International Journal for Multidisciplinary Research (IJFMR)
E-ISSN: 2582-2160 ● Website: www.ijfmr.com ● Email: editor@ijfmr.com

Burnout, Stress and Productivity among Nurses in Government Hospitals

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Abstract
This study determined the level of burnout, stress, and productivity among nurses in government hospitals in the Province of Capiz. Specifically, it examined the significant differences in burnout, stress, and productivity when grouped according to profile variables, as well as the relationships among burnout, stress, and productivity. The study employed a quantitative descriptive-correlational research design involving 199 nurses from five government hospitals in Capiz. Standardized questionnaires such as the Maslach Burnout Inventory, Perceived Stress Questionnaire, and Individual Work Performance Questionnaire were used in gathering data. Findings revealed that many nurses experienced high burnout and moderate stress levels, while most still demonstrated good productivity despite workplace demands. No significant differences were found in burnout and stress when grouped according to profile variables. However, productivity significantly differed in terms of monthly income and area of assignment. A significant positive relationship existed between burnout and stress, while productivity and burnout showed a significant negative relationship. The study concluded that burnout remains a major concern among nurses and may negatively affect work performance and healthcare service quality if not properly addressed.

Keywords: burnout, stress, productivity, nurses, government hospitals

Introduction
Burnout is a work-related condition caused by prolonged exposure to chronic workplace stress. Among nurses, burnout is commonly associated with emotional exhaustion, depersonalization, and reduced professional accomplishment. Government hospitals in the Philippines often face challenges such as understaffing, heavy patient loads, long working hours, and limited resources, which contribute to increased stress and reduced productivity among nurses. In the province of Capiz, nurses working in government hospitals continuously provide healthcare services despite demanding working conditions. This study was conducted to determine the level of burnout, stress, and productivity among nurses in government hospitals in Capiz and to examine the relationship among these variables.

Methodology
The study utilized a quantitative descriptive-correlational research design. From the 412 SK Officials, 199 respondents were registered nurses employed in five government hospitals in the Province of Capiz, namely Roxas Memorial Provincial Hospital, Sen. Gerardo M. Roxas Memorial District Hospital, Bailan

District Hospital, Mambusao District Hospital, and Tapaz District Hospital. Stratified random sampling was used in selecting the respondents. Data were gathered through standardized research instruments, including the Maslach Burnout Inventory, Perceived Stress Questionnaire, and Individual Work Performance Questionnaire. Statistical tools such as frequency count, percentage, median, Kruskal-Wallis Test, Mann-Whitney U Test, and Spearman's rho were used to analyze the gathered data.

Results and Discussion

Distribution of Respondents based on the Level of Burnout Among Nurses in Government Hospitals in Capiz

Greater number of the respondents (44.72 %) experienced high-level burnout, while 58 respondents or 29.1 percent manifested moderate burnout. Meanwhile, 52 respondents or 26.13 percent were found to have low-level burnout. The results indicate that a considerable proportion of nurses are experiencing high levels of depersonalization in their work, making burnout a continuing concern among nurses in government hospitals in the Province of Capiz. This situation showed effects not only in the well-being of nurses but also the quality of patient care and workplace productivity.

Table1

Distribution of respondents based on the level of burnout among nurses in government hospitals in Capiz

Level of Burnout	Frequency	(%)
Low-level Burnout	52	26.13
Moderate Burnout	58	29.15
High-Level Burnout	89	44.72
Total	199	100

Distribution of Respondents based on the Level of Stress Among Nurses in Government Hospitals in Capiz

More than half of the respondents, or 101 nurses (50.75%), experienced a moderate level of stress. Meanwhile, 78 respondents (39.20%) were found to have a high level of stress, and only 20 respondents (10.05%) experienced a low level of stress.

The results indicate that stress is a common experience among nurses working in government hospitals. The large number of respondents with moderate to high stress levels show that nurses are regularly exposed to demanding work conditions such as heavy workloads, long working hours, high patient demands, and pressure in providing quality patient care. These responsibilities may have contributed to physical and emotional exhaustion. The findings further imply that although many nurses are still able to manage their stress at a moderate level, a considerable number are already experiencing high stress level, which may negatively affect their well-being, work performance, and quality of patient care.

Table 2

Distribution of respondents based on the level of stress among nurses in government hospitals in Capiz

Stress Level	Frequency	Percent
Low stress level	20	10.05

Moderate stress level	101	50.75
High stress Level	78	39.2
Total	199	100

Distribution of Respondents based on Level of Productivity Among Nurses in Government Hospitals in Capiz

The findings revealed that the majority of the respondents, or 89 nurses (44.72%), demonstrated a good level of productivity. This was followed by 46 respondents (23.12%) who exhibited an excellent level of productivity. Meanwhile, 61 respondents (30.65%) showed a fair level of productivity, while only 3 respondents (1.51%) indicated poor productivity.

The results indicate that most nurses are able to perform their duties effectively despite the demands and challenges of working in government hospitals. The high percentage of respondents with good to excellent productivity suggests that nurses are generally capable of managing their tasks, collaborating with colleagues, and fulfilling their responsibilities efficiently. This may reflect their commitment to patient's care and professional responsibilities.

However, the presence of respondents with fair and poor productivity levels suggests that some nurses may experience difficulties in maintaining optimal work performance. Factors such as stress, burnout, heavy workloads, long working hours, and limited resources may have effects on their productivity and overall job performance.

Table 3

Distribution of respondents based on the level of productivity among nurses in government hospitals in Capiz

Productivity (Individual Work Performance)	Frequency	Percentage (%)
Poor	3	1.51
Fair	61	30.65
Good	89	44.72
Excellent	46	23.12
Total	199	100

Level of Burnout Among Nurses When Grouped According to Their Profile Variables

There are no significant differences in burnout levels across sex, age, civil status, educational attainment, income, number of dependents, employment status, area of assignment, years in service, and working hours. This indicates that burnout is commonly experienced by nurses regardless of their personal background or work conditions, suggesting that burnout may be more related to the overall demands and work environment in government hospitals.

Level of Stress Among Nurses When Grouped According to Their Profile Variables

The findings showed no significant differences in stress levels in terms of sex, age, civil status, educational attainment, income, number of dependents, employment status, area of assignment, years in service, and

working hours. This implies that nurses generally experience similar levels of stress regardless of their personal background and work-related characteristics.

Relationship Between Burnout, Stress, and Productivity Among Nurses in Government Hospitals in Capiz

A significant positive relationship between burnout and stress, indicating that nurses who experience higher burnout also tend to experience higher stress levels. This suggests that emotional exhaustion and work-related pressures contribute to increased stress among nurses.

Meanwhile, stress and productivity did not show a significant relationship. This means that despite experiencing stress, many nurses were still able to perform their duties and maintain their work performance because of their professional commitment and sense of responsibility.

On the other hand, burnout and productivity showed a significant negative relationship. This indicates that higher burnout is associated with lower productivity among nurses. As burnout increases, nurses may become less motivated, less efficient, and less engaged in their work, which may eventually affect the quality of healthcare services and patient care if not properly addressed.

Table 4

Relationship Between Burnout, Stress, and Productivity Among Nurses in Government Hospitals in Capiz

Variables	Test	Computed Value	p-value
Burnout out and Stress	Spearman's rho	0.3049*	0.0000
Stress and Productivity	Spearman's rho	-0.1056	0.1378
Productivity and Burnout	Spearman's rho	-0.3400*	0.000

Conclusions and Recommendations

The study concluded that burnout and stress remain common concerns among nurses in government hospitals in Capiz. Although most nurses continue to demonstrate good productivity, prolonged burnout may negatively affect their efficiency, mental well-being, and quality of patient care. Burnout was found to have a stronger effect on productivity than stress alone.

It is therefore recommended that government hospitals strengthen stress management programs, mental health support services, counseling activities, and wellness interventions for nurses. Hospital administrators should also improve working conditions through manageable workloads, adequate staffing, and supportive work environments. Continuous professional development and capability-building activities may further help nurses improve their coping skills, resilience, and productivity.

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