

## Relationships between interpersonal stress and burnout among nurses

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This study examined correlates of interpersonal stressor with colleagues and relative effects of interpersonal stressor on burnout among nurses. Five hundred and ninety-six nurses (mean age 36.6) completed the questionnaire. Consistent with previous research, more frequent experience of stressors and burnout were reported by younger nurses. However, most of younger nurses were assigned to hospital ward, and hospital ward work is harder than outpatient department work, so age differences of stressor and burnout can be considered as a results of characteristics of department, not age itself. Correlation and regression analyses showed that job-related stressor was the best predictor of emotional exhaustion, on the other hand, interpersonal stressor was the best predictor of depersonalization. Stress-moderating effect of spouse support was found among over thirties, however, stress-amplifying effect of spouse was found among nurses in twenties. When interpersonal stressor is less frequent, emotional exhaustion were predicted by age and department, however, more frequent interpersonal stressor brought high emotional exhaustion at any age and department. To understand burnout process comprehensively, necessity of considering association between personal attributes which is associated with stressor and social support variables were discussed.

Key Words : burnout, interpersonal stress, nurse