Abstract Book

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THE INFLUENCE OF HARDINESS IN BURNOUT OF NURSES

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Abstract

Introduction:
Actually there is a new conception of the relationship between worker and work, existing new demands that can lead to the impersonal contacts in health context. Nurses are confronted with continuous days, emotional involvement in the patients' problems, excessive work load and other elicitors of conflicts and chronic occupational stress. All those situations can provoke burnout (Maslach & Jackson, 1997) expressed with irritability, emotional exhaustion, weak professional accomplishment, etc, leading the professional to dehumanization. Some studies have found that personality traits can explain how each individual copes with stress (Kobasa et al., 1982). One of these traits is hardiness, which is related with stress resistance, appearing as a protective factor of burnout (Schaufeli & Enzmann, 1998). We did not found any studies in Portugal relating burnout and hardiness in nurses.

Objectives:
Identify burnout levels in Nurses and verify if burnout is related with hardiness as a protective personality trait.

Method:
To assess burnout we have used a translated version of M.B.I. done by Marques-Pinto (2009). To assess hardiness we have used P.V.S. (Personal Views Survey; from Moreno-Jimenez et al., 2000) through a version that we adapted from Brazilian version by Mallar and Capitão (2004), authorized by the authors. Data will be collect in a non-probabillistic sample of 250 nurses working in Oporto hospitals.

Results:
The results are similar to other studies, revealing the presence of burnout and hardiness, as well a negative correlation between both variables.

Conclusions:
Hardiness as a personality trait seems to be a protective factor of burnout. The knowledge of personality traits can help to prevent burnout and to help nurses to give better health care to the patients.

Keys words: burnout, hardiness, nurses