Nurses Burn Out
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What do you get when you combine a caregiver, weak personal boundaries, unhealthy organizations, and over-increasing demands? The answer is burn-out people who become nurses, expecting to gain a sense of meaning from their profession. Nurses are idealists, are highly motivated, and relate to their work as a calling. When nurses feel that their work is insignificant or that they make no difference in their clinical settings, they burn out.

Burn-out is a state of physical, emotional, and mental exhaustion caused by long-term involvement in situations that are emotionally demanding.

Risk Factors for Nurse burnout
* Higher work load
* Poor social or institutional support
* Perception of high stress
* Role conflict, and
* Helplessness
Nurses have always worked hard. It is not the workload itself that makes nurses lose their spirit for nursing. It is a loss of hope that they can make a difference to others.

How do you know if someone is burned out?
The symptoms of burn out are:
* Decreased efficiency and productivity.
* Work pressure (there is never enough time).
* Dissatisfaction
* Increased illness and absenteeism.
* Reduced sense of personal accomplishment.

Development of burnout
Zerwech and Claborn (2003) describe the development of burnout.

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References: