Title: <u>W</u>ork <u>E</u>nvironment, <u>C</u>linician <u>A</u>ttitudes, and <u>O</u>utcomes <u>R</u>elationship <u>E</u>valuation: The WE CARE Study

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Status: 4th year PhD student, Defence Date: March 25, 2022

Background: Paediatric nurses care for some of the most vulnerable patients in our healthcare system and the nurses' well-being in the workplace is directly related to the quality of care provided. However, much of the organizational behaviour research conducted on nursing populations neglects to separately study nurses who care for children.

Purpose: The aim of this dissertation was to identify which modifiable work environment factors make the greatest contribution to the work outcome of burnout in paediatric nurses and provide nurses and organizational leaders with a targeted focus to optimize work outcomes and provider well-being in a resource limited system based on key stakeholder feedback.

Method: This was achieved by conducting a scoping review and a two-phased mixed methods study set in a large quaternary care paediatric hospital in Toronto, Canada. The explanatory sequential mixed methods design consisted of a phase 1 quantitative cross-sectional survey design followed by phase 2 qualitative semi-structured interviews.

Results: We identified and measured the modifiable work environment features and work attitudes associated with burnout in paediatric critical care nurses; ranked the factors to determine their contribution to explaining burnout among paediatric critical care nurses;

expanded our understanding of the paediatric critical care nurses' experience of burnout in relation to their work environment and work engagement ; and provided recommendations to nurses, nursing leadership, and organization administration on targeted, actionable improvements for nursing work outcomes based on key stakeholder feedback.

Conclusion: A better understanding of the relationships between paediatric nurses' work environment, work attitudes, and work outcomes will allow administrators to provide targeted interventions to improve nurse well-being and, ultimately, paediatric patient care. Further research is needed on interventions to support the results generated through this dissertation.