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Tehran University Of Medical Sciences  
Faculty Of Nursing & Midwifery

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**Survey of relationship between Workplace Social Support and Burnout in nurses  
working in selected educational-health centers of Tehran University of Medical Sciences -**

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## Abstract

### Survey of relationship between Workplace Social Support and Burnout in nurses working in selected educational-health centers of Tehran University of Medical Sciences - ۲۰۱۲.

**Background and Aim:** Burnout is a common syndrome in people who spend their time on providing support to others. Nurses are particularly susceptible to burnout, because of the nature of their profession. Workplace social support is one of the ways to reduce burnout. So the aim of this study was to determine the relationship between Workplace Social Support and Burnout in nurses working in selected educational-health centers of Tehran University of Medical Sciences.

**Material and Method:** It was a descriptive correlational study. Two hundred nurses working in hospitals affiliated to Tehran University of Medical Sciences were recruited by proportionate stratified sampling. The instruments included demographic questionnaire, Maslach Burnout Inventory (MBI) and the Support Appraisal for Work Stressors Inventory (SAWS). Data were analyzed by descriptive statistics and independent t-test, analysis of variance (ANOVA) and Pearson correlation coefficient using (SPSS)-PC (۱<sup>^</sup>).

**Results:** The majority of nurses experienced high levels of emotional exhaustion and personal unaccomplishment (۶۱٪ and ۹۷٪ respectively), and moderate levels of depersonalization frequency (۵۹٪). The mean work colleagues social support scores were  $۲.۹ \pm ۰.۷$  in appraisal and  $۲.۸ \pm ۰.۷$  in other dimensions. The mean supervisor social support scores were  $۲.۰۹ \pm ۰.۷$  in emotional,  $۲.۰۳ \pm ۰.۷$  in instrumental,  $۲.۰۹ \pm ۰.۸$  in informational and  $۲.۱ \pm ۰.۸$  in appraisal dimensions. There were no significant correlations between frequency of all burnout dimensions and demographic variables in nurses ( $P > ۰.۰۵$ ). However, significant relationship was found between work colleagues emotional support and gender ( $P = ۰.۰۰۳$ ), all dimensions of work colleagues social support (excluding emotional support) and unit, and finally between all dimensions of supervisor social support and unit ( $P < ۰.۰۵$ ). Scores on work colleagues emotional and instrumental support were correlated with frequency of personal accomplishment scores ( $P < ۰.۰۵$ ). Significant relationship was found between all dimensions of supervisor social support and frequency of depersonalization ( $P < ۰.۰۵$ ). Moreover, there was significant relationship between emotional and informational dimensions of supervisor social support and frequency of personal accomplishment ( $P < ۰.۰۵$ ).

**Conclusion:** Administrators and coworkers can reduce burnout among nurses with the appropriate workplace social support. Further studies are suggested to assess and compare other factors related to burnout.

**Key words:** Burnout, Social support, Supervisor, Nurse.