

# The Effect of Mindfulness Based Stress Reduction Program on Psychiatric Nurses' Job Stress and Burnout

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**Abstract:** Mindfulness Based Stress Reduction (MBSR) is a wellness program intended to improve positive coping mechanisms and decrease the perception of stress and burnout of psychiatric nurses in addition enhance superiority of care and excellence of lifecycle for patients in locked units. Aim: This study aimed to determine the effect of Mindfulness Based Stress Reduction program on psychiatric nurses' job stress and burnout. Design: A quasi-experimental research design will be utilized in the study. Setting this study was carried out at Al-Abbassia hospital for mental health and addiction including inpatient units. Subjects: A convenient sample of 30 psychiatric nurses. The study tools were: 1) Sociodemographic sheet, 2) Psychiatric Nurses Job Stress Scale, 3) Maslach Burnout Inventory and 4) Mindful Attention Awareness Scale. The results: the study showed that there was a statistically significant difference between pre and post the program implementation regarding job stress, burnout and mindful attention awareness while, there was no statistically significant difference between post and follow up the Program. There was a statistically significant correlation between psychiatric nurses' job stress, burnout and mindful attention awareness pre, post & follow up the program implementation in addition there was a statistically significant relations between psychiatric nurses' job stress, burnout and mindful attention awareness with their socio-demographic characteristics pre and post the program implementation while, there was no statistically significant relations between psychiatric nurses' job stress and burnout with their socio-demographic characteristics during follow up the program. Conclusions: the main results showed that, psychiatric nurses' job stress, burnout and mindful attention awareness had dramatically improved after the program implementation while their level of job stress, burnout and mindful attention awareness had no improvement after the program follow up. Recommendations: MBSR should be implemented into continuous professional developmental programs at hospitals to decrease the stress, improve positive coping mechanisms of the nursing staff and maintain the compliance with the mindfulness practices through the daily life activities.

**Keywords:** Mindfulness Based Stress Reduction, Job Stress, Burnout, Psychiatric Nurses.

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## 1. INTRODUCTION

Working as psychiatric nurses in psychiatric/mental health settings can be a rewarding yet challenging experience. During providing therapeutic interventions for patients with mental illness, psychiatric nurses must listen closely to their problems and life situations and be empathetic toward their losses, grief, anxiety or depression. Consequently, this can result in psychiatric nurses' emotional exhaustion and stress that may lead to burnout if not addressed effectively (Ahanchian, 2015).

Stress is a very broad concept which was first defined as the physiological response of the body to adverse external conditions by the physician Selye in 1956. But, in modern medical field, it includes a wide spectrum of health-related concerns from mild emotional irritation to severe mental breakdown. Positive stress might be beneficial to work performance. On the other hand, negative stress affects a psychiatric nurses' ability to cope with it and they might experience burnout (Chang, 2016).

Job stress is viewed as the adverse physical and mental reactions that appear when the job demands do not match with the abilities, skills or requirements of the psychiatric nurses. Stress causes changes in the thinking, behavior and feelings of the psychiatric nurses, brings modification in their physiological functions and may destroy the quality of life at a certain period of time. Also, stress at work may lead to social problems, mental and physical health disturbances and bad job performance (Yada, 2015).

Burnout is defined as, "a syndrome of emotional exhaustion, depersonalization and reduction of personal accomplishment that can occur among psychiatric nurses who work with people in some capacity". In addition, studies have shown that the psychiatric nursing profession is highly stressful, when a psychiatric nurse encounters strain for an extended period of time without unsuccessful coping, it can also develop into burnout (Yoshizawa, 2016).

Mindfulness Based Stress Reduction is a wellness program that includes class education and exercises of mindfulness methods, thought and Hatha yoga intended to encourage somatic and emotional well-being in addition Implementation of Mindfulness-Based Stress Reduction interventions improve positive coping mechanisms and decrease the perception of stress and burnout of psychiatric nurses. Also, these interventions improve superiority of care and excellence of lifecycle for patients in locked units (Suyi, 2016).

Psychiatric nurses have a vital role in branch of psychiatric mental health as health educator, supervisor and counselor in addition the structures of job-related stressors experienced by psychiatric nurses potentially differ from those of other health care professionals (Sailaxmi, 2015). Therefore, Psychiatric nurses have an unusual working environment that includes locked ward entrances as a result, the potential for patients conflict associated with risk of both physical and mental violence perpetrated by aggressive patients and being required to restrain patients to prevent them from harming themselves or others in addition access to drugs and medication was a major stressor for psychiatric nurses, but not for other specialties so, psychiatric nurses may carry daily feeling of stress related to medical accidents that are distinctive of psychiatric wards (Zaki, 2016).

### Significance of the Study

The risk of job stress in psychiatric nursing is a significant concern because psychiatric nurses experience more stress than nurses in other specialty due to the constant interaction and frequent interpersonal contact with psychiatric patients and their families in addition they play an important role in transformation of mental health care to patients and their families (Petko, 2017). Persistent high job stress has a negative impact not only on the physical and mental health of psychiatric nurses but also on work activities and performance leading to burnout, compassion, fatigue, lower job satisfaction, high workplace turnover and poor quality of care for patients (Perry, 2019). So, the researcher views that it is important to assess job stress and burnout among psychiatric nurses who working in mental health hospitals to provide a wellness program "Mindfulness Based Stress Reduction program" which helping them to maintain their mental health well-being, deal positively with their stressors and achieving their role in high qualified level.

**Aim of the Study:** is to determine the effect of Mindfulness Based Stress Reduction program on psychiatric nurses' job stress and burnout, **through the following:**

1. Assessing the job stress and burnout of psychiatric nurses who deal with psychiatric patients.
2. Developing the Mindfulness Based Stress Reduction program for psychiatric nurses who deal with psychiatric patients.
3. Implementing the Mindfulness Based Stress Reduction program to psychiatric nurses who deal with psychiatric patients.
4. Evaluating the effect of Mindfulness Based Stress Reduction program on psychiatric nurses' job stress and burnout.

**Research Hypothesis:**

The Mindfulness Based Stress Reduction program will have a positive effect on psychiatric nurses' job stress and burnout.

## 2. SUBJECTS AND METHODS

**Research Design:** A quasi-experimental research design has been utilized to conduct the current study.

**Setting of the Study:** The study was conducted at Al-Abbassia hospital for mental health and addiction including inpatient units.

**Type of Sample:** A convenient sample was used in the current study.

**Subject:** The subjects of the present study included 30 psychiatric nurses. They were selected according to the following inclusion criteria:

- i. Age: up to 18 years old.
- ii. Sex: both sexes (males and females).
- iii. Psychiatric Nurses who are working in inpatient units.
- iv. Psychiatric Nurses who are free from neurological or psychiatric disorders.
- v. Working for at least one year continuously with full-time employment
- vi. Psychiatric Nurses who accepted to participate in the study.

**Data Collection Tools**

Data were collected using the following:

**1. Socio-Demographic sheet:**

It was developed by the researcher in the form of multiple choice questions (MCQ) in Arabic language based on the current literature and the guidance of the supervisors, concerned with socio-demographic variables of the study subjects as Age, sex, address, marital status, number of family, income, occupation, educational levels, working hours, shift pattern and years of experience.

**2. Psychiatric Nurses Job Stress Scale (Yada, 2011)**

PNJSS was developed by Yada at 2011 and modified by Yada at 2015. It has been modified, upgraded and translated into Arabic. The aim of this scale is to assess psychiatric nurses' stressors in psychiatry departments. It contains 22 items divided into four factors:

- Psychiatric Nursing Ability
- Attitude of Patients
- Attitude about Nursing
- Communication

**3. Maslach Burnout Inventory (Maslach et al., 2001)**

MBI aimed to measure the levels of burnout among Psychiatric Nurses. It was designed and prepared by Maslach et al., in 2001. It has been modified, upgraded and translated into Arabic. It contains 22 statements which are rated on a five-point Likert scale that ranges from 1(Never) to 5 (Every day) to measure:

- Emotional exhaustion
- Depersonalization
- Depersonalization

#### 4. Mindful Attention Awareness Scale (Carlson & Brown, 2005)

MAAS aimed to assess a core characteristic of dispositional mindfulness, namely, open or receptive awareness of and attention to what is taking place in the present. It was designed and prepared by Carlson & Brown in 2005. It has been modified, up graded and translated into Arabic. It contains 15 items which are rated on a six-point Likert scale that ranges from 1 (Almost always) to 6 (Almost never).

#### Pilot Study

The pilot study was conducted on 5 psychiatric nurses at Al-Abbassia hospital for mental health and addiction in order to ensure the clarity of questions, applicability of the tools, the time needed to complete them and perform the required modifications according to the available resources. Subjects who shared in the pilot study were excluded from the main study sample.

#### Ethical Consideration

The ethical research considerations in this study included the following:

1. A written initial approval was obtained from the research ethical committee at the Faculty of Nursing, Helwan University.
2. Ethical approval obtained from the Scientific Ethical Committee of General Secretariat of Mental Health and Addiction Treatment.
3. Individual oral consent was obtained from each participating psychiatric nurses after explaining the nature and benefits of the study.
4. The researcher cleared the objectives and aim of the study to participating psychiatric nurses.
5. The researcher maintained anonymity and confidentiality of participating psychiatric nurses.
6. Participating psychiatric nurses were allowed to choose to participate or not in the study, and were given the right to withdraw at anytime from the study.

### 3. RESULT

**Table (1): Distribution of the psychiatric nurses according to their socio-demographic characteristics (n=30)**

Items	Psychiatric Nurses (n=30)	
	N	%
<b>Age (years):</b>		
From 25 to < 35	11	36.7
From 35 to < 45	14	46.7
45 or more	5	16.6
Mean±SD	37.03±7.98	
<b>Sex:</b>		
Male	16	53.3
Female	14	46.7
<b>Address:</b>		
In-Cairo	27	90.0
Out-Cairo	3	10.0
<b>Marital status:</b>		
Single	3	10.0
Married	24	80.0
Divorced	3	10.0
<b>Number of family:</b>		
Live alone	2	6.7
2 to 4	19	63.3
4 to 6	8	26.7

Up to 6	1	3.3
<b>Income</b>		
Adequate with ease	1	3.4
Barely adequate	10	33.3
Inadequate	19	63.3
<b>Occupation</b>		
Staff nurse	22	73.3
Head nurse	3	10.0
Supervisor	5	16.7
<b>Educational level</b>		
Diploma	20	66.7
Technician	6	20.0
Bacclruate	4	13.3
Master	0	0
Doctorate	0	0
<b>Working hours</b>		
6 hrs	2	6.7
8 hrs	19	63.3
12 hrs	2	6.7
24 hrs	7	23.3
Mean±SD	9.15±3.48	
<b>Shift pattern</b>		
Morning	21	70.0
All shifts	9	30.0
<b>Years of experience</b>		
1<5	6	20.0
5<10	3	10.0
Over 10	21	70.0
Mean±SD	9.65±4.7	

**Table (1)** reveals the socio-demographic characteristics of psychiatric nurses and found that less than half of psychiatric nurses (46.7%) are ranged from 35 to < 45 years with a Mean±SD of 37.03±7.98. Regarding their sex, it is found that more than half of them representing (53.3%) are male. Concerning marital status (80%) are married and about two-third of them have inadequate income representing (63.3%). In addition there is no one of them have master or doctorate degree, while two-third of them are a diploma nurse and more than two-third of them are working as a staff nurse constituted (66.7%) and (73.3%) respectively. Moreover more than two-third of them have over 10 years of experience representing (70%) with a Mean±SD of 9.65±4.7.

**Table (2): Comparison between total psychiatric nurses' job stress pre, post and follow up the Mindfulness Based Stress Reduction Program**

Total psychiatric nurses' Job stress	Pre-intervention (n=30)		Post-intervention (n=30)		Follow-up (n=30)		Chi-square			
							Pre & post		Post & Follow up	
	N	%	N	%	N	%	X <sup>2</sup>	P-value	X <sup>2</sup>	P-value
High	15	50.0	5	16.7	4	13.3	7.917	0.019* S	0.141	0.932
Moderate	7	23.3	9	30.0	9	30.0				
Low	8	26.7	16	53.3	17	56.7				
<b>Range</b>	23-37		20-36		21-35					
<b>Mean±SD</b>	32.5±2.7		31.56±3.15		31.65±2.7					
<b>% of change</b>			2.89%		2.1%					

(\*) Statistically significant at p< 0.05

(\*\*) High statistically significant at p< 0.001

**Table (2)** shows that there is a statistically significant difference between pre and post Mindfulness Based Stress Reduction Program regarding total job stress among psychiatric nurses at  $p$ -value  $< 0.001^*$  while there is no statistically significant difference between post and follow up the program regarding total job stress among psychiatric nurses at  $p$ -value  $> 0.05$  which decrease during post program implementation with % of change (2.89%) & increase during program follow up with % of change (2.1%).

**Table (3): Comparison between total burnout among psychiatric nurses pre, post and follow up the Mindfulness Based Stress Reduction Program**

Total Burnout	Pre-intervention (n=30)		Post-intervention (n=30)		Follow-up (n=30)		Chi-square			
							Pre & post		Post & Follow up	
	N	%	N	%	N	%	X <sup>2</sup>	P-value	X <sup>2</sup>	P-value
High	5	16.7	21	70.0	14	45.6	19.720	<0.001** HS	5.385	0.068
Moderate	6	20.0	5	16.7	5	15.6				
Low	19	63.3	4	13.3	12	38.9				
Range	38-91		52-68		55-69					
Mean±SD	64.5±14.1		57.1±4.6		61.0±3.7					
% of change			11.5%		6.4%					

(\*) Statistically significant at  $p < 0.05$       (\*\*) High statistically significant at  $p < 0.001$

**Table (3)** shows that there is a highly statistically significant difference between pre and post Mindfulness Based Stress Reduction Program regarding total burnout at  $p$ -value  $< 0.001^{**}$  which decreased during post program implementation with % of change 11.5% while, there is no statistically significant difference between post and follow up the program regarding total burnout at  $p$ -value  $> 0.05$  which increased during the program follow up with % of change 6.4%.

**Table (4): Comparison between total Mindful Attention Awareness pre, post and follow up the Mindfulness Based Stress Reduction Program**

Total Mindful Attention Awareness	Pre-intervention (n=30)		Post-intervention (n=30)		Follow-up (n=30)		Chi-square			
							Pre & post		Post & Follow up	
	N	%	N	%	N	%	X <sup>2</sup>	P-value	X <sup>2</sup>	P-value
Unaware	18	60.0	0	0.0	1	3.4	31.667	<0.001** HS	1.525	0.467
Partial aware	7	23.3	5	16.7	7	23.3				
Complete aware	5	16.7	25	83.3	22	73.3				
Total	30	100	30	100	30	100				
Range	21-77		50-77		52-73					
Mean±SD	48.4±11.8		59.5±6.8		52.0±5.6					
% of change			23.1%		12.7%					

(\*) Statistically significant at  $p < 0.05$       (\*\*) High statistically significant at  $p < 0.001$

**Table (4)** shows that there is a highly statistically significant difference between pre and post Mindfulness Based Stress Reduction Program regarding total Mindful Attention Awareness at  $p$ -value  $< 0.001^{**}$  which increased in post program implementation representative in complete aware (83.3%) with % of change (23.1%) while, there is no statistically significant difference between post and follow up the program regarding total Mindful Attention Awareness at  $p$ -value  $> 0.05$  which decreased in the program follow up representative in complete aware (73.3%) with % of change (12.7%).

**Table (5): Correlation between psychiatric nurses' job stress levels and Burnout levels**

Burnout levels	Job stress levels							
	Psychiatric Nursing Ability		Attitude of Patients		Attitude Toward Nursing		Communication	
	r	P-value	r	P-value	r	P-value	R	P-value
<b>Pre</b>								
Emotional exhaustion	0.184	0.291	0.644	<0.001** HS	0.115	0.509	0.347	0.037* S
Depersonalization	0.745	<0.001** HS	0.755	<0.001** HS	0.384	<0.001** HS	0.013	0.970
Personal accomplishment	0.265	0.041* S	0.966	<0.001** HS	0.332	0.024* S	0.430	<0.001** HS
<b>Post</b>								
Emotional exhaustion	0.327	0.011* S	0.500	<0.001** HS	0.192	0.268	0.229	0.498
Depersonalization	0.047	0.723	0.490	<0.001** HS	0.638	0.035* S	0.385	0.242
Personal accomplishment	0.347	0.007* S	0.519	0.003* S	0.098	0.575	0.298	<0.001** HS
<b>Follow up</b>								
Emotional exhaustion	0.240	0.064	0.419	0.200	0.349	0.040* S	0.356	0.282
Depersonalization	0.248	0.039* S	0.100	0.771	0.220	0.205	0.622	0.041* S
Personal accomplishment	0.239	0.046* S	0.806	0.003* S	0.222	0.200	0.715	<0.001** HS

(\*) Statistically significant at p< 0.05      (\*\*) High statistically significant at p< 0.001

**Table (5)** shows that there is a highly statistically significant correlation regarding psychiatric nursing ability with depersonalization & personal accomplishment pre program implementation while there is a statistically significant correlation with emotional exhaustion & personal accomplishment in the post program implementation and depersonalization & personal accomplishment in the program follow up. Regarding attitude of patients, there is a highly statistically significant correlation with burnout levels pre and post program implementations while there is a statistically significant correlation with personal accomplishment in the program follow up. Concerning attitude toward nursing, there is a statistically significant correlation with depersonalization & personal accomplishment pre program implementation, depersonalization in the post program implementation and emotional exhaustion in the program follow up. Moreover, there is a highly statistically significant correlation regarding communication with emotional exhaustion & personal accomplishment in the pre program implementation, personal accomplishment in the post program implementation and depersonalization & personal accomplishment in the program follow up.

**Table (6): Correlation between psychiatric nurses' job stress levels and Mindful Attention Awareness**

Job stress levels	Mindful Attention Awareness					
	Pre		Post		Follow up	
	r	P-value	r	P-value	R	P-value
<b>Psychiatric Nursing Ability</b>	0.247	0.040* S	0.303	0.011* S	0.378	<0.001** HS
<b>Attitude of Patients</b>	0.152	0.209	0.513	<0.001** HS	0.443	<0.001** HS
<b>Attitude Toward Nursing</b>	0.395	<0.001** HS	0.234	0.003* S	0.490	<0.001** HS
<b>Communication</b>	0.460	<0.001** HS	0.543	<0.001** HS	0.167	0.168

(\*) Statistically significant at p< 0.05      (\*\*) High statistically significant at p< 0.001

**Table (6)** shows that there is a highly statistically significant correlation regarding Mindful Attention Awareness with psychiatric nursing ability, attitude toward nursing and communication pre program implementation. Regarding post program implementation, there is a statistically significant correlation between Mindful Attention Awareness with job stress levels while, there is no statistically significant correlation between Mindful Attention Awareness with communication in the program follow up.

**Table (7): Correlation between psychiatric nurses' burnout levels and Mindful Attention Awareness**

Burnout levels	Mindful Attention Awareness					
	Pre		Post		Follow up	
	r	P-value	r	P-value	R	P-value
Emotional exhaustion	0.425	<0.001** HS	0.375	0.002* S	0.284	<0.001** HS
Depersonalization	0.495	0.122	0.433	<0.001** HS	0.132	0.699
Personal accomplishment	0.103	0.199	0.451	0.164	0.169	0.035* S

(\*) Statistically significant at  $p < 0.05$       (\*\*) High statistically significant at  $p < 0.001$

**Table (7)** shows that there is a highly statistically significant correlation between Mindful Attention Awareness with emotional exhaustion pre program implementation. Regarding post program implementation, there is a statistically significant correlation between Mindful Attention Awareness with emotional exhaustion & depersonalization while, there is no statistically significant correlation between Mindful Attention Awareness with depersonalization in the program follow up.

#### 4. DISCUSSION

The present study clarified that less than half of psychiatric nurses under the study were in age group from 35 to < 45 years and hading experience in their work over 10 year. This finding might be due to demand for psychiatric nursing from the new gradutors is low. This result is not in accordance with a study carried out by **Sailaxmi (2015)** who studied the impact of a stress management program on stress perception of nurses working with psychiatric patients and found that the majority of psychiatric nurses were in age from 24 to 35 years and their experience of working was ranged from 2 years to 10 years.

The present study result clarified that males were relatively more common as main worker constituting more than half of psychiatric nurses under the study and more than three-quarter of them were married. This finding might be due to demand for psychiatric nursing from the males in the current time is high than females and the majority of youth nowadays tends to form a family and settle. This result contradicts with a study carried out by **Verhaeghe (2014)** who studied the mental health nurses' attitude and self-efficacy to adult inpatient aggression and found that more than two - third of mental health nurses under the study were female and unmarried.

The present study result clarified that there was no one of psychiatric nurses under the study had master or doctorate degree but the majority of them were diploma nurse and more than two-third of them were working as a staff nurse. This finding might be due to the workloads and responsibilities prevent the majority of nurses to complete the study after graduation which need time, money and effort. This result disagrees with a study carried out by **Yada (2015)** who studied the factors influencing job-related stress in Japanese psychiatric nurses and noticed that Forty-one participants were managers (head or chief nurse).

Regarding monthly income, the current study result illustrated that two-third of psychiatric nurses had inadequate income. This finding might be due to increase the prices of products and requirements of daily living which not compatible with the current salaries. This result contradicts a study carried out on 32 internship nurses by **Hamed (2017)** who studied stress and sleep disturbances among nursing internship and found that approximately about three quarters of the studied subjects had a sufficient income.



The present study revealed that there was a statistically significant difference between pre and post Mindfulness Based Stress Reduction Program regarding total job stress among psychiatric nurse. This finding is not surprising; it reflects the effect of Mindfulness Based Stress Reduction Program in reduction of psychiatric nurses' job stress through providing the advanced informations and practices on how to deal with stressors for enhancing their coping strategies. Thus, it is believed that such mindfulness based stress reduction program can be developed and involved in the hospital training courses to minimize job stressors. This result is in accordance with a study to identify effects of stress management program on the quality of nursing care and intensive care unit nurses carried out by **Pahlavanzadeh et al., (2016)** which showed there was no statistically significant difference between pre and post stress management program while, there was no statistically significant difference between post and follow up the program implementation regarding total job stress among psychiatric nurse. This finding might be due to the mindfulness program not occasionally as other stress management programs but need continuity and compliance with the practice to be integrated in the daily life activities.

The present study revealed that there was a highly statistically significant between pre and post Mindfulness Based Stress Reduction Program regarding total burnout. This finding might be due to the mindfulness program increases the ability of psychiatric nurses to cope effectively with the stressors and thus decrease occurrence of job burnout while, there was no statistically significant difference between post and follow up of the program implementation. This finding might be due to the mindfulness program not occasionally as other stress management programs but need continuity and compliance with the practices to be integrated in the daily life activities. This result is supported by a study carried out on 50 nurses by **Wampole (2018)** who studied the experience of burnout of inpatient psychiatric nurses: promoting trauma informed care and examining mindfulness as a means for improved patient safety and well-being and found that there was a statistically significant between pre and post Program regarding total burnout.

The present study revealed that there was a highly statistically significant difference between pre and post Mindfulness Based Stress Reduction program implementation regarding Mindful Attention Awareness. This finding is not surprising; it reflects the effect of Mindfulness Based Stress Reduction program in improving the ability of psychiatric nurses in learning new skills to deal with stress, expressed the feelings in acceptable ways and thus enhancing the quality of care and outcomes while, there was no statistically significant difference between post and follow up the program implementation. This finding might be due to the mindfulness program not occasionally as other stress management programs but need continuity and compliance with the practice to be integrated in the daily life activities. Therefore, this program needs to be integrated as training course for all the newly recruited psychiatric nurses with follow up the continuity with the program practices. This result is in accordance with a study carried out on 15 individuals from a non-clinical population in Tehran by **Sedaghat et al., (2017)** who studied The effect of Mindfulness Based Stress Reduction on mindfulness, stress level, psychological and emotional well-being in Iranian sample and found that there was a highly statistically significant difference between pre and post Mindfulness Based Stress Reduction program implementation regarding Mindful Attention Awareness while, there was no statistically significant difference between post and follow up the program implementation.

The present study revealed that there was a statistically significant correlation between psychiatric nurses' job stress levels and burnout levels pre, post and follow up the Mindfulness Based Stress Reduction Program. This finding might be due to the workloads, responsibilities, demands and failure to face and solve the job stressors lead to loss of confidence, exhaustion, lack of productivity and thus burnout. This result is in agreement with a study carried out on 159 student by **Piatkowska (2014)** who studied the relationship between mindfulness and burnout among master of social work students and found that there was a statistically significant correlation between job stress and burnout levels.

The present study revealed that there was a statistically significant correlation between psychiatric nurses' job stress levels and Mindful Attention Awareness pre, post and follow up the Mindfulness Based Stress Reduction Program. This finding is not surprising, as mindfulness is proposed to be an effective stress intervention and can help nurses to view stressors at face value and decouple automatic stressor responses. This result is in accordance with a study carried out on 181 managers by **Hansen (2016)** who studied the effects of mindfulness on work-related stress, wellbeing, recovery quality, and employee resilience and found that mindfulness levels to be negatively related to work-related stress.

The present study revealed that there was a statistically significant correlation between psychiatric nurses' burnout levels and Mindful Attention Awareness pre, post and follow up the Mindfulness Based Stress Reduction Program. This finding

might be due to the mindfulness teaching nurses to view the stressors at face value through the formal and informal practices and thus increasing the ability to cope effectively with any situations. This result is in accordance with a study carried out on 37 mental health professionals by **Suyi (2016)** who studied mindfulness, stress and burnout among mental health professionals in Singapore and found that there was a statistically significant correlation between burnout levels and Mindfulness pre, post and follow up the program.

## 5. CONCLUSION

**On the light of the current study results, it can be concluded that:**

The main results showed that, psychiatric nurses' job stress, burnout and mindful attention awareness have dramatically improved after the Mindfulness Based Stress Reduction program implementation with high statistically significant differences between pre-post implementation while, their level of job stress, burnout and mindful attention awareness have no improvement after the program follow up with no statistically significant differences between post-follow up implementation.

There was a statistically significant relations between psychiatric nurses' job stress, burnout and mindful attention awareness with their socio-demographic characteristics pre-post the Mindfulness Based Stress Reduction program implementation. while, there was no statistically significant relations between psychiatric nurses' job stress and burnout with their socio-demographic characteristics during follow up the program.

There was statistically significant correlation between psychiatric nurses' job stress, burnout and mindful attention awareness pre, post & follow up the Mindfulness Based Stress Reduction program implementation.

## 6. RECOMMENDATIONS

**From the previous findings, the following recommendations are suggested:**

### 1) Education:

Mindfulness strategies should be implemented into the nursing curriculum to train future nurses how to manage stress.

### 2) Community:

Mindfulness Based Stress Reduction should be implemented into continuous professional developmental programs at hospitals to decrease the stress, improve positive coping mechanisms of the nursing staff and maintain the compliance with the mindfulness practices through the daily life activities.

### 3) Research:

Further researches are indicated to implement an analysis on the effect of mindfulness on the nurses' work performance outcomes, as well as on the impact and measurement of patient outcomes after mindfulness-based stress reduction program have been implemented to further support the evidence of its effectiveness.

The Future research should be done with a larger sample size in several psychiatric hospitals and in a broader geographical area.

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