

# Nurturing Nursing Managers: Safeguarding Resilience and Accountability to Shield Against Burnout

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## Background

Burnout poses a pervasive challenge within the nursing profession, often correlated with heightened levels of trauma, depression, stress, and anxiety, resulting in fatigue and increased turnover rates. Despite its prevalence, burnout among nursing managers remains inadequately explored, with limited attention given to understanding the potential buffering effects of resilience and accountability

### Aim

To examine the impact of a leadership program on the relationships between resilience, accountability, and burnout among nurse managers

### Research Model



### Methods

A prospective quasi-experimental design with a natural experiments-type approach. A total of 110 nurse managers participated, including 54 in a 10-session leadership program delivered over six months and 56 in a comparison group. Burnout, resilience, and accountability were assessed at baseline and post-intervention using validated tools. Hierarchical regression analyses were performed to evaluate the intervention's moderating effects.

## Results

Figure 1. Pre-intervention resilience, accountability and burnout level

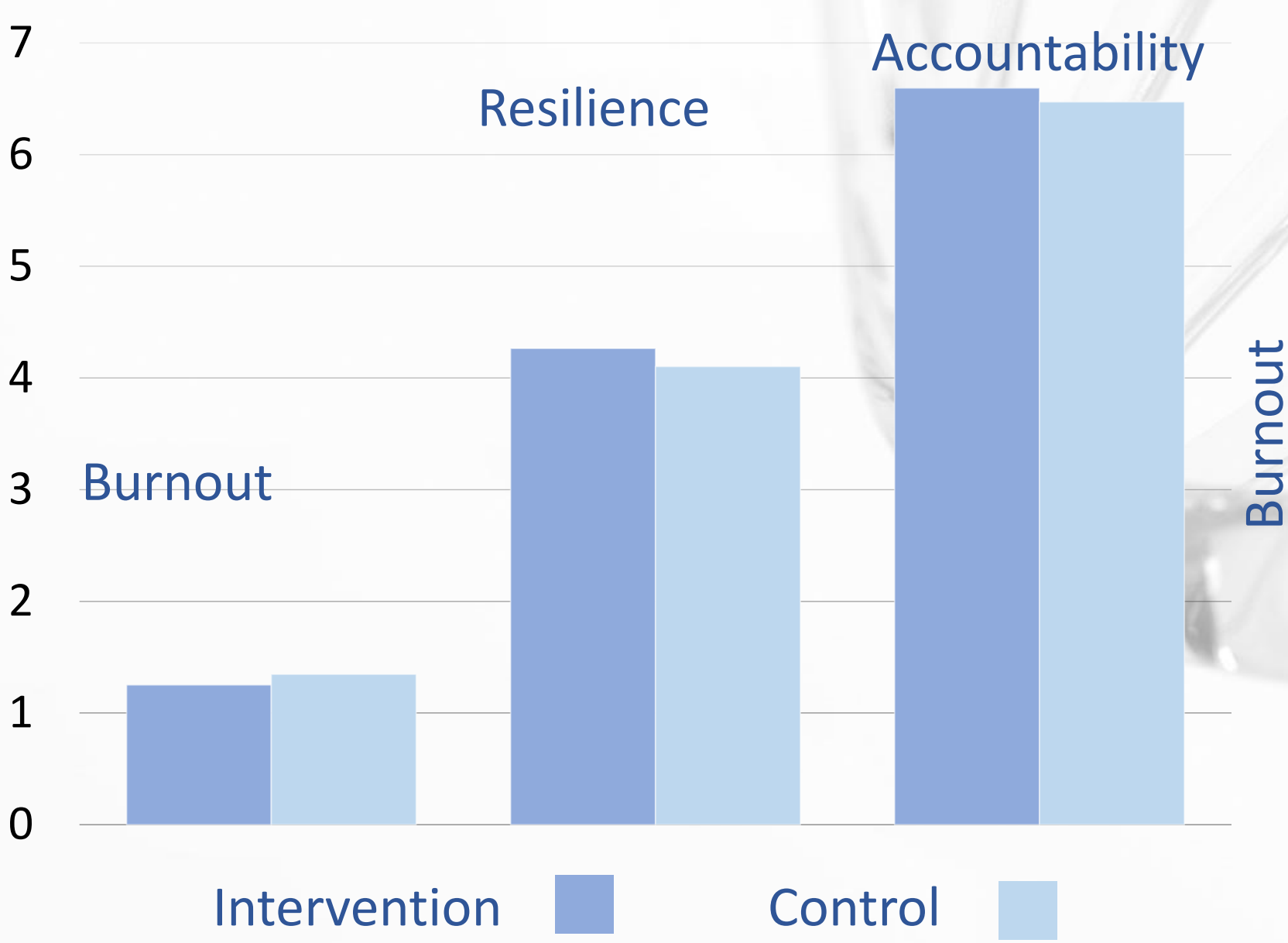


Figure 2. Burnout levels pre and post intervention

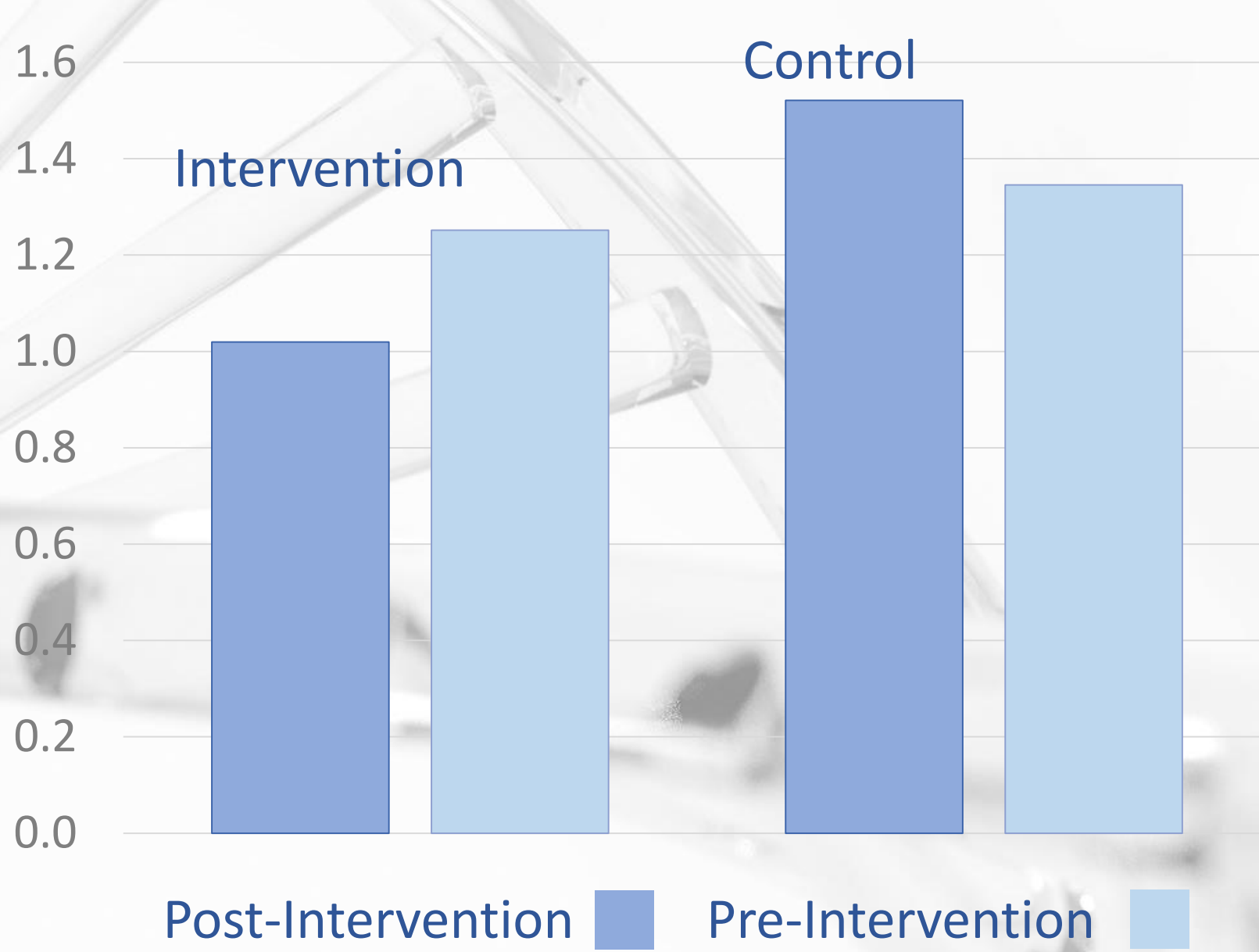


Figure 3. Reduction in burnout levels between pre- and post-intervention, by group and accountability



- ✓ No differences were observed in the study variables between the intervention and control groups at baseline (Figure 1).
- ✓ Burnout decreased significantly in the intervention group compared to the control group ( $t(df) = -3.54(95)$ ;  $p < 0.01$ ; Figure 2)
- ✓ The leadership program significantly moderated the relationship between accountability and burnout ( $\beta = 1.17$ ,  $SE = .54$ ,  $p = .032$ ; Figure 3), with nurse managers exhibiting higher baseline accountability levels experiencing greater reductions in burnout
- ✓ The leadership program did not significantly moderate the relationship between resilience and burnout

## Conclusions

Leadership programs are effective in reducing burnout among nurse managers, particularly for those with higher accountability. Tailored or prolonged interventions may be needed to address resilience as a contributing factor. These findings advocate for evidence-based, customized interventions that strengthen nurse leadership, improve workforce sustainability, and ultimately enhance patient care outcomes on a global scale.