

Perception and Attitude of Nurses on Burnout Assessment: A Cross-Sectional Survey in Dubai, UAE

Merlin Joseph^{1*}, Dr. Chakrapani Chaturvedi²

1 Research Scholar, Faculty of Nursing, Banasthali Vidyapith, Rajasthan, India

blessmerlinjoseph@gmail.com

2 Associate Professor, Faculty of Nursing, Banasthali Vidyapith, Rajasthan, India

Abstract: Burnout among nurses has become an increasing concern in global healthcare. This study examines the perceptions and attitudes of nurses in Dubai, UAE, regarding burnout assessment and its implications for personal and professional well-being. A cross-sectional survey was conducted involving 100 nurses who were purposively selected. Data were analysed using simple frequency and percentage distribution. The findings indicated that a majority of nurses recognise burnout and support periodic assessments. The study recommends implementing structured burnout assessment and intervention programs in healthcare settings.

Keywords: burnout, nurses, attitude, perception, assessment, UAE, occupational stress, wellbeing

INTRODUCTION

Burnout, characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment, is a well-documented phenomenon among healthcare professionals, particularly nurses. Globally, the prevalence of burnout has prompted significant concern due to its impact on the quality of care, patient safety, and workforce retention (Maslach & Leiter, 2016). In the UAE, the multicultural healthcare environment and high work demands further compound stress among nurses (Alameri et al., 2021).

This study aims to assess the perception and attitude of nurses toward burnout assessment in Dubai. It explores awareness, perceived benefits, willingness to participate in assessments, and preferences regarding assessment frequency and intervention formats.

REVIEW OF LITERATURE

Maslach et al. (2001) conceptualized burnout as a syndrome resulting from chronic workplace stress not successfully managed. Recent studies underscore the urgency of early burnout detection and intervention (Salvagioni et al., 2017; Rotenstein et al., 2018). Alameri et al. (2021) noted that UAE-based nurses experience considerable occupational stress due to high workloads and role ambiguity.

Burnout assessments, such as the Maslach Burnout Inventory (MBI), are crucial for identifying individuals at risk and tailoring interventions (Dyrbye et al., 2020). Regular evaluations combined with supportive programs enhance job satisfaction and employee retention (Montgomery et al., 2021). This study contributes to the growing body of literature advocating for institutional-level assessments of mental well-being.

METHODOLOGY

A descriptive cross-sectional survey was conducted among 100 nurses working in Dubai, UAE. A purposive sampling method was used. A structured questionnaire comprising two sections was distributed:

Section A focused on awareness and attitudes.

Section B addressed preferences for burnout assessments and interventions.

Simple frequency and percentage analyses were performed. Ethical approval and informed consent were obtained before the commencement of data collection.

RESULTS

Section A: Awareness and Attitudes

| Question | Response | Frequency | Percentage |
|--|---------------------|-----------|------------|
| Have you ever heard about burnout? | Yes | 89 | 97.8% |
| How did you hear about burnout? | Internet | 16 | 18% |
| | Colleagues | 40 | 45% |
| | Officials | 20 | 22% |
| | Journals | 11 | 12% |
| Do you think burnout assessments will be beneficial? | Yes | 90 | 99% |
| How will it be beneficial? | Seek help | 65 | 71% |
| | Career growth | 20 | 22% |
| | Personal growth | 3 | 3% |
| | Benefit the company | 1 | 1% |

| | | | |
|---|--------------|----|-----|
| | Not answered | 2 | 2% |
| Will burnout assessment affect overall health? | Yes | 87 | 96% |
| Is burnout assessment essential for your wellbeing? | Yes | 78 | 86% |
| Will periodic assessment support work-life stability? | Yes | 83 | 91% |
| Aware of burnout assessment leading to psychological support? | Yes | 85 | 93% |

Section B: Preferences and Participation

| Question | Response | Frequency | Percentage |
|---|--------------------|-----------|------------|
| Should burnout assessments be done in the workplace? | Yes | 87 | 96% |
| Preferred frequency of assessment | Once a year | 8 | 9% |
| | Once in six months | 82 | 90% |
| Willingness to participate if offered | Yes | 78 | 86% |
| Preferred hours of intervention/month | 5 hours | 22 | 24% |
| | 10 hours | 37 | 41% |
| | 15 hours | 21 | 23% |
| | Others | 9 | 10% |
| | Not answered | 2 | 2% |
| Willing to attend program activities | Yes | 85 | 93% |
| Is burnout affecting the quality of life and it needs assessment? | Yes | 77 | 85% |

DISCUSSION

The findings reflect a high level of awareness and a positive attitude toward burnout assessments among nurses in Dubai. A majority support periodic evaluations and

psychological support, emphasizing the need for institutional burnout management strategies. The results align with existing literature that highlights burnout as a critical occupational hazard (Salvagioni et al., 2017).

Integrating burnout assessments into routine healthcare practice could serve as a proactive measure to maintain nurse wellness, enhance productivity, and reduce turnover. Intervention programs should be flexible and responsive to staff preferences, emphasizing leadership commitment to mental health.

RECOMMENDATIONS

- Implement mandatory biannual burnout assessments in healthcare facilities.
- Design intervention programs with flexible time commitments that accommodate nurse preferences.
- Provide accessible psychological support services following assessments.
- Promote awareness of burnout through workshops and continuous education.
- Encourage leadership to prioritize mental well-being as part of institutional culture.

CONCLUSION

This study highlights the readiness and willingness of nurses in the UAE to engage in burnout assessments. Institutions should prioritize structured programs for burnout evaluation and intervention. Further research could explore the effectiveness of tailored intervention programs.

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