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The relationship between mindfulness, job satisfaction, and personality with burnout in nurses in hospitals: A descriptive analytical study

Uminah*, Hanny Handiyani, Kuntarti

Fakultas Ilmu Keperawatan, Universitas Indonesia

Corresponding author: *E-mail: uumsyarifhidayat1@gmail.com

Abstract

Background: Burnout is characterized by emotional exhaustion, depersonalization, and decreased personal accomplishment, often occurring in workers with intense social interactions, such as healthcare workers. Nursing is a profession vulnerable to burnout, given the high job demands, long working hours, and significant responsibility in patient care. Burnout can cause physical, emotional, and mental exhaustion, impacting the quality of healthcare services and nurses' well-being.

Purpose: To determine the relationship between mindfulness, job satisfaction, and personality factors with burnout among nurses in hospitals.

Method: A descriptive-analytical method with a cross-sectional design was applied. The target population included all 1,989 nurses employed at Central Hospitals in Indonesia, from which a sample of 328 respondents was drawn. Data collection was carried out using a questionnaire. For data analysis, the chi-square test was employed in the bivariate analysis, while multiple logistic regression was used for the multivariate analysis. The variable most strongly associated with the outcome was job satisfaction (OR = 17.874), whereas mindfulness showed the weakest association (OR = 4.932).

Results: The logistic regression analysis revealed a significant relationship between mindfulness, job satisfaction, and personality factors with work-related fatigue (burnout) among hospital nurses, indicated by a p-value of 0.001.

Conclusion: There is a relationship between mindfulness, job satisfaction, and personality factors with work fatigue (burnout) among hospital nurses.

Keywords: Burnout of Implementing Nurses; Job Satisfaction Level; Mindfulness; Personality Factors.

INTRODUCTION

Burnout among nurses represents a long-term psychosocial hazard that has profound negative consequences on the overall quality of nursing care, patient safety, and satisfaction. This condition is linked to a higher risk of medical errors, the occurrence of nosocomial infections, and instances of neglect in patient care (Li, Yang, Singer, Pfeffer, Mathur, & Shanafelt, 2024). According to a comprehensive global meta-analysis, the prevalence of burnout among nurses has reached 30%, with data indicating a consistent upward trend over the

years (Ge, Hu, Jia, Tang, Zhang, & Chen, 2023). Moreover, a report from SE Healthcare Solutions projects that by 2025, over 60% of nurses will be affected by burnout, anxiety, or depression. Alarming, 57% of nurses report feeling emotionally exhausted on a daily basis, highlighting the severity of the issue.

Several key factors contribute to the development of burnout, most notably excessive workload, insufficient psychological support, and persistently high-stress work environments. These conditions

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have become particularly acute in the aftermath of the COVID-19 pandemic (Suran, 2023; Berlin, Burns, Hanley, Herbig, Judge, & Murphy, 2023). In the United States, a 2022 survey revealed that more than half of practicing nurses were considering leaving the profession, citing chronic stress and burnout as primary motivators. Professional organizations, including the American Nurses Foundation, have reported that 56% of nurses experience burnout, while 64% endure severe levels of job-related stress (Berlin et al., 2023).

Burnout has far-reaching implications, not only for professional performance but also for the personal lives of nurses. It significantly diminishes their lifestyle and overall quality of life, especially for those assigned to high-pressure clinical environments such as intensive care units (ICUs). A 2024 study conducted in Saudi Arabia found that 73.2% of ICU nurses reported experiencing moderate to very high levels of burnout. The study also revealed that higher burnout levels were inversely associated with quality of life, affecting multiple domains such as physical well-being and interpersonal relationships (Villagrancia, Akhdair, Sallam, Villagrancia, Alshammari, Alrasheeday, & Berdida, 2025).

In addition to external occupational stressors, individual personality characteristics also play a significant role in influencing vulnerability to burnout. Specifically, high levels of neuroticism have been shown to correlate with heightened emotional reactivity to stress, making individuals more prone to burnout than those with greater emotional stability (O'Connor, Hall, & Johnson, 2021). In this context, the Big Five personality framework offers a useful lens through which to analyze how different personality dimensions may either amplify or mitigate the risk of burnout.

As a response to the growing concern around nurse burnout, mindfulness has emerged as a promising intervention. Mindfulness refers to the

practice of paying non-judgmental attention to the present moment and has been increasingly recognized for its effectiveness in alleviating symptoms of stress and burnout. A systematic review of mindfulness-based interventions among nurses demonstrated significant improvements in psychological well-being and reductions in burnout symptoms (Lee & Cha, 2023). These interventions assist nurses in managing emotional responses to workplace stress more adaptively and have shown potential in enhancing mental resilience and promoting sustained engagement in the profession.

RESEARCH METHOD

This quantitative research employed a cross-sectional, descriptive-analytical design. The study population consisted of 1,989 nurses working at Central Hospitals in Indonesia. A total of 328 participants were selected based on calculations using the Quiet and Dell formula. Purposive sampling was applied to recruit respondents. Eligibility criteria included nurses who provided direct patient care, had at least one year of work experience, were aged between 25 and 50, consented in writing to participate in the study, exhibited symptoms of burnout or experienced considerable work-related stress, and were available for interviews or assessments during the research period. Data were collected using questionnaires and observation sheets. Ethical approval for the study was granted under reference number: DP.04.03/D.IX.1.2/134/2025.

The study's independent variables were mindfulness, job satisfaction, and personality traits, while the dependent variable was nurse burnout. Burnout was assessed using five indicators: emotional exhaustion, physical fatigue, mental fatigue, reduced self-actualization, and depersonalization. Data analysis included bivariate analysis with the chi-square test and multivariate analysis using multiple logistic regression.

Uminah*, Hanny Handiyani, Kuntarti

Fakultas Ilmu Keperawatan, Universitas Indonesia

Corresponding author: *E-mail: uumsyarifhidayati@gmail.com

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RESEARCH RESULTS

Table 1. Characteristics of the Respondents (N=328)

Variable	Results	Nurse Burnout		p value
		Low	High	
Age (Mean±SD)(Range)(Year)	(35.579±7.019)(25-50)			
Age (n/%)				
25-35	193/58.8	111/57.5	82/42.5	0.308
35-45	95/29.0	54/56.8	41/43.2	
>45	40/12.2	28/70	12/30	
Gender (n/%)				
Male	44/13.4	24/54.5	20/45.5	0.534
Female	284/86.6	169/59.5	115/40.5	
Education (n/%)				
Diploma	192/58.5	109/56.8	83/43.2	0.590
Under Graduate	132/40.2	82/62.1	50/37.9	
Post Graduate	4/1.2	2/50.0	2/50.0	
Marital Status (n/%)				
Single	86/26.2	44/51.2	42/48.8	0.280
Married	238/72.6	146/61.3	92/38.7	
Divorced	4/1.2	3/75.0	1/25.0	
Year of Service (n/%)				
1-10	154/47.0	88/57.1	66/42.9	0.486
11-20	134/40.9	78/58.2	56/41.8	
> 20	40/12.2	27/67.5	13/32.5	
Nurse Burnout (n/%)				
Low	193/58.8			
High	135/41.2			
Mindfulness (n/%)				
Low	82/25.0	21/6.4	61/18.6	<0.001
High	246/75.0	172/52.4	74/22.6	
Job Satisfaction Level (n/%)				
Dissatisfied	81/24.7	7/2.1	74/22.6	<0.001
Satisfied	247/75.3	186/56.7	61/18.6	
Personality Factors (n/%)				
Poor	74/22.6	12/3.7	62/18.9	<0.001
Good	254/77.4	181/55.1	73/22.3	

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Table 1 presents the characteristics of the respondents based on age, with a mean age of 35.579 years and a standard deviation of 7.019. Most participants were within the 25–35 age range, totaling 193 individuals (58.8%). Female respondents dominated the sample, accounting for 284 individuals (86.6%). In terms of educational background, the majority held a Diploma in Nursing, with 192 respondents (58.5%). Additionally, 238 respondents (72.6%) reported being married.

Regarding work experience, nearly half of the respondents (154 individuals or 47.0%) had 1–10 years of service. As for the study variables, burnout levels were predominantly in the low category, reported by 193 respondents (58.8%). Mindfulness levels were high in 246 respondents (75%), and 247 respondents (75.3%) expressed overall job satisfaction. Furthermore, 254 respondents (77.4%) demonstrated favorable personality traits.

Chi-square test results showed significant relationships between mindfulness, job satisfaction, and personality factors with nurse burnout ($p < 0.001$ for all three variables). In contrast, no significant associations were found between burnout and age ($p = 0.308$), gender ($p = 0.534$), education level ($p = 0.590$), marital status ($p = 0.280$), or years of service ($p = 0.486$).

Descriptive data indicated that low burnout levels increased with age, from 57.5% in the 25–35 age group to 70% in those over 45. Female nurses had a slightly higher percentage of low burnout (59.5%) compared to males. Nurses with a Bachelor's degree plus professional certification reported more low burnout (62.1%) than those with a Diploma (56.8%). Married nurses experienced lower burnout (61.3%) than unmarried ones (51.2%). Longer years of service were also associated with lower burnout levels, with 67.5% of nurses with over 20 years of experience reporting low burnout, compared to 57.1% among those with 1–10 years.

Table 2. Results of Logistic Regression Test on the Relationship between Mindfulness Factors, Job Satisfaction Level, and Personality with Nurse Burnout in Hospitals

Variables	B	ONE	Wald	Df	Sig.	Exp(B)	95% CI for EXP(B)	
							Lower	Upper
Mindfulness	1.596	0.355	20.205	1	0.001	4.932	2.459	9.889
Job satisfaction level	2.883	0.450	41.145	1	0.001	17.874	7.406	43.137
Personality factors	2.007	0.404	24.661	1	0.001	7.442	3.370	16.434
Constant	1.779	0.202	77.960	1	0.001	0.169		

Table 2 shows that mindfulness, job satisfaction, and personality factors have a significant relationship with burnout in hospital nurses. Based on the analysis, the strength of the relationship can be seen from the odds ratio (OR). The strongest relationship was found for job satisfaction ($OR=17.874$), and the smallest relationship was found for mindfulness ($OR=4.932$).

DISCUSSION

The findings of this study indicate that the majority of nurses (193 individuals, 58.8%) experienced low levels of burnout. This aligns with evidence from a recent systematic review, which concluded that healthcare institutions providing strong organizational support and implementing mindfulness-based interventions (MBIs) can

significantly reduce emotional exhaustion and depersonalization. These efforts are also associated with increased resilience and greater work engagement, particularly among ICU nurses (Alharbi & McKenna, 2025).

Further research supports the benefits of both formal and informal mindfulness practices in helping nurses decrease emotional fatigue and improve their attention and focus at work. In an eight-week Mindfulness in Motion intervention, participants experienced a significant reduction in burnout ($p < 0.00001$), as well as notable improvements in resilience and work engagement (Klatt, Caputo, Tripodo, Panabakam, Bretz, Mulugeta, & Steinberg, 2025). Mindfulness encourages early recognition of stress and helps prevent the buildup of workplace pressure. Statistically, it enhances psychological

Uminah*, Hanny Handiyani, Kuntarti

Fakultas Ilmu Keperawatan, Universitas Indonesia

Corresponding author: *E-mail: uumsyarifhidayati@gmail.com

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resilience and reduces burnout, particularly in the dimension of emotional exhaustion (Lin, Jiang, Pan, & Xu, 2024).

Moreover, mindfulness practices implemented in healthcare settings have been shown not only to lower burnout levels but also to improve job satisfaction and mental resilience among healthcare providers. A study examining the effects of a 6–12 week mindfulness toolkit demonstrated that such interventions significantly decreased emotional exhaustion and depersonalization among caregivers (Wang, Wang, Zhang, Liu, Feng, & Chen, 2023). The emotional regulation skills developed through mindfulness training are considered crucial protective factors against burnout, enabling nurses to better manage the emotional demands of their roles and experience lower levels of psychological distress.

The majority of respondents (246 people) have a high level of mindfulness, which reflects full awareness of work situations and stress. These findings are consistent with the review that MBI is consistently associated with increased mindfulness and decreased signs of emotional fatigue (Alharbi et al., 2025). For nurses in the early stages of their careers, responses to an eight-week Mindfulness-Based Stress Reduction (MBSR) program showed significant improvements in mindfulness and reductions in burnout. Short-term mindfulness interventions have also been proven to enhance self-awareness, emotional regulation, and empathy, ultimately contributing to better mental resilience and overall well-being in nursing populations (Lee et al., 2023; Lin, Jiang, Pan, & Xu, 2024).

A large proportion of the nurses in this study (75.3%) also reported high levels of job satisfaction. Research has shown that mindfulness training based on cognitive flexibility significantly enhances job satisfaction ($p < 0.05$), supporting more positive perceptions of the workplace and lower rates of burnout (Parvaresh, Taghinezhad, Amirfakhraei, & Sabahizadeh, 2023). Mindfulness practices have been linked to improved engagement and concentration at work, both of which correlate positively with job satisfaction. An eight-week digital mindfulness program was also found to be effective in reducing dissatisfaction by lowering depersonalization among nurses (Pérez-Aranda,

García-Campayo, Gude, Luciano, Feliu-Soler, González-Quintela, & Montero-Marin, 2021).

Most respondents (77.4%) demonstrated positive personality traits, particularly conscientiousness and emotional stability, which have been shown to significantly reduce burnout. Personality not only directly influences how individuals respond to stress but also plays a mediating role in the effectiveness of mindfulness interventions on mental health outcomes. In this study, the chi-square test revealed a statistically significant relationship between mindfulness and burnout ($p < 0.001$), reinforcing existing evidence that mindfulness can reduce emotional exhaustion and enhance personal accomplishment—two central dimensions of the Maslach Burnout Inventory (Ronan, Reardon, & Levy, 2025).

A similar statistical association was found between job satisfaction and burnout ($p = 0.001$), indicating that job satisfaction serves as a protective factor. Increased job satisfaction has been shown to significantly lower burnout levels in nurses ($p < 0.05$). Nurses with positive personality traits—such as extroversion, agreeableness, and conscientiousness—are more resilient to burnout, while those with neurotic tendencies are more vulnerable due to poorer emotional regulation (Parvaresh et al., 2023). Several recent studies further suggest that demographic factors such as age, gender, educational background, and marital status are not significantly correlated with burnout when organizational and psychosocial stressors, such as workload and institutional support, are accounted for.

The logistic regression analysis conducted in this study showed that job satisfaction had the strongest association with burnout, with an odds ratio (OR) of 17.874. This indicates that nurses who are dissatisfied with their jobs are significantly more likely to experience burnout than their satisfied counterparts. Job satisfaction itself is influenced by factors such as recognition, opportunities for professional development, and managerial support, rather than by salary alone (Sahan & Terzioglu, 2022). A supportive workplace culture and fair compensation structures have been shown to substantially lower burnout levels in nursing staff (Quesada-Puga, Izquierdo-Espin, Membrive-

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Jimenez, Aguayo-Estremera, Cañadas-De La Fuente, Romero-Bejar, & Gomez-Urquiza, 2024).

In addition, nurses with higher job satisfaction tend to have greater psychological resilience, which further contributes to lower levels of occupational burnout (Pakou, Tsartsalis, Papathanakos, Dragioti, Gouva, & Koulouras, 2024). Although the mindfulness variable also showed a statistically significant relationship with burnout, its association was comparatively weaker (OR = 4.932). This suggests that while mindfulness contributes to reduced burnout risk by enabling better stress management, its influence is secondary to broader organizational factors such as job satisfaction. This aligns with the findings which concluded that institutional support and job satisfaction are key elements in mitigating burnout, whereas mindfulness serves as an individual-level coping mechanism that enhances this effect (Klatt et al., 2025).

Consistent with prior literature, this study supports the view that mindfulness interventions significantly reduce stress, anxiety, and emotional exhaustion among healthcare professionals (Chiesa & Serretti, 2009). Mindfulness is negatively correlated with burnout and positively associated with psychological well-being (Huang, Xie, Cheung, Zhou, & Ying, 2021). By fostering a mindset of acceptance and non-reactivity to emotional experiences, mindfulness helps buffer the psychological impact of job-related stress (Shreffler, Petrey, & Huecker, 2020). Therefore, integrating structured mindfulness training and ensuring a supportive organizational environment are both essential strategies in preventing burnout among hospital nurses.

CONCLUSION

The chi-square test results ($p < 0.05$) indicate significant relationships between mindfulness, job satisfaction, personality traits, and nurse burnout. Among these, job satisfaction showed the strongest association (OR = 17.874), while mindfulness had the weakest (OR = 4.932). Conversely, no significant relationship was found between burnout and demographic factors such as age, gender, education level, marital status, or length of service ($p > 0.05$).

SUGGESTION

The findings of this study suggest that enhancing mindfulness in nurses is an effective approach to lowering burnout levels. As such, it is recommended that nursing professionals and hospital administrators incorporate mindfulness-based interventions (MBIs), including Mindfulness-Based Stress Reduction (MBSR) and Mindfulness-Based Cognitive Therapy (MBCT), into staff training and human resource development initiatives.

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