

Abstract

- AACN created 6 standards of a healthy work environment
- Work environment is a key factor in ProQOL
- This project explores how the AACN standards impact ProQOL
- Results included average CS, high burnout, and high STS
- AACN standard adherence was good
- Authentic leadership was the strongest predictor of ProQOL
- Improving leadership should be a priority in ICUs wishing to improve ProQOL

Introduction

- High stress ICU environments increases burnout
- Burnout, CS and STS makes up ProQOL
- Work environment is a key factor of ProQOL
- AACN standards create healthy ICU work environments
- Standards include skilled communication, true collaboration, effective decision-making, appropriate staffing, meaningful recognition, and authentic leadership
- Relationship between standard adherence and ProQOL is unknown
- This project explores which environmental elements affect ProQOL

Methods and Materials

Design: Cross Sectional Survey
Population: ICU Nurses
Setting: Large, Magnet® recognized, Level I Trauma Center in East TN
Instruments: ProQOL, AACN Healthy Work Environment Assessment

Results

ProQOL

- Compassion Satisfaction 52.05 – Average
- Burnout 55.3 – High
- STS 63 – High

Healthy Work Environment Standards

- Skilled Communication 3.59 – Good
- True Collaboration 3.54 – Good
- Effective Decision-Making 3.82 – Good
- Appropriate Staffing 2.99 – Needs Improvement
- Meaningful Recognition 3.25 – Good
- Authentic Leadership 3.77 – Good

Regression

- CS – Authentic Leadership, True Collaboration, Effective Decision-Making
- Burnout – Authentic Leadership
- STS – Authentic Leadership, Appropriate Staffing, Meaningful Recognition

Discussion

- ICU nurses have high burnout and STS
- ICU environment has good adherence to AACN standards
- Excellent adherence may improve ProQOL
- Authentic leadership had the strongest relationship with ProQOL
- True collaboration, effective decision-making, appropriate staffing, and meaningful recognition are also predictors of ProQOL

Variable	CS B (beta)*	Burnout B (beta)*	STS B (beta)*
Intercept	31.43	72.27	76
Skilled Communication	-1.21 (-.19)	0.82 (.14)	-0.61 (-.10)
True Collaboration	3.03** (.47)	-0.95 (-.15)	1.77 (.30)
Effective Decision Making	-2.31** (-.30)	1.50 (.21)	0.30 (.04)
Appropriate Staffing	0.28 (.03)	-1.69 (-.23)	-2.56** (.36)
Meaningful Recognition	0.19 (.03)	-0.44 (-.07)	2.19** (.37)
Authentic Leadership	3.45** (.49)	-2.65** (-.41)	-3.30** (-.53)
Adjusted R ²	0.32	0.22	0.16
F	7.91	5.04	3.74

* Standard Coefficients Beta
** p < 0.05

Table 1. Linear regression between healthy work environment standards and ProQOL scores.

Conclusions

- Authentic leadership had the strongest relationship with ProQOL
- Improving leadership should be a priority in ICUs wishing to improve nurses' ProQOL
- Management should understand the role of bedside nurses
- Organizations should support management to create healthy work environments

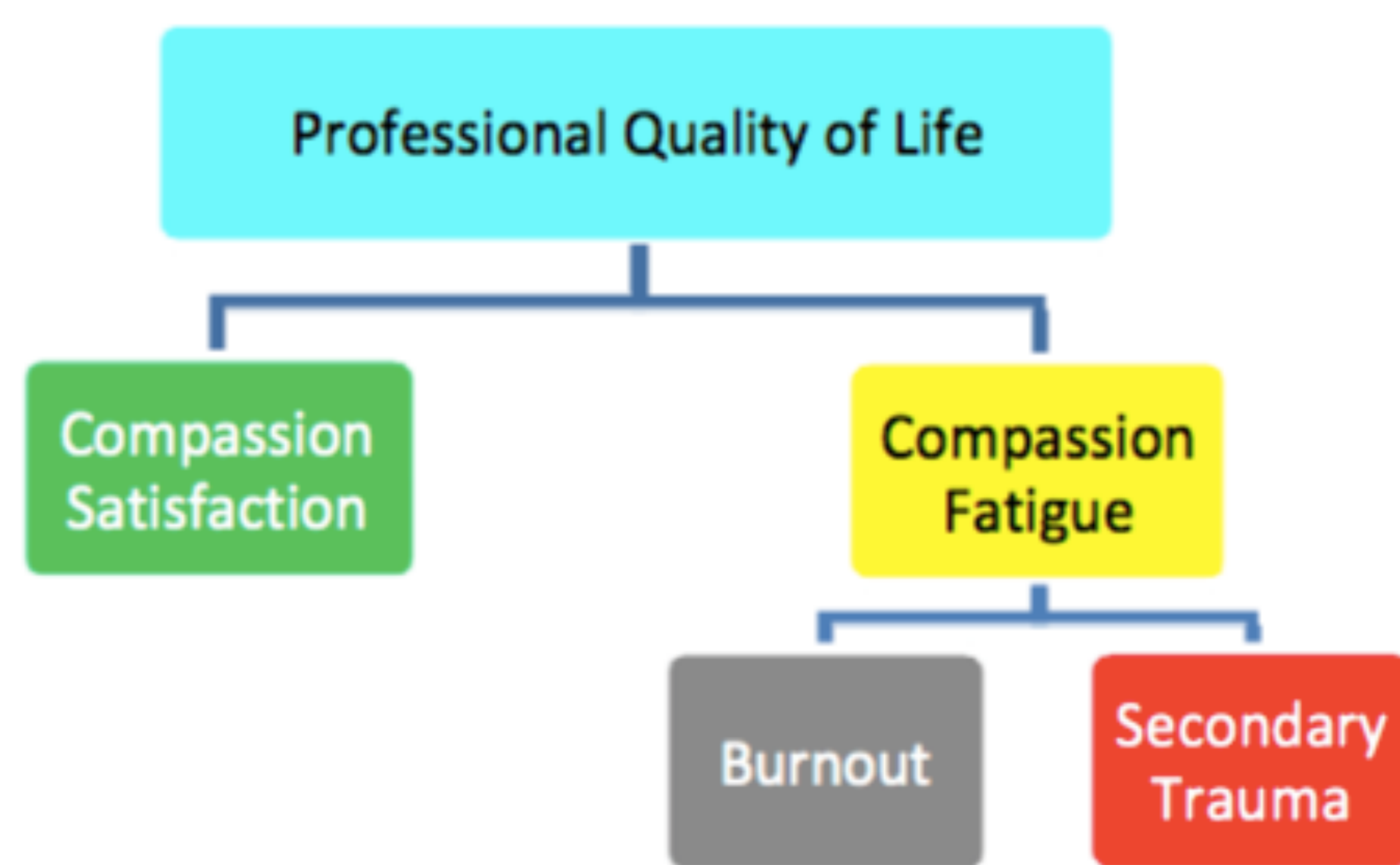


Figure 1. Professional Quality of Life.

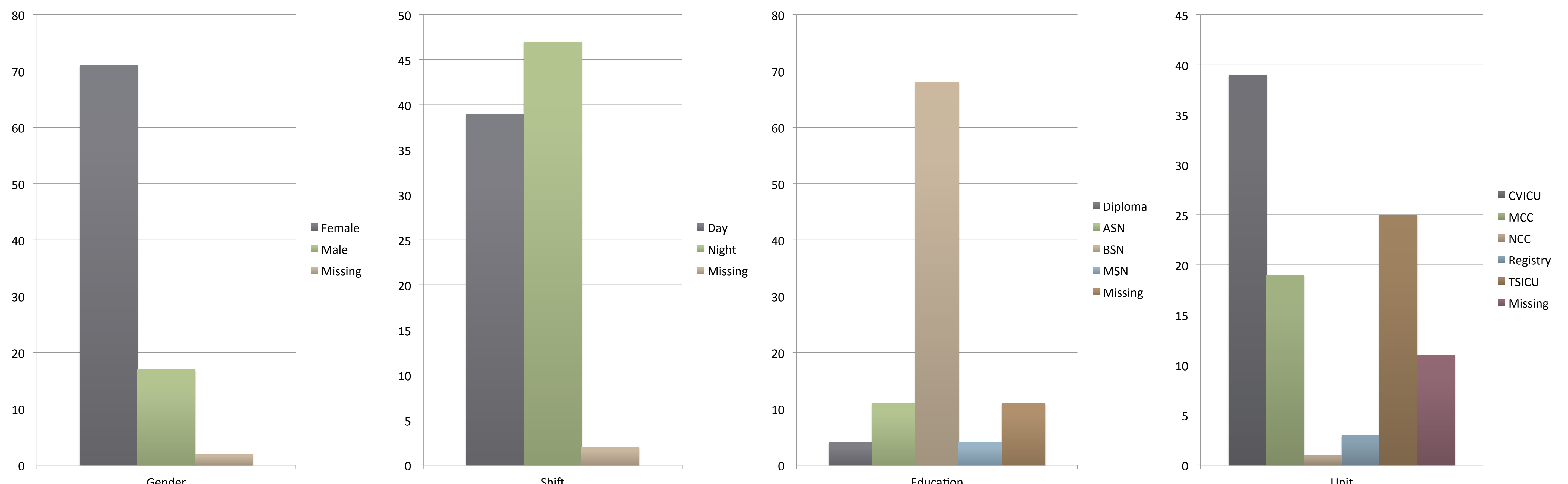


Chart 1. Demographics.

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