

The Role of Psychological Flexibility in Relationships between Emotional Labor and Burnout in Nurses

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Though burnout is a serious problem for nurse, less is known about approaches of reducing burnout. Recently, some studies suggest that psychological flexibility can reduce burnout. This study examines how psychological flexibility can work on relationships between emotional labor and burnout, and what aspects of psychological flexibility can influence burnout. A survey is implemented for nurses working in six hospitals. The survey includes Japanese Burnout Scale, Emotional Labor Sale (Japanese version), the Japanese version of Mindful Attention Awareness Scale, the Japanese version of Acceptance and Action Questionnaire- II , the Japanese version of Cognitive Fusion Questionnaire, and Bull's Eye Values Survey (Japanese version). The data ($n = 132$) is analyzed by a path analysis. The results of path analysis show that some factors of psychological flexibility can influence nurse burnout, and psychological flexibility can moderate the relationships between emotional labor and burnout. This study suggests that the findings can develop reducing approach to burnout in nurses.