

# The Silent Epidemic: Tackling Burnout in The Nursing Profession with Effective Stress Management

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## Abstract:

Burnout among nurses has become a critical issue in the healthcare sector, often referred to as a "silent epidemic" due to its pervasive yet underreported nature. This phenomenon poses significant threats not only to the well-being of healthcare professionals but also the quality of patients' care. While numerous factors contribute to burnout, ineffective stress management strategies play a crucial role. This paper explores the impact of burnout on the nursing profession and highlights effective stress management strategies to address this growing concern. The primary objectives of this paper are to provide an overview of burnout in nursing profession, its prevalence and impact, emphasize the possible effective strategies which stress can be manage. A comprehensive literature review from PubMed, Google Scholar and other search engines using related themes on burnout and stress in nursing profession were reviewed and discussed. Emphasis was laid on studies conducted globally and narrowed down to Nigeria. The exploration includes prevalence of burnout, causes, consequences, and the effective strategies to manage it. The literature review highlights the high prevalence of burnout among the nurses, its likely causes and the impact on the nurses, patients and the health care system at large, as well as identified the possible effective strategies to manage stress in order to prevent burnout among

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nurse. Burnout among nurses is crises that not only affect the nurses but also the patients and the health care system, therefore early identification, coping strategies and effective management of stress are key to its prevention. There is need to equip the incoming nurses with the knowledge and skills to recognize and manage stress through dedicated burnout modules incorporated in nursing curriculum and more research to explore the effective interventions to mitigate burnout.

**Keywords:** Burnout, Nurses, Stress Management, Healthcare System, Patient Care, Intervention Strategies,



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## Introduction

Everyone has the right to work in a safe and healthy environment, and work can serve as a protective factor for mental health. However, it can also contribute to its deterioration (World Health Organization, 2022). The World Health Organization defines mental health as a state of well-being in which individuals recognise their abilities, cope with normal life stresses, work productively, and contribute to their community (Zhai et al., 2021). Nursing, while rewarding, is a physically and emotionally demanding profession that places nurses at risk of burnout due to job-related stress and limited social support (Kaple & Clarke, 2023; Fathi & Simamora, 2019). Burnout, a state of emotional, psychological, and social exhaustion, arises from chronic workplace stress that is ineffectively managed. It leads to mental and physical exhaustion, cynicism towards work, and decreased professional efficacy (Lee & Cha, 2023; Kaple & Clarke, 2023; Fathi & Simamora, 2019).

The shortage of nurses is a global issue, with Sub-Saharan Africa, including Nigeria, experiencing significant workforce depletion due to migration to higher-income countries such as the United Kingdom, the United States, Canada, Australia, and Ireland (Adams et al., 2019). Nurse burnout is recognised as a major contributor to this shortage and has become a key focus of recent studies. Given the high levels of burnout among nurses, resilience has been identified as a crucial predictor of their ability to manage work-related stress (Guo, 2017). According to Maslach and Jackson, burnout is a reaction to prolonged workplace stress and is marked by emotional exhaustion, depersonalisation, decreased personal efficacy, and cynicism (Dall'Ora et al., 2020; Oliverira et al., 2019). It is associated with hopelessness, apathy, and reduced job performance, particularly in environments with poor working conditions (Adams et al., 2019).

Stress is an adaptive response that prepares individuals to react quickly and effectively to unforeseen situations (Dall'Ora et al., 2020). Nurses are required to care for patients with patience and empathy in highly stressful settings, often with limited resources and heavy workloads. This imbalance can significantly affect their well-being (Oliverira et al., 2019). The initial symptoms of burnout manifest as an inability to manage stressful work situations, which can be exacerbated by the emotional toll of caring for critically ill patients and witnessing death (Kelly et al., 2021). Over time, nurses may experience a diminished sense of personal accomplishment and job satisfaction, leading to turnover and workforce depletion (Kelly et al., 2021).

Burnout is driven by multiple factors, with occupational stress being the most significant (Lee & Cha, 2023). Prevention is the best strategy for managing burnout, which involves recognising early warning signs, avoiding excessive stress, and implementing measures to address work-related challenges before they escalate into severe problems (Vincent, 2021).

## Signs and Symptoms of Burnout

Burnout does not occur immediately; rather, it is a gradual process that builds up over time due to continuous exposure to job-related stressors (Begum, 2024). Individuals suffering from burnout often exhibit various symptoms, which may manifest in psychosomatic,



emotional, attitudinal, and behavioural issues (Maslach & Leiter, 2021). These symptoms can significantly affect both personal well-being and professional efficiency. However, burnout is primarily characterised by three classic symptoms, often referred to as the three dimensions of burnout (Maslach & Leiter, 2021).

The first dimension, exhaustion, is the most apparent manifestation of burnout. It refers to an overwhelming sense of emotional depletion, leaving individuals feeling physically and mentally drained, unable to cope with the demands of work and life (Shah, 2021; Maslach & Leiter, 2021). This exhaustion can take the form of chronic fatigue, where individuals struggle to complete even routine tasks, or emotional exhaustion, where they feel detached from their work and lack the motivation to engage in professional responsibilities. The persistent nature of exhaustion can lead to a decline in overall well-being, affecting both mental and physical health.

The second dimension, depersonalisation—also referred to as cynicism—describes a negative and detached response towards colleagues, clients, and the organisation (Maslach & Leiter, 2021; Schaufeli et al., 2020). This is often referred to as compassion fatigue, particularly in professions that require high levels of empathy and interpersonal engagement. Individuals experiencing depersonalisation may exhibit a lack of emotional involvement, treating others in a distant, impersonal manner. Over time, this can erode workplace relationships, reduce collaboration, and foster a sense of isolation among employees. The loss of idealism that accompanies depersonalisation can further lead to job dissatisfaction and increased absenteeism.

The third dimension, reduced personal accomplishment, refers to a decline in feelings of competence and effectiveness at work. Individuals suffering from this symptom often perceive themselves as less capable and successful in their roles, which diminishes their sense of professional achievement (Maslach & Leiter, 2021; Schaufeli et al., 2020). This feeling of inefficacy can result in a lack of motivation, reduced productivity, and a decrease in job satisfaction. When employees feel that their contributions are insignificant or unrecognised, they may disengage from their responsibilities, further exacerbating the cycle of burnout.

Understanding these three dimensions of burnout is crucial for identifying and addressing its impact on individuals and organisations. Burnout not only affects personal well-being but also has broader implications for workplace performance, organisational culture, and overall job satisfaction. Addressing burnout requires proactive strategies that focus on workload management, emotional support, and fostering a positive work environment to mitigate its adverse effects.

### **Prevalence of and Factors responsible for Burnout among the Nurses**

The prevalence of burnout in the nursing profession varies globally, with an estimated rate of 11.23% among nurses worldwide (Woo et al., 2020). However, in developed countries such as the United States of America, the prevalence is significantly higher. A study examining the prevalence and factors associated with nurse burnout in the United States reported that 31.5% of nurses experienced burnout, with 16.6% of cases recorded in the Western region

and a notably higher proportion of 30.0% in the Southeast (Shah et al., 2021). Similarly, a systematic review and meta-analysis conducted on job burnout among Iranian nurses revealed a wide-ranging prevalence, from 25.9% to as high as 89.2% (Sohrabi et al., 2022). A broader analysis of 12 studies across seven African countries using the Maslach Burnout Inventory identified a prevalence rate of 66% for emotional exhaustion, 37% for depersonalization, and 49% for low personal achievement (Owuor et al., 2020). Nigeria has also recorded substantial burnout rates among nurses. A study conducted among nurses working in two Federal Neuropsychiatric Hospitals in the southwestern region reported a 44.4% prevalence of emotional exhaustion, 31.7% for depersonalization, and an alarming 98.8% for reduced personal accomplishment (Alabi et al., 2021). Additionally, an assessment of burnout's impact on nursing productivity in acute care settings at the University College Hospital, Ibadan, revealed that 98% of the nurses surveyed had experienced burnout due to various occupational stressors (Oliveira et al., 2019).

Burnout in the nursing profession is largely driven by multiple interrelated factors, many of which are inherent to the profession. Nurses face significant challenges that contribute to occupational stress and, if not properly managed, result in chronic burnout (American Nurses Association, 2022). Maslach identified six primary work characteristics that influence burnout: workload, control, reward, community, fairness, and values. She further argued that burnout not only leads to deterioration in employees' health but also negatively affects job performance (Dall'Ora et al., 2020). Beyond these six factors, burnout in the nursing profession arises from inherent job-related factors as well as systemic challenges within healthcare institutions (Dires et al., 2023; Moore, 2021).

One of the major contributors to burnout among nurses is the demand for long working hours and shift work. Due to labour shortages, nurses in some hospitals are required to work 12-hour shifts or even longer, often covering both day and night shifts as well as weekends (Dires et al., 2023). This extended work schedule can be physically and mentally exhausting, increasing the risk of burnout and negatively impacting nurses' overall well-being (Moore, 2021). Additionally, providing compassionate care—especially in critical care settings—places a significant emotional burden on nurses. Witnessing patient suffering, handling life-threatening conditions, and experiencing moral injury from unmet patient needs can lead to emotional exhaustion (Alharbi et al., 2019). Nurses in intensive care or palliative units often develop strong emotional connections with their patients and their families. Consequently, sudden patient deaths or major health deteriorations may cause distress, contributing to compassion fatigue and, ultimately, burnout (Alharbi et al., 2019). When nurses are continuously exposed to such emotionally taxing situations, the accumulation of stress can lead to psychological distress, including depression and anxiety (Alharbi et al., 2019).

The physical demands of nursing further exacerbate burnout. Nurses regularly perform physically strenuous tasks such as lifting and repositioning patients, standing for prolonged periods, and moving quickly between hospital units. These activities contribute to musculoskeletal pain and discomfort, which can negatively impact their long-term physical

health and work efficiency (Moore, 2021). Furthermore, excessive workload is another significant stressor. Many nurses work under high patient-to-nurse ratios, making it difficult to provide individualized care. When workloads become overwhelming, nurses struggle to allocate adequate time for proper documentation and high-quality patient care (Kowalczyk et al., 2020). This excessive burden increases stress levels and diminishes job satisfaction (Aljanfawi, 2022).

Role conflict is another key contributor to burnout among nurses. Nurses frequently encounter competing priorities and unclear job expectations, leading to significant workplace stress and dissatisfaction (Shah et al., 2021). Role conflict arises when nurses receive contradictory instructions or are assigned tasks without the necessary resources to execute them efficiently. This ambiguity reduces organizational commitment and increases emotional exhaustion (Shah et al., 2021). Similarly, interpersonal conflicts within healthcare environments contribute to burnout. Nurses often deal with conflicts involving patients, their guardians, and medical staff, which creates a hostile work environment. When interpersonal relationships are strained, it can lead to feelings of alienation, workplace dissatisfaction, and heightened emotional distress (Safdar et al., 2020). A strong sense of belonging and positive social connections within the workplace are crucial for maintaining nurses' mental well-being (Suttie, 2021).

Moral injury, which results from the inability to meet patient needs and demands, is another contributing factor to burnout. Moral distress arises when nurses are unable to provide the quality of care they believe their patients deserve due to resource constraints, time limitations, or institutional policies (Dean et al., 2019). Over time, repeated exposure to such distressing situations can lead to hopelessness, demoralization, and a diminished sense of professional fulfilment. Moral distress not only erodes job satisfaction but also contributes significantly to emotional exhaustion, further exacerbating the burnout crisis among nurses (Dean et al., 2019).

In conclusion, burnout among nurses is a prevalent and multifaceted issue influenced by a combination of personal, professional, and systemic factors. The demanding nature of nursing—characterized by long hours, excessive workload, emotional strain, and moral injury—makes nurses particularly vulnerable to burnout. Addressing this crisis requires interventions at multiple levels, including improving staffing ratios, providing psychological support, and fostering a more supportive work environment to enhance nurses' resilience and well-being.

### **Systemic Challenges facing Health Care System**

The shortage of nurses is a significant challenge that exacerbates workload and stress levels within the profession. A decline in the number of professionally active nurses is influenced by multiple factors, including a lack of employment opportunities despite possessing the necessary qualifications, financially motivated emigration, and career abandonment due to dissatisfaction or burnout. These issues create a ripple effect, placing additional burdens on the remaining nurses who must manage an increased patient load with limited support. The

cumulative stress associated with understaffing not only affects nurses' well-being but also compromises patient care and healthcare service delivery. Research highlights that these workforce shortages can lead to higher levels of emotional exhaustion and decreased job satisfaction, ultimately contributing to higher attrition rates within the profession (Dall'Ora et al., 2020; Kowalczyk et al., 2020).

Pandemics, such as the recent COVID-19 outbreak, further strain healthcare systems, placing nurses under unprecedented pressure. During such health crises, nurses are often required to assume additional responsibilities and adapt to new roles, some of which may conflict with their original job descriptions. This rapid shift can lead to increased stress and burnout, as they struggle to meet the heightened demands of patient care while dealing with personal and professional uncertainties. Studies indicate that during pandemics, nurses experience not only physical exhaustion but also emotional distress due to prolonged exposure to high-risk environments, increased patient mortality, and fears of infection (Arnetz et al., 2020; Martinez-Lopez et al., 2020). The necessity for nurses to function beyond their traditional roles without adequate preparation or support further exacerbates their stress levels, leading to long-term mental health implications (Sahay et al., 2022).

The availability and functionality of medical equipment are crucial for efficient patient care, yet many nurses face challenges due to faulty or insufficient resources. The inability to access necessary medical tools and supplies not only disrupts workflow efficiency but also places additional strain on healthcare professionals who must find alternative ways to deliver care. This situation contributes to increased frustration, delays in treatment, and potential risks to patient safety. In environments where medical supplies are consistently inadequate, nurses often experience heightened stress levels as they struggle to perform their duties effectively, which in turn contributes to professional dissatisfaction and burnout.

A lack of control and autonomy in the workplace can also negatively impact nurses' job satisfaction and mental well-being. Limited decision-making power within healthcare settings often leads to frustration, as nurses may feel undervalued or incapable of influencing patient care decisions. This lack of professional autonomy can contribute to a sense of helplessness, reducing motivation and engagement in the workplace. When nurses are unable to exercise their professional judgment or advocate effectively for their patients, they may experience diminished job satisfaction, ultimately leading to increased turnover and decreased retention within the field.

Furthermore, the absence of strong leadership within healthcare institutions exacerbates burnout among nurses. Poor leadership, ineffective communication, and a lack of managerial support create a toxic work environment in which nurses feel unsupported and undervalued. When leadership fails to address workplace concerns, provide adequate guidance, or foster a supportive culture, nurses are more likely to experience stress, frustration, and disengagement. Effective leadership plays a crucial role in ensuring that healthcare professionals receive the necessary support, resources, and recognition to perform their

duties efficiently. Without this, the risk of burnout increases, further worsening workforce shortages and overall healthcare service delivery.

The stressful nature of nursing environments further contributes to burnout, particularly in settings characterized by inadequate staffing, chaotic work conditions, and limited rest periods. High-pressure situations, combined with the physical and emotional demands of patient care, can lead to exhaustion and decreased job satisfaction. The lack of scheduled breaks and opportunities for recovery exacerbates these challenges, preventing nurses from maintaining a healthy work-life balance. Research indicates that prolonged exposure to stressful conditions without appropriate interventions can have long-term negative consequences, affecting both the mental and physical health of nurses (Lee & Cha, 2023). Consequently, addressing workplace stressors and implementing supportive policies are essential in mitigating burnout and improving job satisfaction within the nursing profession.

### **Consequences of Burnout among Nurses**

Nursing burnout is a serious and consequential syndrome that affects not only individual nurses but also the healthcare organisations they work for and the patients under their care. It is characterised by emotional exhaustion, depersonalisation, and a diminished sense of personal accomplishment, all of which can significantly undermine the quality of healthcare delivery. The negative impact of nursing burnout is far-reaching, affecting multiple facets of the healthcare system, including patient safety, nurse well-being, and organisational efficiency (Lee & Cha, 2023; Oliveira et al., 2019).

Exhausted and emotionally drained nurses are more prone to errors and lapses in patient care, which can pose a direct threat to patient safety. Critical tasks may be overlooked or mishandled due to the cognitive and physical fatigue associated with burnout, leading to adverse patient outcomes. Emotional exhaustion and reduced job satisfaction may also result in suboptimal patient interactions, further affecting the overall quality of healthcare delivery (Lee & Cha, 2023; Montgomery et al., 2021). The diminished efficiency caused by burnout often leads to extended hospitalisation periods, as nurses are less able to provide timely and effective care. Prolonged recovery times for patients subsequently increase healthcare costs, placing additional financial strain on both patients and healthcare systems (Lee & Cha, 2023). For nurses, the experience of burnout manifests in a variety of physical and psychological symptoms. Common physical issues include headaches, fatigue, hypertension, musculoskeletal problems, and sleep disorders, all of which contribute to decreased overall well-being. Psychological symptoms such as depression, anxiety, and difficulties in concentration further exacerbate the negative impact of burnout on nurses' mental health (Lee & Cha, 2023; Razai et al., 2023). In an attempt to cope with chronic stress, some nurses may resort to unhealthy behaviours such as smoking and excessive alcohol consumption, which further deteriorate their health (Oliveira et al., 2019). The combination of these factors creates a vicious cycle in which burned-out nurses are unable to effectively care for their patients, leading to both personal and professional dissatisfaction.

From an organisational perspective, nursing burnout presents a significant challenge by contributing to high turnover rates. Burnt-out nurses are more likely to leave their positions, creating a continuous need for recruitment and training of new staff, which places a substantial burden on organisational resources (Lee & Cha, 2023). High levels of burnout can also negatively impact the overall efficiency of healthcare delivery, as staff shortages and an overworked nursing workforce reduce the quality of patient care. Additionally, hospitals and healthcare facilities with high rates of nurse burnout may develop a negative reputation, making it difficult to attract and retain skilled nursing professionals. A poor organisational reputation further exacerbates the cycle of burnout, as overburdened nurses are left with even fewer colleagues to share the workload (Razai et al., 2023).

### **Effective Strategies to Manage Stress and Prevent Burnout among Nurses**

The nursing profession has long been associated with high levels of stress due to physical labour, human suffering, extended work hours, staffing issues, and interpersonal relationships. Burnout, characterised by emotional exhaustion, depersonalisation, and reduced personal accomplishment, is a major concern in nursing (Oliverira et al., 2019). Addressing burnout requires a comprehensive approach incorporating individual and organisational strategies (Razai et al., 2023).

Effective workload management is crucial in mitigating burnout among nurses, as the profession is inherently demanding both qualitatively and quantitatively (Diehl et al., 2021). Nurse managers should collaborate with staff to address workload concerns, ensuring fair distribution of responsibilities (Squellati & Zangaro, 2022). Some nurses, however, may find transitioning to another job the only viable solution. Adequate staffing is another essential factor, as maintaining sufficient nurse-to-patient ratios alleviates excessive demands, thereby reducing burnout risks (Aljanfawi, 2022). Implementing fair scheduling practices and offering flexible work arrangements can further enhance work-life balance and overall well-being (Aljanfawi, 2022).

Leadership support plays a vital role in preventing burnout. Supportive leadership that provides resources and fosters a positive work environment significantly contributes to nurses' well-being (Squellati & Zangaro, 2022). Leaders who engage with staff, acknowledge achievements, and encourage open communication create a culture of support, reducing feelings of isolation (Squellati & Zangaro, 2022). Transformational leadership, which emphasises collaboration and shared decision-making, has been found to improve resilience among nursing teams (Squellati & Zangaro, 2022). A study among Jordanian nurses highlighted that leader-empowering behaviours, such as granting autonomy and involving nurses in decision-making, correlate with lower emotional exhaustion and depersonalisation, ultimately improving job satisfaction and reducing turnover (Mudalla et al., 2019). Resilience training programmes are effective in equipping nurses with strategies to manage stress and prevent burnout. Resilience is the ability to adapt positively to adversity and maintain psychological well-being under stress (Zhai et al., 2021). These programmes focus on emotional reflection, mentorship, work-life balance skills, self-care techniques, and enhancing



confidence (May & Hughes, 2022; Srikesavan et al., 2022). Studies evaluating resilience training have demonstrated significant effectiveness in reducing burnout. For example, a study involving 46 hospital nurses reported that six one-hour resilience training sessions significantly improved job burnout levels (Safavi et al., 2023). Similarly, the implementation of a Stress Management and Resiliency Training (SMART) programme in a Neurosciences Critical Care Unit led to statistically significant reductions in burnout (May & Hughes, 2022). Furthermore, systematic reviews and meta-analyses have demonstrated moderate to significant effects of psychological interventions on fostering resilience, improving mental health, and reducing burnout among nurses (Kunzler et al., 2022; Woo et al., 2020).

Identifying early warning signs of burnout, such as mental and physical exhaustion, emotional detachment, and cynicism, is crucial (Maslach & Leiter, 2021). Educating nurses on recognising and managing stress can significantly enhance professional well-being (Squellati & Zangaro, 2022). Raising awareness about burnout and implementing preventative strategies can improve resilience among nurses. Mindfulness practice programmes are another effective approach to reducing burnout. Mindfulness involves intentional, non-judgemental awareness of present-moment thoughts, emotions, and bodily sensations (Othman et al., 2023). These practices promote self-awareness, self-compassion, and emotional regulation, which help nurses manage stress effectively (Vincent, 2021). Studies have shown that mindfulness-based interventions (MBIs) significantly reduce emotional exhaustion and depersonalisation while increasing personal accomplishment (Wang et al., 2023). A quasi-experimental study on critical care nurses caring for COVID-19 patients found that MBI sessions reduced emotional exhaustion and depersonalisation while improving self-compassion (Othman et al., 2023). Additionally, systematic reviews have highlighted the positive effects of mindfulness interventions on stress, anxiety, burnout, and well-being (Ghawadra et al., 2019; Feng et al., 2023). Online mindfulness programmes are increasingly being incorporated into healthcare settings, proving to be effective in reducing stress and anxiety (Dai et al., 2022). Longer-term follow-up studies are needed to assess the sustainability of mindfulness interventions' effects on burnout.

Institutional policy changes are necessary for long-term solutions to nurse burnout. Policies addressing workload distribution, ensuring regular breaks, and providing professional advancement opportunities are essential. Employee Assistance Programmes (EAPs) can offer confidential support to nurses dealing with work-related stress, thereby fostering a sustainable work environment (Chason, 2024; Lee & Cha, 2023). Seeking emotional support is another crucial strategy for managing burnout. Developing a strong support system, whether from therapists, colleagues, family, or friends, can significantly help nurses cope with workplace demands and the emotional toll of patient care (Gallagher et al., 2021). Compassion is a fundamental aspect of nursing, making it imperative that nurses receive adequate support to avoid burnout (Squellati & Zangaro, 2022). Establishing strong interpersonal relationships at work and home helps nurses navigate high-stress situations, providing emotional support and a sense of community (Kaple & Clarke, 2023).



Self-care and work-life balance are essential components in preventing burnout. Nurses should prioritise self-care and establish clear boundaries between their professional and personal lives. Healthcare institutions that foster a culture of self-care and offer mental health resources can significantly contribute to nurses' well-being. Simple practices such as regular breaks and physical activity can enhance resilience against stressors (Jone, 2023). Engaging in regular exercise has proven stress-alleviating effects and can make the physical demands of nursing less strenuous. Exercise helps lower stress hormones while stimulating endorphins, which promote relaxation and optimism (Oliverira et al., 2019; Chavan, 2019). Maintaining proper nutrition is also crucial in stress management. Stress often leads to poor dietary habits, making a balanced diet essential for maintaining energy and mental focus during shifts (ANA, 2022). Nurses should ensure they consume nutritious meals before and during their shifts to avoid the negative effects of poor eating habits. Regulating shift schedules and taking periodic breaks are also effective in mitigating burnout. Overloaded responsibilities and excessive work hours contribute to fatigue, making it crucial for nurses to balance their schedules appropriately (Kaple & Clarke, 2023). Disconnecting from work periodically allows nurses to recharge both physically and emotionally, ensuring better performance at work (ANA, 2022). Additionally, requesting training opportunities can help nurses develop coping strategies to manage job demands effectively and recognise early signs of burnout (Squellati & Zangaro, 2022). Training can also improve awareness of burnout risks and introduce evidence-based interventions to prevent its onset.

By adopting these strategies—workload management, leadership support, resilience training, early burnout detection, mindfulness practices, institutional policy changes, emotional support, self-care, and training—nurses can better manage stress and prevent burnout. Implementing these interventions will enhance job satisfaction, improve mental well-being, and ultimately foster a more sustainable nursing workforce.

### **Implication to Nursing Education, Research and Practice**

Equipping incoming nurses with the knowledge and skills to recognise and manage stress is crucial for improving their mental health and overall well-being. Incorporating dedicated burnout modules, stress management training, and self-care promotion in nursing curricula can reduce burnout rates, enhance job satisfaction, and improve workforce retention. Lower burnout levels contribute to increased attentiveness, empathy, and job performance, ultimately enhancing patient care. Additionally, there is a need for increased research on the prevalence and long-term effects of burnout among nurses, focusing on specific stressors and effective interventions. This can lead to the development of evidence-based strategies, such as mindfulness programs, support systems, and organisational changes, which healthcare institutions can adopt to strengthen nurses' resilience and mitigate burnout.

### **Conclusion**

Nursing is one of an occupation that experiences highest rates of burnout. The impact of nurse burnout is significant in that, it is not only negatively affecting nurses but also patients and healthcare organizations, so prevention, coping strategies and effective managements are

required. Therefore, the issue needs to be addressed by nurses, employers, and policymakers. Every nurse should be able to recognize and identify early sign and symptoms of burnout and continually engage in those activities that has ability to decrease stress and burnout. Prioritizing workload through fair distribution, manageable shifts, and adequate staffing is crucial. Fostering a culture of open communication, appreciation, and support for nurses' mental health is essential by the management of health care institutions. This will demonstrate the commitment to nurses' well-being that will ultimately benefit to a patient care and the healthcare system.

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