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The present study

- Quantitative longitudinal study on burnout in 8 different occupational groups in Norway.

- Respond rate T1 = 64 percent (N= 5024)
- T2= 70 percent (N=3475)

- The panel group (N= 349) were nurses.

- Structural equation modeling.
Challenges for the future

• There is a shortage of nurses worldwide.

• The shortage is expected to increase in the future.

• The working demands on nurses are increasing.
Work engagement

Work engagement is «a positive fulfilling, work-related state of mind that is characterized by vigor, dedication and absorption (Schaufeli, Salanova, González-Roma & Bakker, 2002).
Social support, workload and autonomy

• Social support is a work-related factor that previous studies have found to be a possible buffer against demands, and also an efficient motivator when employees are striving to get the job done (Bakker, Demerouti & Euwema, 2005).

• Workload can be defined as «the relationship between the work demands that are placed on an employee given a specified amount of time and resources» (Cho, Laschinger & Wong, ).

• Autonomy can be defined as «the amount of job-related independence, initiative, and freedom, either permitted or required in daily work activities (Finn, 2001).
Regular model: social support, workload and autonomy → OLBI

- Social support T1
- Workload T1
- Autonomy T1
- Vigor T2
- Dedication T2

+ indicates positive correlation
- indicates negative correlation
Reversed model: OLBI $\rightarrow$ social support, workload and autonomy

- Vigor T1
- Dedication T1
- Social support T2
- Workload T2
- Autonomy T2

+ - 
+ - 
+ -
GOODNESS-OF-FIT INDICES FOR THE ALTERNATIVE MODELS

<table>
<thead>
<tr>
<th>Model Type</th>
<th>$\chi^2$</th>
<th>d.f.</th>
<th>RMSEA</th>
<th>GFI</th>
<th>CFI</th>
<th>TLI</th>
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</table>
Results

Model 1 (regular model)

- Social support from supervisors $\rightarrow$ vigor (not significant)
- Social support from supervisors $\rightarrow$ dedication (0.19)

- Workload $\rightarrow$ vigor (-0.31)
- Workload $\rightarrow$ dedication (-0.20)

- Autonomy $\rightarrow$ to vigor and dedication, not significant
Results

Model 2 (reversed model)

- Vigor $\rightarrow$ social support from supervisors (not significant)
- Vigor $\rightarrow$ workload (-.49)

- Dedication $\rightarrow$ social support from supervisors (.18)
- Dedication $\rightarrow$ workload (.17)

- Vigor/dedication $\rightarrow$ autonomy, not significant
Conclusions

• A strong relationship between workload and work engagement

• A positive relationship between social support from supervisors and dedication