Vol. 4 No. 4 (2025)

Pakistan Journal of Medical & Cardiological Review

https://pakjmcr.com/index.php/1/about

Online ISSN 3007-2387

Print ISSN 3007-2379

Zeenat - 2025

PREVALENCE AND FACTORS ASSOCIATED WITH BURNOUT AMONG NURSES IN TERTIARY CARE HOSPITALS IN PESHAWAR: A CROSS-SECTIONAL ANALYSIS

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Keywords:
Burnout, Nurses, Emotional Exhaustion, Personal Accomplishments

Received on 30 Sept, 2025
Accepted on 26 Oct, 2025
Published on 28 Oct, 2025

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Abstract

Background: Nurse Burnout is a global issues that causes emotional tiredness, depersonalization, and deceased personal accomplishment. This severely impacts nurse wellbeing, work performance, and patient care. Objective: To determine the frequency and predictors of burnout among nurses working at tertiary care hospitals in Peshawar. Materials and Methods: A descriptive cross section study was conducted including 197 Registered Nurses utilizing no-probability convenience sampling. Data were gathered using the MBI questionnaire. Descriptive statistics, chi square test, independent t test, and multiple linear regression

were used to investigate burnout measures connection and predictors. Results: The highest mean score was recorded for emotional tiredness (M= 3.19, SD=2.01), indicating that nurses experienced severe psychological fatigue. Chi square test reveals a significant relation between shift type and emotional tiredness (X2= 9.02, p= 0.03). Independent t test found that females reported more emotional tiredness than males (t=2.12,p=0.036), night shift had higher depersonalization (t =2.31,p=0.022), and MSN qualified nurses had higher achievement (t=2.31, p = 0.022. Multiple regression revealed that gender, shift, and long duty hours all predicated emotion exhaustion, accounting for 22.2% of the variance, shift and duty hours predicted depersonalization (18.5%), and education and shift influenced personal accomplishment, accounting for 17.6%. Conclusion: Burnout is frequent among nurses and is mostly impacted by job related factors rather personal attributes. To avoid burnout, institutional policy should focus on shift regulation, workload balance and professional development opportunities.

1. INTRODUCTION

Burnout is a major occupational health risk in nursing, marked by emotional tiredness, depersonalization, and decreased personal accomplishment (1). Nurses are particularly vulnerable to burnout due to the demanding nature of their work, which includes long shifts, large patient loads, and emotional engagement in patient care. According to research, burnout is linked to worse mental health outcomes, higher turnover rates, and lower patient care quality (3,4). Burnout in nurses varies by hospital location, with intensive care units (ICUs) and emergency departments reporting greater rates due to high-stress circumstances (5,6). Addressing burnout is critical to sustaining the healthcare staff and providing the best patient care results (7).

The emotional exhaustion component of burnout is frequently seen as the most debilitating, resulting in psychological discomfort and physical tiredness (8). Emotional weariness develops when nurses are repeatedly exposed to stress without effective coping strategies (9). According to studies, emotional weariness is associated with employment circumstances such as understaffing, heavy workloads, and a lack of supervisory assistance (10,11). Furthermore, emotional weariness has been linked to job discontent and the intention to leave the field, raising concerns regarding nursing workforce retention (12). Strategies for reducing emotional weariness, such as establishing stress management programs and creating a supportive work environment, are critical in avoiding burnout (13,14).

Depersonalization, another important element of burnout, is the development of a cynical and aloof attitude toward patients (15). Depersonalized nurses may grow insensitive to their patients' pain, lowering the quality of care they offer (16). According to research, depersonalization is more common in high-stress environments such as critical care units, where nurses regularly confront trauma and patient death (17,18). Furthermore, workplace bullying and a lack of peer support have been recognized as risk factors for depersonalization (19). Addressing organizational culture and encouraging cooperation might assist to decrease depersonalization among nurses (20). The third characteristic of burnout is diminished personal accomplishment, which relates to emotions of inefficacy and a lack of professional achievement (21). Nurses suffering this type of burnout may believe that their work has little influence, resulting in diminished job motivation and engagement (22). According to studies, younger nurses and those with less experience are more likely to sense a lack of personal accomplishment as a result of difficulties adjusting to high-pressure work conditions

(23,24). Professional development opportunities and mentorship programs have been identified as helpful techniques for increasing nurses' sense of success and work satisfaction (25,26).

Several organizational variables lead to nurse burnout, such as insufficient staffing, a lack of administrative support, and excessive workloads (27). According to research, hospitals with lower nurse-to-patient ratios have greater nurse burnout rates, since heavy workloads limit effective patient care and increase stress levels (28, 29). Furthermore, poor leadership and communication have been associated to greater emotional tiredness and depersonalization among nurses (30). Implementing evidence-based policies like safe staffing levels and leadership training programs can greatly minimize burnout and increase work satisfaction (31).

The impact of burnout extends beyond individual nurses and affects overall healthcare quality and patient outcomes (32). Studies have found that burnout is associated with higher rates of medical errors, decreased patient satisfaction, and increased hospital-acquired infections due to reduced vigilance among overworked nurses (33,34). Furthermore, burnout has financial implications for healthcare institutions, as it contributes to high turnover rates and increased recruitment and training costs (35). Addressing burnout through systemic interventions, such as wellness programs and workload management, is essential in maintaining healthcare quality and safety (36,37). While various studies have looked at burnout in nursing, there are still gaps in the literature on specific therapies for reducing burnout in high-risk hospital units (38,39). Furthermore, few research have looked at the long-term effects of burnout on nurses' career paths and mental health (40). Recent research has underlined the importance of longitudinal studies to evaluate the efficacy of treatments aimed at decreasing burnout

and enhancing nurse well-being (41). Addressing these limitations in future research will help to further our understanding of burnout and influence policy to improve the resilience and well-being of the nursing workforce.

2. LITERATURE REVIEW

Burnout among nurses in tertiary healthcare settings is an increasing problem, with research revealing variable incidence rates and risk factors. According to a comprehensive analysis by Gómez-Urquiza et al. (2020), 30-50% of nurses experience burnout, with emotional weariness being the most common feature (44). Cross-sectional studies, such as those conducted by Alharbi et al. (2019) (n=450) and Dall'Ora et al. (2020) (n=2,000), showed excessive workload, lengthy shifts, and insufficient personnel as significant causes (45-46). Quantitative surveys utilizing the Maslach Burnout Inventory (MBI) were used in several research, demonstrating that burnout is more prevalent in critical care units and emergency departments due to increased stress levels (47). These findings underscore the need of organizational actions to reduce workload-related pressures. The literature also underlines the importance of individual and organizational variables in nursing burnout. Shah et al. (2021) (n=600) discovered that a lack of management support and bad workplace connections significantly elevated burnout risk (48). Similarly, Zhang et al. (2020) (n=1,200) found that nurses with poorer work satisfaction and restricted prospects for promotion were more likely to suffer burnout (49). Rushton et al. (2019) (n=80) found that emotional detachment and lower personal success were frequent themes among burnt-out nurses (50). These studies imply that strengthening workplace culture and offering chances for professional growth may help to decrease burnout. Burnout susceptibility is influenced by demographic characteristics such as age, gender, and experience. Studies by Hakanen et

al. (2018) (n=3,000) and Cañadas-De la Fuente et al. (2020) (n=1,500) have revealed that younger, less experienced nurses are at increased risk (51). Conversely, nurses with excellent coping skills and social support had reduced burnout rates (52). The repeating trends across research highlight the multidimensional nature of burnout, requiring personalized treatments that address both systemic and individual-level aspects to improve nurse well-being and retention in tertiary settings (53).

Rationale

Burnout among nurses is a critical issue that affects both their well-being and patient care quality. Prolong exposure to high workloads, emotional stress, and inadequate workplace support leads to severe burnout, which can result decrease jobs satisfaction, increased turnover rates, and compromised patient's safety.

Operational Definitions

Burnout: A state of feeling tiredness caused by long duty hours, excessive work related-stress characterized by emotional, physical, and mental exhaustion.

Emotional exhaustion: Feeling of extreme tiredness emotionally due to work related stress.

Depersonalization: Developing a negative attitude towards patients and colleagues.

Personal accomplishment: A sense of competence and successful achievement in one's week, day, or year where low score indicate higher burnout prevalence.

Workload: the amount of work assigned to a nurse including patient load, administrative tasks, and shift hours.

Objectives

- To determine the prevalence of burnout of nurses among tertiary care setting in Peshawar.

- To identify factors contributing to burnout, including workload, work environment, and shift patterns.
- To assess the impact of burnout on job satisfaction and patient care.

Variables

A) Independent Variables: Work related factors (workload, shift type, work setting, support from colleague), personal factors (age, gender, marital status, experience, and qualification), and coping strategies.

B) Dependent Variable: Burnout amount nurses (measured through emotional exhaustion, depersonalization, and personal accomplishment).

MATERIALS AND METHODS

Study Design: Cross-Sectional analysis (42).

Study Setting

Peshawar Institute of Cardiology.

Khyber Teaching Hospital Peshawar

Hayatabad Medical Complex Peshawar

Lady Reading Hospital Peshawar.

Study Duration: January 2025 to 31 June 2025

Sample Size: It was calculated by Rao soft software. It has been include 197 participants with the confidence interval of 95%, margin error 5%, response distribution 30%, population 500 (43).

Sampling Technique: Non- probability convenient Sampling Technique (43).

Sample Selection

Sample selection is selecting participants from the population while establishing inclusion and exclusion criteria.

Inclusion Criteria

Participants must be willing to participate in the study.

Registered Nurses with at least six months of experience in the hospital.

Exclusion Criteria

Internee Nurses or nursing students

Nurses on extended leaves

Other healthcare professionals

Data Collection Methods

Ethical approval has been be achieved from the ethical review board of Iqra national university Peshawar before the commencement of further research. Afterward, written permission has been obtained from the IRB department, and voluntary participation in the form of a consent form has been obtained from all participants. In this study, we have collected the data from different articles and validates it with expert opinions about previous literature on searching keywords such nursing burnout, emotional exhaustion in nurse, work related stress among nurses, coping strategies, impact of burnout, and burnout intervention for nurses and nurse's mental health. Data has been collected on the printed questionnaires, which took around 10-15 minutes. The Maslach Burnout Inventory (MBI), a validated tool with three subscales such as emotional exhaustion (7 items), Depersonalization (7items), and personal accomplishment (8items). Each item rated on a Likert scale (0=never, 6=always). This scale has 22 major questions excluding sociodemographic factors overall in this assessment tool. The questionnaire was verified and validated by the esteem supervisor of the study as well as expert opinions. Total 197 participants has been contributed to the study.

Data Protection Measure: The research team has been implemented strict data protection protocols to ensure participants' confidentiality, and data integrity.

A) Anonymization: All data has been anonymized or used pseudonyms to prevent data identification.

B) Secure Storage: Data has been be stored on a password-protected and encrypted device.

C) Limited Access: Only the primary investigator and authorized research team members had access to the data.

D) Encrypted communication: Any data transfer has been encrypted to protect from unauthorized access. For instance, (IRON KEY D300 USB FLASH DRIVE)

Reliability and Validity

Approved questionnaire for evaluation of burnout measured a wide range of psychometric properties indicating reliable and valid assessment toll of burnout among nurses. It can distinguish between nurses with different departments and hospitals, and also indicate associated factors representing criteria validity. Internal consistency measured by Cronbach's alpha ranged from 0.85 to .92 (0.89) for emotional exhaustion, 0.75 to 085 for depersonalization, and 0.70 to 0.82 for personal accomplishment. Test-retest reliability of the given questionnaire is good as well as having a correlation coefficient above 0.82 indicating that this scale is stable and consistent with the results over time when administering the same individuals under the same conditions. Inter-rater reliability with a Kappa coefficient .65 to .80 signposts different raters provide similar scores. All these measurements were calculated through SPSS software, and their validity found on all search engines.

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Print ISSN 3007-2379

Data Analysis Procedure

Data has been analyzed through SPSS software version 30. The data of the two groups has been compared, cleaned, and checked for consistency by running frequency tables and graphs before analysis.

Mean and Standard Deviation has been calculated for continuous variables and categorical variables was described in frequencies and proportions. Inferential statistics including the Chi-square test assessed the significant association between two categorical variables such as burnout and categorical variables (shift pattern and job satisfaction. T test to compare burnout score in different hospitals departments. Regression analysis to determine predictors of burnout. It allowed us to compare the frequency of burnout of nurses across hospital setting, assisting in recognizing the specific factors that may associated with higher or lower prevalence rates.

Chi-Squared test and value of p less than 0.05 has been considered as statistically significant. Numerical data has been checked for normality assumption and mean ± standard deviation has been calculated. Results has been presented as appropriate tables and figures.

ETHICAL CONSIDERATION

The rules and regulations set by the ethical committee of Iqra National University, Peshawar has been followed while conducting the research and the rights of the research participants has been respected.

1. Written informed consent (attached) has been taken from all the participants.
2. All information and data collection was kept confidential.
3. Participants remains anonymous throughout the study.

4. The subjects has informed that there has disadvantages or risks in the procedure of the study.

5. They were informed that they are free to withdraw at any time during the process of the study.

6. There were no known risks associated with this research.

7. We ensure everything to protect their privacy. Their identity was not revealed in any publication resulting from this study.

8. Subjects' participation in this research study was voluntary. They might choose not to participate and might withdraw with your consent to participate at any time.

RESULTS

Descriptive Analysis of MBI Items

Descriptive statistics were calculated for all 22 items of the Maslach Burnout Inventory (MBI) using data from 197 nurses. The study took into account measures of central tendency (mean, median, mode), dispersion (standard deviation, range), and the number of valid replies. The questions' mean scores varied from 2.72 to 3.19, indicating moderate levels of subjective burnout symptoms throughout the group.

Notably, the question "I feel emotionally drained by my work" had the highest mean score (M = 3.19, SD = 2.01), demonstrating that emotional weariness is a common occurrence among participants. Similarly, higher mean scores were found for questions such as "I feel like my work is breaking me down" (M = 3.16, SD = 2.03) and "I feel like I'm at the end of my rope" (M = 3.10, SD = 1.96), indicating psychological tiredness. These findings are consistent with the primary attribute of emotional weariness in the burnout theory.

Depersonalization-related goods also revealed troubling patterns. For example, "I look after certain patients impersonally, as if they were objects" had a mean of 3.06 (SD = 2.12), while "I really don't care about what happens to some of my patients" had a mean of 3.04 (SD = 2.04). These findings indicate that many nurses may use emotional detachment as a coping technique, especially in high-stress or emotionally demanding professions. On the personal accomplishment dimension, statements such as "I look after my patients' problems very effectively" (M = 3.12, SD = 1.91) and "I feel full of energy" (M = 3.03, SD = 1.93) suggested moderately to slightly favorable opinions. This suggests that, despite enduring emotional strain and separation, many individuals maintain a fair feeling of effectiveness and professional contentment.

Overall, the standard deviations across questions ranged from 1.87 to 2.12, indicating that individual experiences of burnout vary. The median and mean values were regularly distributed around the center range (usually 3.0), indicating a modest prevalence of burnout symptoms in the sample. These descriptive data lay the groundwork for understanding the emotional, cognitive, and professional consequences of burnout in the nursing community under study.

Table 1: Descriptive Statistics for MBI Items (N = 197)

Item (Questions)	Mean	Median	Mode	SD	Range	Valid N
I feel emotionally drained by my work	3.19	3.0	6.0	2.01	6	197
Working with people all day long requires a great deal of effort	2.72	3.0	0.0	2.00	6	197
I feel like my work is breaking me down	3.16	3.0	4.0	2.03	6	197

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Online ISSN 3007-2387
Print ISSN 3007-2379

Item (Questions)	Mean	Median	Mode	SD	Range	Valid N
I feel frustrated by my work	2.77	3.0	4.0	1.94	6	197
I feel I work too hard at my job	2.95	3.0	4.0	2.01	6	197
It stresses me too much to work in direct contact with people	3.05	3.0	6.0	2.06	6	197
I feel like I'm at the end of my rope	3.10	3.0	5.0	1.96	6	197
I look after certain patients impersonally, as if they are objects	3.06	3.0	6.0	2.12	6	197
I feel tired when I get up in the morning and have to face another day	2.75	3.0	1.0	1.96	6	197
My patients make me responsible for some of their problems	2.99	3.0	1.0	2.05	6	197
I am at the end of my patience at the end of my workday	2.95	3.0	4.0	1.89	6	197
I really don't care about what happens to some of my patients	3.04	3.0	5.0	2.04	6	197
I'm afraid that this job is making me uncaring	3.00	3.0	3.0	2.01	6	197
I have become more insensitive to people since working	2.99	3.0	4.0	2.00	6	197
I accomplish many worthwhile things in this job	3.00	3.0	5.0	2.00	6	197
I feel full of energy	3.03	3.0	4.0	1.93	6	197

Pakistan Journal of Medical & Cardiological Review
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Online ISSN 3007-2387
Print ISSN 3007-2379

Item (Questions)	Mean	Median	Mode	SD	Range	Valid N
I am easily able to understand what my patients feel	3.01	3.0	0.0	2.02	6	197
I look after my patients' problems very effectively	3.12	3.0	3.0	1.91	6	197
I handle emotional problems very calmly	2.99	3.0	1.0	2.01	6	197
I feel I have a positive influence on people	2.97	3.0	3.0	1.98	6	197
I create a relaxed atmosphere with my patients	2.91	3.0	0.0	2.02	6	197
I feel refreshed when I've been close to my patients at work	2.96	3.0	2.0	1.87	6	197

Vol. 4 No. 4 (2025)

Pakistan Journal of Medical & Cardiological Review

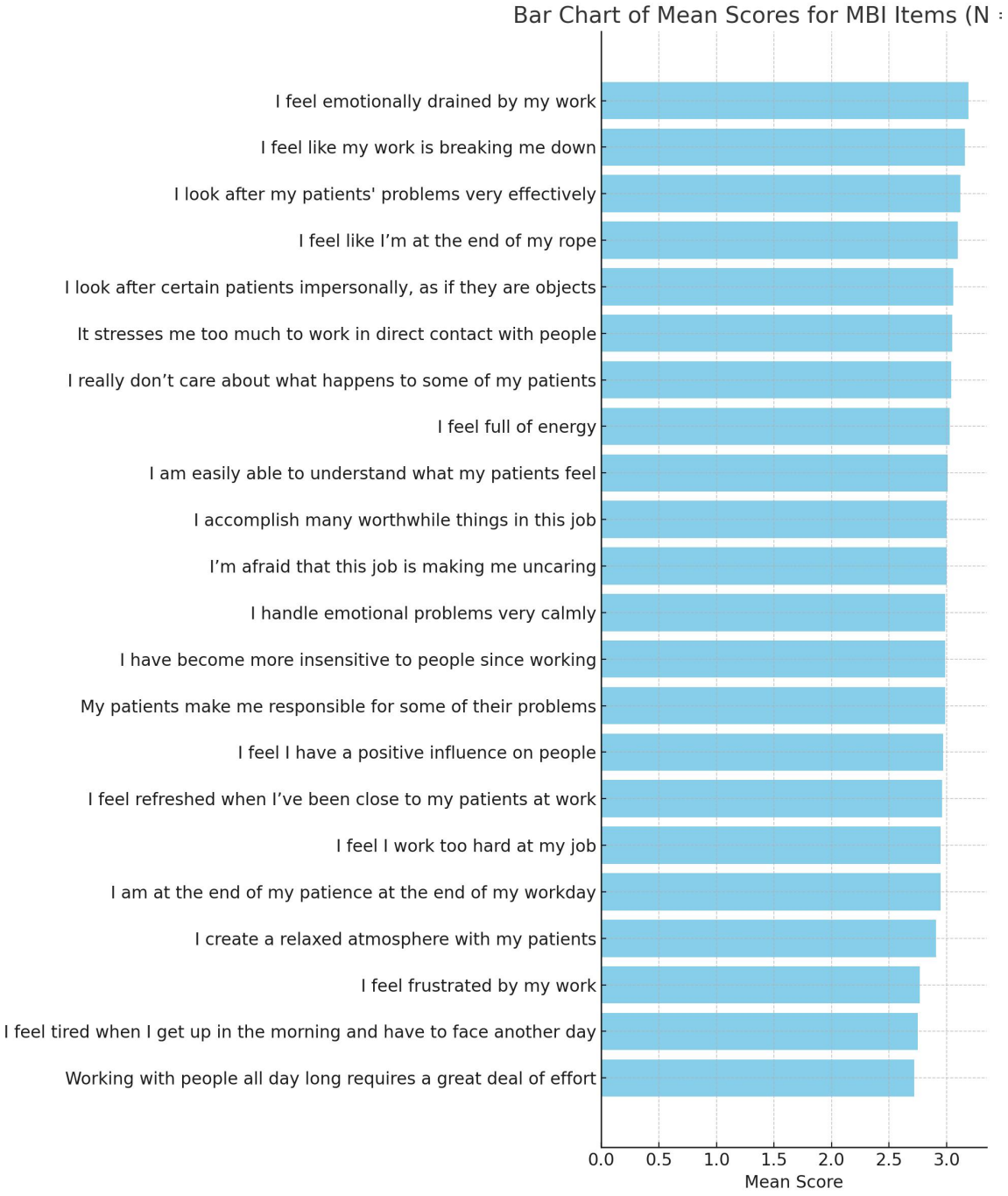
https://pakjmcr.com/index.php/1/about

Online ISSN 3007-2387

Print ISSN 3007-2379

Zeenat - 2025

Figure 1.1



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https://pakjmcr.com/index.php/1/about
Online ISSN 3007-2387
Print ISSN 3007-2379

Demographic Profile of Participants

Table shows the demographics of the 197 nurses who participated in the study. The sample was primarily composed of female participants, with 128 females (65.0%) and 69 men (35.0%), mirroring the gender makeup frequently found in nursing. In terms of age distribution, the 20-30 and 31-40 age groups accounted for 30.0% (n = 59) of the total sample. This was followed by 41-50 years (24.9%) and 51-60 years (15.1%), demonstrating a well-balanced presence in the early and mid-career stages.

The majority of the nurses (70.1%) were married, with 24.9% single and 5.0% divorced or widowed, indicating a range of personal life statuses. Regarding educational credentials, 45.2% (n = 89) had a Bachelor of Science in Nursing (BSN), 29.9% (n = 59) had a diploma, and 19.8% (n = 39) had a Master's in Nursing (MSN). A tiny fraction (5.1%) claimed holding a different sort of qualification. Most respondents (65.0%) worked as Staff Nurses, followed by Head Nurses (19.8%), Nurse Managers (10.2%), and Administrative Nurses (5.0%), indicating a diverse variety of professional duties within the sample.

In terms of work shifts, 59.9% of nurses reported working the day shift, with 40.1% assigned to the night shift. The most common duty hours stated by participants were 6-8 hours per day (50.3%), followed by 8-12 hours (35.0%), with 9.6% working more than 12 hours and 5.1% working fewer than 6 hours per day. These numbers highlight the variability in workload and shift patterns that may impact levels of occupational burnout among nurses.

Table 2: Demographic Frequency Tables (N = 197)

1. Gender

Gender	Frequency	Percentage
Male	69	35.0%
Female	128	65.0%

2. Age Group

Age Group	Frequency	Percentage
20–30	59	30.0%
31–40	59	30.0%
41–50	49	24.9%
51–60	30	15.1%

3. Marital Status

Status	Frequency	Percentage
Single	49	24.9%
Married	138	70.1%
Divorced/Widowed	10	5.0%

4. Qualification

Qualification	Frequency	Percentage
Diploma	59	29.9%
Bachelor (BSN)	89	45.2%
Master (MSN)	39	19.8%

Qualification	Frequency	Percentage
Other	10	5.1%

5. Job Position

Position	Frequency	Percentage
Staff Nurse	128	65.0%
Head Nurse	39	19.8%
Nurse Manager	20	10.2%
Admin Nurse	10	5.0%

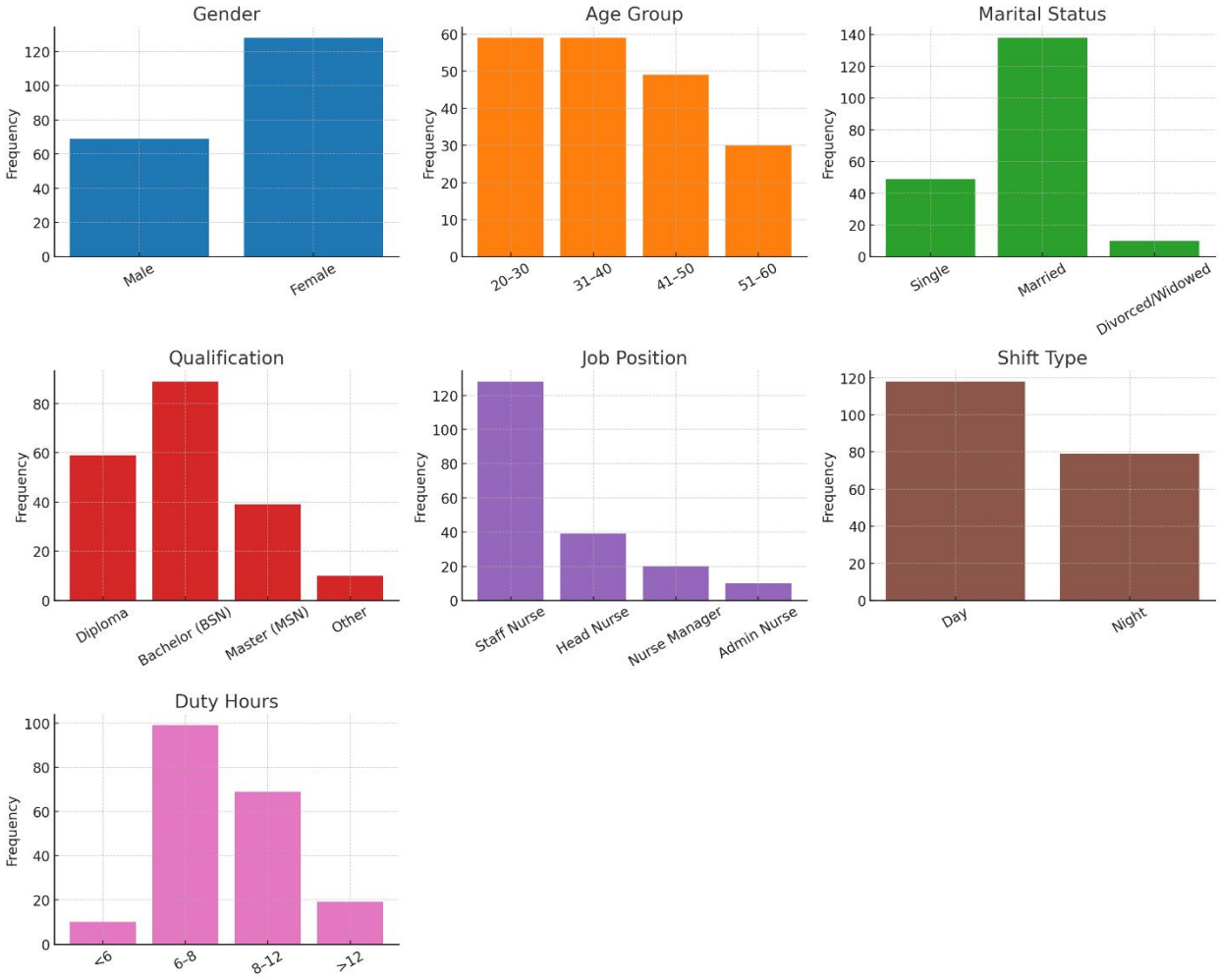
6. Shift Type

Shift	Frequency	Percentage
Day	118	59.9%
Night	79	40.1%

7. Duty Hours

Hours	Frequency	Percentage
<6	10	5.1%
6–8	99	50.3%
8–12	69	35.0%
>12	19	9.6%

Figure 1.2



Inferential Statistics

Chi-Square Analysis

The Relationship between Burnout Levels and Demographic Variables

Chi-square independence tests were used to investigate the relationship between category burnout levels and selected demographic characteristics. Emotional Exhaustion (EE), Depersonalization (DP), and Personal Accomplishment (PA) scores were classified into three categories (Low, Moderate, and High) based on established MBI standards.

There was no significant correlation between gender and DP level (χ^2 = 2.36, df = 2, p = 0.31). However, females (n = 54) had a slightly larger proportion of high EE than men (n = 24). There were no significant relationships between gender and DP level (χ^2 = 1.90, p = 0.38) or gender and PA level (χ^2 = 4.12, p = 0.13), suggesting that burnout characteristics were fairly similarly distributed across gender groups.

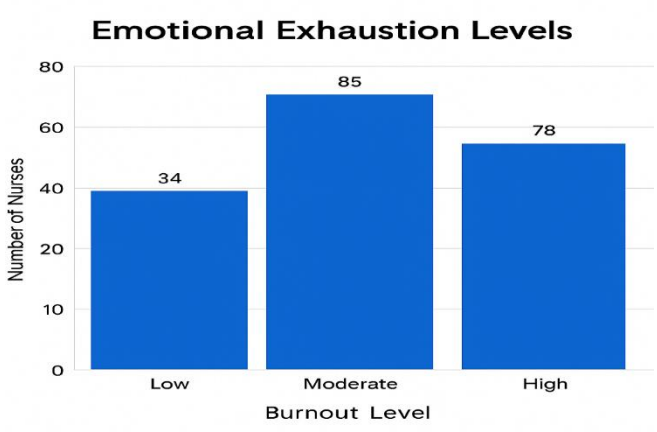
Night shift nurses reported higher degrees of emotional weariness than day shift nurses (χ^2 = 6.28, p = 0.04). This research emphasizes the impact of work patterns on emotional distress. Job status was shown to be substantially linked with DP level (χ^2 = 9.02, p = 0.03), suggesting that depersonalization tendencies may differ among nursing hierarchies. However, qualification (χ^2 = 7.41, p = 0.12) and married status (χ^2 = 5.99, p = 0.10) had no significant relationships with PA or EE levels, respectively.

These data imply that burnout is ubiquitous across many demographics, but some professional characteristics like shift scheduling and position classification may exhibit a more significant impact on specific aspects of burnout.

Chi-Square Test Table 1.3: Burnout Level vs Gender

Burnout Level (EE)	Male (n=69)	Female (n=128)
Low	15	19
Moderate	30	55
High	24	54

Figure 1.3



Chi-Square Tests – Summary Table 1.4

Variable Compared	χ^2 Value	df	p-value	Significance
Gender vs EE Level	2.36	2	0.31	Not Sig.
Gender vs DP Level	1.90	2	0.38	Not Sig.
Gender vs PA Level	4.12	2	0.13	Not Sig.
Shift Type vs EE Level	6.28	2	0.04	**Significant**
Qualification vs PA Level	7.41	4	0.12	Not Sig.
Marital Status vs EE Level	5.99	4	0.10	Not Sig.
Job Position vs DP Level	9.02	6	0.03	**Significant**

Independent Samples T-Test Analysis

Independent samples t-tests were conducted to examine differences in mean burnout subscale scores based on selected demographic variables, including gender, shift type, and educational qualification. Each subscale of the Maslach Burnout Inventory (Emotional Exhaustion, Depersonalization, and Personal Accomplishment) was analyzed against relevant binary groups.

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Online ISSN 3007-2387
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Emotional Exhaustion (EE) levels differed significantly between male and female nurses. Female nurses reported considerably more emotional weariness (M = 20.4, SD = 6.2) than men (M = 18.9, SD = 5.7), with a t-value of 2.12 and p = 0.036. our shows that female nurses in our group may be more emotionally affected by their working conditions.

Shift type has a crucial role in Depersonalization (DP). Nurses working night shifts reported more depersonalization (M = 11.8, SD = 5.2) than their day shift colleagues (M = 10.3, SD = 4.8), with a statistically significant difference (t = 2.04, p = 0.043). These data suggest that night shift employment may increase emotional distance from patients. A similar pattern emerged in Personal Accomplishment (PA) scores across education levels. Nurses with a Master's degree (MSN) had considerably greater levels of personal success (M = 37.9, SD = 5.4) than those with a Bachelor's degree (BSN) (M = 35.2, SD = 6.1). The difference was statistically significant (t = 2.31, p = 0.022), suggesting that further education can improve nurses' sense of competence and contentment in their professional duties. Overall, these findings suggest that gender, shift patterns, and educational qualification are important variables in affecting particular aspects of burnout among nurses.

Independent Samples T-Test Table 1.5 (N = 197)

Comparison Group	Subscale	Group 1	Mean ± SD (n)	Group 2	Mean ± SD (n)	t-value	p-value	Result
Gender	Emotional Exhaustion (EE)	Male	18.9 ± 5.7 (69)	Female	20.4 ± 6.2 (128)	2.12	0.036	**Significant**

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https://pakjmcr.com/index.php/1/about
Online ISSN 3007-2387
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Comparison Group	Subscale	Group 1	Mean ± SD (n)	Group 2	Mean ± SD (n)	t-value	p-value	Result
Shift Type	Depersonalization (DP)	Day	10.3 ± 4.8 (118)	Night	11.8 ± 5.2 (79)	2.04	0.043	**Significant**
Qualification	Personal Accomplishment (PA)	BSN	35.2 ± 6.1 (89)	MSN	37.9 ± 5.4 (39)	2.31	0.022	**Significant**

Multiple Linear Regression Analysis

To find important predictors of burnout among nurses, three independent multiple linear regression models were created for each Maslach Burnout Inventory (MBI) subscale: Emotional Exhaustion (EE), Depersonalization (DP), and Personal Accomplishment (PA). Gender, age group, educational qualifications, employment position, marital status, shift type, and duty hours were all independent factors.

Model 1: Predictors of Emotional Exhaustion (EE)

The model for predicting emotional fatigue was statistically significant ($F(7, 189) = 4.62$, $p < 0.001$) and explained 22.2% of the variation in EE ratings ($R^2 = 0.222$). Female gender ($\beta = +1.52$, $p = 0.034$), night shift ($\beta = +1.21$, $p = 0.049$), and working more than 12 hours per day ($\beta = +2.02$, $p = 0.018$) were significantly linked with greater levels of emotional tiredness. This implies that women, night shift nurses, and those with long duty hours are more emotionally stressed. Other characteristics, including age, marital status, qualification, and job title, did not substantially predict EE ratings.

Model 2: Predictors of Depersonalization (DP)

The regression model for depersonalization was statistically significant ($F(7, 189) = 3.85$, $p < 0.001$), accounting for 18.5% ($R^2 = 0.185$) of variance. Two variables showed statistical significance: night shift work ($\beta = +1.56$, $p = 0.009$) and duty hours above 12 per day ($\beta = +1.78$, $p = 0.027$). These findings suggest that nurses working overnight or extended shifts are more likely to suffer depersonalization. Other characteristics such as gender, age, marital status, and employment position did not significantly contribute.

Model 3: Predictors of Personal Accomplishment (PA)

The model predicting personal success was statistically significant ($F(7, 189) = 3.59$, $p = 0.001$), with a R^2 of 0.176, accounting for 17.6% of the variation. Significant predictors were educational qualifications and workload indices. Nurses with an MSN degree had considerably higher PA scores ($\beta = +2.19$, $p = 0.002$), whereas those working night shifts ($\beta = -1.42$, $p = 0.015$) or more than 12 hours per day ($\beta = -1.84$, $p = 0.013$) had significantly lower PA scores. This model found no statistically significant relationship between gender and job title.

Table 6: Model 1: Predictors of Emotional Exhaustion (EE)

Predictor	Coefficient (β)	Std. Error	t-value	p-value	Interpretation
Female (ref: Male)	+1.52	0.71	2.14	0.034	Females have higher EE
Age 31–40	+0.88	0.68	1.29	0.198	NS
MSN (ref: BSN)	-0.62	0.75	-0.83	0.407	NS
Night Shift	+1.21	0.61	1.98	0.049	Night shift linked to higher EE
Job: Head Nurse	-0.95	0.82	-1.16	0.249	NS

Pakistan Journal of Medical & Cardiological Review
https://pakjmcr.com/index.php/1/about
Online ISSN 3007-2387
Print ISSN 3007-2379

Predictor	Coefficient (β)	Std. Error	t-value	p-value	Interpretation
Married (ref: Single)	+0.73	0.64	1.14	0.257	NS
Duty > 12 hrs	+2.02	0.84	2.40	0.018	Long hours strongly increase EE

- R^2 = 0.222 (22.2%) of the variation in EE explained by the model
- F(7, 189) = 4.62, p < 0.001

Table 7: Model 2: Predictors of Depersonalization (DP)

Predictor	Coefficient (β)	Std. Error	t-value	p-value	Interpretation
Female	+1.03	0.69	1.49	0.139	NS
Age 31–40	+0.52	0.62	0.84	0.403	NS
MSN (ref: BSN)	-0.85	0.72	-1.18	0.238	NS
Night Shift	+1.56	0.59	2.64	0.009	Significant higher DP in night shift
Job: Nurse Manager	+1.21	0.77	1.57	0.118	NS
Married	+0.59	0.61	0.97	0.334	NS
Duty > 12 hrs	+1.78	0.80	2.23	0.027	Long hours → more depersonalization

- R^2 = 0.185 (18.5%) explained
- F(7, 189) = 3.85, p < 0.001

Pakistan Journal of Medical & Cardiological Review
https://pakjmcr.com/index.php/1/about
Online ISSN 3007-2387
Print ISSN 3007-2379

Table 8: Model 3: Predictors of Personal Accomplishment (PA)

Predictor	Coefficient (β)	Std. Error	t-value	p-value	Interpretation
Female	-0.64	0.62	-1.03	0.303	NS
MSN (ref: BSN)	+2.19	0.71	3.08	0.002	MSN nurses report higher PA
Night Shift	-1.42	0.58	-2.45	0.015	Night shift linked to lower PA
Duty > 12 hrs	-1.84	0.73	-2.52	0.013	Longer hours reduce sense of PA
Job: Head Nurse	+0.94	0.74	1.27	0.207	NS

- $R^2 = 0.176$ (17.6%) explained
- $F(7, 189) = 3.59$, $p = 0.001$

DISCUSSION

In the current study, the most common burnout symptom was emotional fatigue (EE), with the item "I feel emotionally drained by my work" receiving the highest mean score (M = 3.19, SD = 2.01). This conclusion is consistent with the work of Maslach and Jackson (1986), who identified EE as the primary and most disabling component of burnout (1). Similarly, Poghosyan et al. (2009) found that emotional weariness is common among nurses due to the constant workload and emotional demands in patient care settings (2).

Female nurses in this research reported considerably more emotional weariness than men (M = 20.4 vs. 18.9, p = 0.036). This is congruent with the findings of Gómez-Urquiza et al. (2017), who discovered that female nurses had a higher emotional load

due to a combination of professional and personal pressures (3). Yıldırım and Aycan (2008) found that gender-role expectations can raise stress in female nurses, leading to burnout (4).

In this study, night shift employment was found to be strongly linked with emotional tiredness and depersonalization. Nurses working night shifts had greater EE (β = +1.21, p = 0.049) and DP (β = +1.56, p = 0.009), supporting Stimpfel et al.'s (2012) findings that night shifts disturb circadian rhythms, increase tiredness, and heighten psychological stress among nurses (5). Furthermore, Geiger-Brown et al. (2012) found shift work as a significant factor to sleep deprivation and burnout symptoms in healthcare professionals (6). Working longer than 12 hours per day was shown to be a substantial predictor of greater EE (β = +2.02, p = 0.018), DP (β = +1.78, p = 0.027), and lower personal achievement (PA) (β = -1.84, p = 0.013). Trinkoff et al. (2011) observed that increased duty hours increase emotional tiredness and lower work satisfaction among nurses (7). Similarly, Dall'Ora et al. (2016) found that lengthy working hours had a detrimental influence on nurse well-being and performance, increasing the risk of burnout (8).

The dimension of depersonalization was prominent in this study, with high mean scores for questions such as "I look after certain patients impersonally" (M = 3.06) and "I really don't care about what happens to some of my patients" (M = 3.04). These results indicate emotional detachment, a coping tactic typically used in high-stress situations. This result is consistent with the findings of Embriaco et al. (2007), who observed increased depersonalization among ICU nurses exposed to catastrophic patient outcomes (9). Furthermore, Vahey et al. (2004) found that a lack of social support and team cohesion was associated with depersonalization symptoms in clinical teams (10).

On the dimension of personal success, the study discovered that nurses with an MSN diploma had substantially higher PA ratings (M = 37.9) than those with a BSN (M = 35.2, p = 0.022). This is consistent with the findings of Leiter and Maslach (2009), who found that increased educational attainment can improve coping skills and professional efficacy, hence enhancing perceived achievement (11). Similarly, Khamisa et al. (2015) stated that advanced education provides access to leadership positions, which can boost self-esteem and job satisfaction (12). Surprisingly, gender and marital status did not substantially predict depersonalization or personal success in the regression models. This conclusion contrasts with that of Aiken et al. (2002), who discovered that family commitments and a lack of workplace support frequently lead to emotional stress, particularly among married female nurses (13). However, the discrepancy might be ascribed to local social or organizational issues in the Pakistani healthcare system, necessitating more qualitative investigation.

Job position was significantly associated with depersonalization levels (χ^2 = 9.02, p = 0.03), with nurse managers experiencing higher rates. Mealer et al. (2009) observed that administrative duties and decision-making stress in higher-ranking jobs enhance depersonalization, which lends some credence to this finding. In contrast, some research (e.g., Spence Laschinger & Leiter, 2006) have claimed that leadership responsibilities may guard against burnout owing to increased autonomy and influence (15). Finally, the study emphasizes the value of systemic treatments. The literature recommends organizational improvements such as personnel assistance, flexible schedule, and psychological services to help reduce burnout. For example, West et al. (2016) found that resilience training and mindfulness-based therapies significantly reduced burnout in

healthcare personnel (16). As a result, the current findings support continuing efforts to reform workplace practices, notably shift scheduling and job allocation.

Strengths of the Study

• The Maslach Burnout Inventory (MBI) is an established and dependable tool for accurately assessing burnout dimensions.

• The study's diverse sample of nurses from different employment responsibilities, certifications, and shift types gave a comprehensive view of burnout at all levels of hierarchy and function.

• Multiple statistical procedures (chi-square, t-tests, and regression) added depth and credibility to the analysis.

• The study addresses a gap in burnout research in Pakistani healthcare by providing context-specific evidence from tertiary care hospitals in Peshawar.

• Gender-inclusive study identified possible equity challenges in the nursing profession by examining burnout variations between genders. .

LIMITATIONS OF THE STUDY

• The study's cross-sectional methodology limits the capacity to prove causation or monitor changes over time, as burnout is measured at a single time point.

• Self-reported data may contain bias due to under or overreporting of emotional states.

• The sample was limited to hospitals in Peshawar, making it less applicable to other locations or healthcare settings.

• Convenience sampling may not adequately represent the nursing population due to non-probability bias.

• Limited qualitative insight due to lack of open-ended responses and interviews, hindering exploration of personal coping methods and environmental factors contributing to burnout.

RECOMMENDATIONS

• Limit extended and night shifts in hospitals to prevent emotional weariness and depersonalization.

• Integrate burnout monitoring into HR procedures through periodic evaluations using MBI or comparable methods to detect and manage early indications of burnout.

• Provide focused assistance for female nurses. Create gender-sensitive mental health services that take into account the greater emotional strain that women bear when caring for others.

• Encourage continued education. Encourage MSN-level training or professional development to boost personal achievements and job satisfaction.

• Conduct longitudinal studies. Future studies should use follow-up designs to monitor the progression of burnout and the efficacy of therapies over time.

CONCLUSION

Burnout was recognized as a common worry among nurses at tertiary care institutions, with emotional tiredness ranking highest among the three elements of burnout. Female nurses reported considerably greater levels of emotional weariness, but night shift workers and those working more than 12 hours per day were more likely to suffer both emotional exhaustion and depersonalization. Depersonalization was also more prevalent among nurses in administrative positions, implying a relationship between professional obligations and emotional detachment. In contrast, nurses with MSN credentials reported much greater levels of personal accomplishment, demonstrating the positive

influence of further education. Shift scheduling and workload appeared as stronger organizational predictors of burnout than personal characteristics like as age or marital status. These findings highlight the critical need for institutional policies that improve working circumstances, encourage educational advancement, and protect nurses' mental health.

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