq, L. (2020). Job Burnout: A General Literature Review. *International Review of Management and Marketing*, 10(3), 7-15. <https://doi.org/10.32479/irmm.9398>
- U.S Bureau of Labor Statistics. (2022). *Occupational Outlook Handbook: Registered Nurses*. U.S. Department of Labor. <https://www.bls.gov/ooh/healthcare/registered-nurses.htm>
- Vega, N. V., Sanabria, A., Dominguez, L. C., Osorio, C., & Bejarano, M. (2009). Síndrome de desgaste profesional. *Revista Colombiana de Cirugía*, 24(3), 138-146. <http://www.scielo.org.co/pdf/rcci/v24n3/v24n3a2.pdf>