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**Structural Empowerment, Psychological Empowerment, and Burnout
in Registered Staff Nurses Working in Outpatient Dialysis Centers**

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Problem/ Purpose: This study explored relationships among structural empowerment, psychological empowerment and burnout in staff nurses working in outpatient dialysis settings. In addition, the investigation sought to determine if psychological empowerment mediated the relationship between structural empowerment and burnout.

Sample: The target population of staff nurses currently working in outpatient dialysis centers was recruited from a nephrology nurse organization in the US.

Methods: Criteria for participation included: registered staff nurse, currently working in an outpatient hemodialysis center in the US. Surveys containing a demographic questionnaire, Emotional Exhaustion Subscale of the Maslach Burnout Inventory (Maslach & Jackson, 1986), the Conditions for Work Effectiveness II Questionnaire (Laschinger, 1996) and Psychological Empowerment Instrument (Spreitzer, 1995) were included in the survey packet mailed to 500 nurses' homes. To obtain a power of .80, 119 participants were required. A total of 233 nurses were included in the analytic sample. Data were analyzed using: frequency distributions, measure of central tendency, correlation, multiple regression and inferential statistics.

Results: Findings revealed that 1 in 3 staff nurses working in outpatient hemodialysis settings reported burnout. In addition, structural empowerment in the work environment was a predictor of burnout. Findings also revealed that while a relationship between psychological empowerment and burnout existed, psychological empowerment was not an independent predictor of burnout and therefore did not mediate the relationship between structural empowerment and burnout.

Conclusions/ Nursing Implications: An alarming number of nurses in outpatient dialysis centers are experiencing burnout. Negative consequences associated with burnout may affect the health of the nurses, the care of the patient and the vitality of the organization. Managers and administrators in dialysis settings should be aware of creating and maintaining positive and empowering work environments.

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