

Authors: Ohue, T. (1), Hassan, H. (2)

Affiliations:

(1) Department of Nursing, Faculty of Nursing, Hyogo University, Japan

(2) Faculty of Medicine and Health Science, Universiti Malaysia Sabah, Malaysia

Title: Comparison of Factors Related to Nurse Burnout and Turnover in Japan and Malaysia

Abstract:

Objective The purpose of this research is to compare and consider the various factors related to nurse burnout and turnover in JAPAN and Malaysia.

Methods The participants in the study included registered nurses working at acute-care hospitals in JAPAN and Malaysia. The Maslach Burnout Inventory, Intent to Leave, Utrecht Work Engagement Scale (UWES), and Nursing Stress Scale were used to evaluate the variables of interest.

Results Questionnaire forms were distributed to nurses in two countries, and data analysis was performed on 560 people (Japan: 318, Malaysia 248). Comparing burnout scores by country (Japan and Malaysia) using analysis of variance, a significant difference was confirmed at burnout "exhaustion" ($p < 0.01$), "cynicism" ($p < 0.01$), and "job efficacy" ($p < 0.01$). Specifically, Malaysia had significantly higher "cynicism" ($p < 0.01$) than Japan, and "exhaustion" ($p < 0.01$) and "job efficacy" ($p < 0.01$) were higher in Japan. Also, when comparing the scores of the intention to leave the job by country, the intention to leave was no significant difference in the two countries. In Work Engagement, significant differences were confirmed in "vigor" ($p < 0.01$), "absorption" ($p < 0.01$), and "dedication" ($p < 0.01$). In addition, stressors are high in Malaysia for "death and dying" ($p < 0.01$), "lack of support" ($p < 0.01$), "conflict with doctors" ($p < 0.01$), and "conflict with other nurses" ($P < 0.01$), a significant difference was confirmed. "Uncertainty concerning" and "workload" ($p < 0.01$) were high in Japan. No significant difference was found in the average overtime hours.

Conclusion Malaysian nurses have a higher burnout "cynicism" than in Japan, and there was no significant difference in their intention to leave. Therefore, Malaysian nurses have a high intention to burnout or leave their jobs as in Japan. The cause was related to the stressors of "death and dying," "lack of support," "conflict with doctors," and "conflict with other nurses."

Comparison of Factors Related to Nurse Burnout and Turnover in Japan and Malaysia

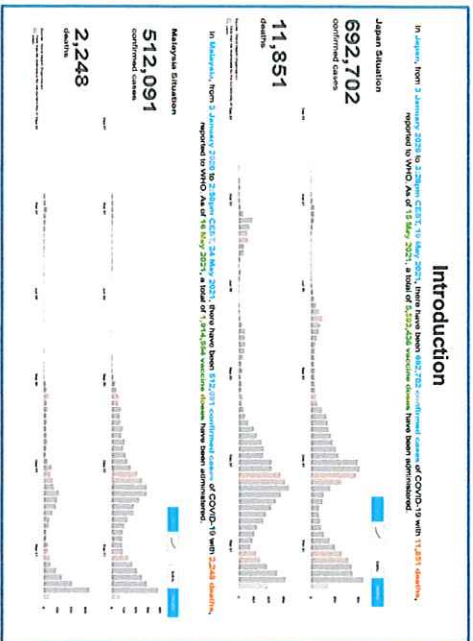
Takashi Ohue¹⁾ Hamidah Hassan²⁾

¹⁾Department of Nursing, Faculty of Nursing, Hyogo University, JAPAN
²⁾Faculty of Medicine and Health Science, Universiti Malaysia Sabah, Malaysia

Abstract ID : 100221-1



Introduction



We consider searching for solutions to the problem of nurses leaving their jobs and preventing increases in the turnover rate extremely important during pandemics such as COVID-19. In general, turnover is associated with burnout, and the prevention of burnout is reportedly effective in reducing turnover among nurses (Ohue et al., 2011; Ohue et al., 2015)

Objectives

The purpose of this research is to compare and consider the various factors related to nurse burnout and turnover in JAPAN and Malaysia.

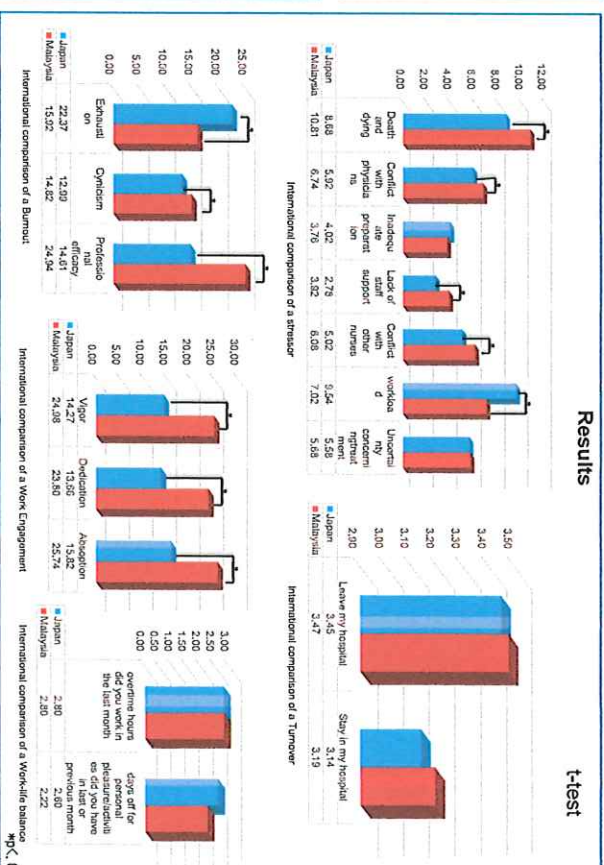
Methodology

The participants in the study included registered nurses working at acute-care hospitals in JAPAN and Malaysia. The Maslach Burnout Inventory, Intent to Leave, Utrecht Work Engagement Scale (UWES) and Nursing Stress Scale were used to evaluate the variables of interest.
Ethical considerations: The ethics review board of the authors' affiliate university approved the study (No. 14021). The nurse manager contacted nurses to request their participation in the study and participation was voluntary.

Results

Questionnaire forms were distributed to nurses in two countries, and data analysis was performed on 560 people (Japan: 318, Malaysia 248). Comparing burnout scores by country (Japan and Malaysia) using analysis of variance, a significant difference was confirmed at burnout "exhaustion" ($p < 0.01$), "cynicism" ($p < 0.01$), and "job efficacy" ($p < 0.01$). Specifically, Malaysia had significantly higher "cynicism" ($p < 0.01$) than Japan, and "exhaustion" ($p < 0.01$) and "Professional efficacy" ($p < 0.01$) were higher in Japan. Also, when comparing the scores of the intention to leave the job by country, the intention to leave was no significant difference in two countries. In Work Engagement, significant differences were confirmed in "Vigor" ($p < 0.01$), "absorption" ($p < 0.01$), and "dedication" ($p < 0.01$). In addition, stressors are high in Malaysia for "death and dying" ($p < 0.01$), "lack of support" ($p < 0.01$), "conflict with doctors" ($p < 0.01$), and "conflict with other nurses" ($p < 0.01$), a significant difference was confirmed. "Workload" ($p < 0.01$) were high in Japan. No significant difference was found in the average overtime hours. Malaysia was significantly higher on average days off ($p < 0.01$).

Results



Conclusion

Malaysian nurses have a higher burnout "cynicism" than in Japan, and there was no significant difference in their intention to leave. Therefore, Malaysian nurses have a high intention to burnout or leave their jobs as in Japan. The cause was related to the stressors of "death and dying," "lack of support," "conflict with doctors," and "conflict with other nurses." It is necessary to develop a cognitive-behavioral therapy program to improve the mental health of nurses involved in COVID-19 infection.

オンライン学会参加体験記

7TH ASIAN COGNITIVE BEHAVIOR THERAPY CONFERENCE 2021 参加体験

2021年6月5日～7日にかけて、オンラインで「7TH ASIAN COGNITIVE BEHAVIOR THERAPY CONFERENCE 2021」が開催された。私は、この国際学会に参加して「Comparison of Factors Related to Nurse Burnout and Turnover in Japan and Malaysia」というテーマで、私が主に研究をしている看護師のバーンアウトや離職の意思に関して日本のデータとマレーシアのデータを比較検討した研究を発表した。

2019年12月末以来、各所報道では、国内および国際的に蔓延している新型コロナウイルス感染症に起因する新規肺炎が報告されている。2021年5月現在でも、新型コロナウイルス「COVID19」で、162,706,830人が感染し、少なくとも3,512,115人が死亡した。

そのことに伴い、世界ではワクチン開発され、ワクチン接種が急がれている中、変異株は世界の他の地域でも急増している。とりわけ、インドでは、変異株による感染症者数は著しく、混乱が巻き起こっている。また、変異株の問題は、インドだけではなく、東南アジアなどで変異株感染が急増している。このような状況の中、世界における看護師はCOVID-19感染症患者の対応に追われている。COVID-19感染症患者に対応する看護師は、日々、奮闘しており、メンタルヘルスの不調に至る看護師も多いことが報告されている。

以上のことを踏まえ、本研究では、日本とマレーシアの看護師のストレスとバーンアウト加えて、離職の意思について国際比較を行った。この国際学会では、COVID-19感染症に関する認知行動療法の関する発表が多数あった。特に、アジア諸国における、COVID-19の現状と認知行動療法の貢献に関する発表は、私の研究に貴重な示唆を与えるものであった。

このような、国際的な意見交換を行い、諸外国の認知行動療法の取り組みを聴講することで、世界の現状把握に役立つと考えられる。さらに、このような取り組みを行うことで、世界中の看護師のメンタルヘルス向上にも繋がると考えられる。

今後は、after コロナ時代における、各国における、看護師を対象としたストレスの軽減のために、それぞれの文化的背景に沿った認知行動療法プログラムを検討していきたい。積極的に国際学会に参加し、世界の心理師と情報共有しながら、我が国のみならず、グローバルヘルス向上に貢献していきたいと考える。

兵庫大学看護学部看護学科

大植 崇
(日本語1200字以内)

採用された方については、ウェブページ等で内容が公開される予定です。