



DEER LODGE CENTRE

Making lives better

Research Project Summary

Code: DLC- 08-115

Subject areas: Safety Perception, Stress, Health care providers.

Title	The Relationships between Safety Climate Perceptions, Personality, and Employee Burnout.
Overview	<p>Stress is a critical variable for organizations to consider and understand given that stress can manifest itself in variety of forms. Stress has clearly been linked to the onset and progression of physical illnesses, negative mental health, and poor worker and organizational outcomes (Jackson, 2002; NIOSH, 1999; Shields, 2004; Statistics Canada, 2001). A high stress industry marked by dramatic change and personnel cutbacks in the last decade is health care (Laschinger, Sabiston, & Shamian, 2001; Pyper, 2004). The purpose of this study is to investigate how specific types of patients (those with communicable diseases, prone to violence, and who are obese) influence the perceptions of the workplace safety climate. Safety perceptions serve as the foundation for investigating a workplace stressor-strain-outcome relationship that subsequently influences the well-being of healthcare providers. More specifically, this study will investigate the role of safety climate as a perceptual stressor derived from the environmental context that forms the foundation of the proposed safety climate→stress→employee burnout linkage. In addition, the study will also investigate the role of individual personality as a moderating factor on the safety climate→stress relationship.</p>
Objectives	<ol style="list-style-type: none">1. What are the healthcare providers' perceptions of their organizational and work unit safety climate, including both organizational and patient related influences?2. What individual factors are related to the safety climate perceptions, including personality and other characteristics such as age?3. How are safety climate perceptions related to employee reports of workplace stress?4. How does the personality of the healthcare provider moderate the relationships between safety climate and stress?5. Is workplace safety directly or indirectly related to healthcare provider burnout?

Principal Investigator	Dr. Nealia S. Bruning
Affiliation	University of Manitoba, Asper School of Business
Location	Multi-site study including DLC
Subject area	Safety Perception, Stress, Health care providers.
Methodology	Questionnaires given to health care providers.
Project timelines	3 months
Potential benefit	If factors related to perceptions can be influenced then, hopefully, reductions in accidents, illnesses and injuries to staff can be reduced.
Status	Ongoing
Publications	None as of Yet
Last summary update	January, 2009