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### **Empowerment and Compassion Fatigue in Nurses in Magnet and Non-Magnet Facilities**

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# Empowerment and Compassion Fatigue in Nurses in Magnet® and Non-Magnet Facilities



## BACKGROUND

Compassion Fatigue (CF) in nurses threatens patient satisfaction, patient health outcomes, and nurse physical and mental health. CF can be measured by scoring three sub-scales: compassion satisfaction, burnout, and secondary traumatic stress. Professional nursing organizations and hospital nurse administrators are beginning to test strategies to mitigate the negative effects of CF. The efforts have focused on the individual nurse, often recommending self-care or resiliency training. Though meaningful, these efforts have not examined the organizational factors that might impact CF. Evidence demonstrates that nurses report higher levels of job satisfaction when they work in empowered environments. Given that, and a growing body of literature describing the inverse relationship between burnout and empowerment, it is intriguing to consider the impact of empowerment on compassion fatigue.

## METHODS

**Design:** Descriptive, correlational study

**Sample:** RNs working at 5 hospitals within a healthcare system: two Magnet® designated, two on the Magnet® journey, one non-Magnet

**Tools:** Participants recruited through email invitation to complete four study materials:

1. Demographic survey
2. Conditions for Work Effectiveness questionnaire II (CWEQ II)
3. Professional Quality of Life 5 (ProQOL V)
4. Psychological Empowerment Inventory (PEI)

**Data Analysis:** Pearson's rank correlation coefficient

## RESULTS AND OUTCOMES

- Nurses working in Magnet® hospitals reported higher levels of structural empowerment than nurses working in non-Magnet hospitals
- Nurses working in Magnet® designated hospitals reported higher levels of compassion satisfaction than nurses working in non-Magnet hospitals
- A significant correlation ( $p < .05$ ) was found between psychological empowerment and being certified in a specialty area

## CONCLUSIONS/DISCUSSION

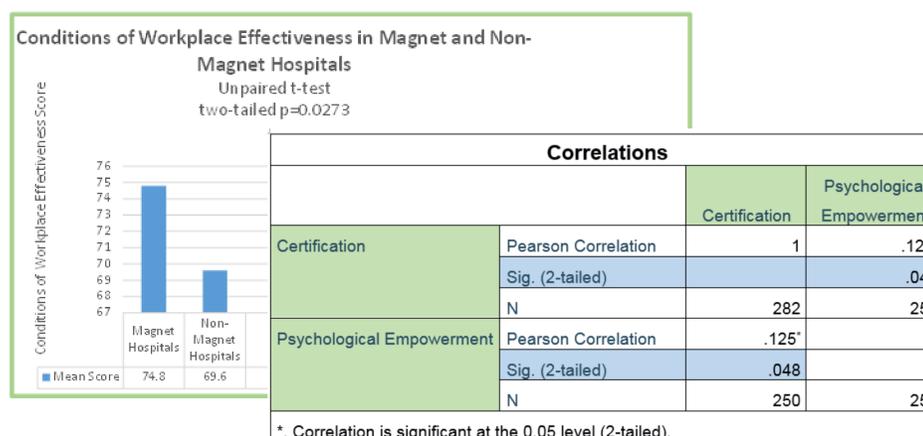
Magnet designation correlates with compassion satisfaction. This correlation was not limited by demographic features.

## FURTHER RESEARCH/IMPLICATIONS FOR PRACTICE

Future research should examine the benefits of Magnet designation in decreasing the risk of CF in nurses. Additionally, specialty certification as a means to empowerment and required for Magnet® designation should be encouraged for all nurses as a strategy to increase their perception of empowerment.

## REFERENCES

See Handout



## LIMITATIONS

This study was conducted in a faith-based system in one geographic area  
 Two organizations were on the Magnet® journey and had some shared governance structures and processes in place that may have influenced their perceptions of empowerment

## PURPOSE

1. Describe the relationship between CF, structural empowerment (SE), and psychological empowerment (PE) in nurses caring for patients in the acute care setting
2. Identify the difference in the strength of those relationships in ANCC designated Magnet® hospitals and non-Magnet hospitals within one region of a large health system