**Introduction**

In the nursing profession, burnout and job dissatisfaction is very prevalent. The rationale for the reason behind this problem is the nature of the workload and the subsequent demands on the profession. Additionally, patients play a critical role in the overall performance levels exhibited by bedside nurses. Taking care of difficult patients and their families can elevate the nurse's stress level and subsequent burnout and job dissatisfaction. Problems with the nurse can be transformed and manifested and manifested in other members of the profession (Aiken et al., 2002). As a result, the organization receives a poor nurse's turnout and absenteeism, resulting in poor delivery of service and poor patient outcomes.

Therefore, the development of creative team-building exercises can elevate the nurse's morale while enhancing the level of communication and trust in an organization. Concerning burn out and job dissatisfaction, this paper will focus on analyzing two qualitative research articles associated with the problem (Aiken et al., 2002). This will help address whether the development of creative team building activities is significant towards ensuring job satisfaction while minimizing the level of burn out experienced by the bedside nurses in comparison to the nurses who are exempted from such activities.

**Background of Study**

 Burn out and job dissatisfaction are the leading cause of the high number of nurses leaving the profession. Other myriads of issues such as stress and unfulfilling profession. Enhancing the team-building exercises in a clinical setting will help in minimization of the overall dissatisfaction and burnout, enhancing trust, communication, and competency among the nurses. Hayward and others researched to examine various factors that are responsible for the nurse's absenteeism and the reason behind their continued decision to exit the profession. The study assesses how nurses make such decisions.

Also, the article evaluates and examines various factors, both environmental and personal, that contribute to their dissatisfaction levels. According to Hayward et al. (2016), service delivery in health care is greatly influenced by the level of nurse turnover and absenteeism resulting from burn out and job dissatisfaction. As a result, the organization incurs losses, while service delivery and younger members of the profession are adversely affected. The article highlights that poor working relationships in a clinical setting, inability to advance their carrier, lack of trust, and adequate communication with their leaders contribute greatly to job dissatisfaction and burnout, as nurses feel left alone. The authors try to find out some of the factors that are responsible for the high levels of nurses turnover rate and the rationale behind their decision to leave the profession after several years.

Billeter‐Koponen & Fredén (2005), researched to obtain a concrete comprehension of the reasons behind nurses high-stress levels and the reasons for the burnout in a clinical setting. Their work placed significant attention on the nursing profession and sufficient emphasize on patient-nurse relations. Nurses who experience work-related stress experiences burn out and frequent job dissatisfaction leaving them with the decisions to leave the workplace. Ultimately, they are unable to cry out work-related duties efficiently, affecting service delivery to the patient. The author points out that work-related stress yields significant damage to the nurses and they are unable to meet the patient's need leaving them with the option of faking sickness and the highest cases of absenteeism merges. The experienced nurses end up leaving the profession, elevating the costs incurred by the organization and subsequently leaving the entry-level nurses with few or no mentors to kick start their career.

**Article Support of Nursing Practice Problem Issue**

According to Billeter‐Koponen & Fredén (2005), tries to obtain an understanding of the nurse's experience concerning burnout and accumulative stress in the workplace. Lack of trust, inefficient communication, and lack of involvement in key decision making lead nurses to accumulated stress levels as well as the feeling of being alone. This is escalated in the event they meet difficult patients and their families, and they end up dissatisfied in their profession. Further, the authors recommend activities among the nurses to help them work together and subsequently enhance their communication and trust.

Hayward et al. (2016) evaluated the factors that affect nurses in theory workplace and subsequently leaving the profession. The authors identify that ineffective work relationship, lack of support from leaders as well as patients acuity and workloads demand leads to elevated stress levels for nurses and hence burn out and dissatisfaction with the profession. The authors acknowledge that appropriate means such as team building activities involving the nurses can help in boosting their workplace morale. Additionally, the integrated activities will help address issues concerning patient acuity as well as relieve stress and the overall burnout.

**Method of study**

Hayward et al. (2016) utilized a qualitative descriptive study approach that provided the groundwork for data collection and analysis. The method is applicable where firsthand information is required concerning a phenomenon. Additionally, it is applicable where time and resources are limited. The approach explored nurses in practice while highlighting their social, personal and organizational context.

Billeter‐Koponen & Fredén (2005), utilizes tape-recorded semi-structured qualitative interviews. The method involved conduction interviews concerning the issue addressed by the authors. The grounded theory was then utilized for the analysis of the participant's response to the themes addressed. This method is used in the collection of focused, "qualitative textual data. It offers flexibility in open-ended interviews and aids in focusing on a "structured ethnographic survey."

**Results of Study**

The key finding of the study conducted by Hayward et al. (2016) includes the identification of themes that relate to burnout and job dissatisfaction. The themes include workload demands, the nurse's relationship with other nurses as well as their leaders and patient acuity. The study found out that the theme identified impacted nurse's decisions to leave their profession due to dissatisfaction and burnout in the work environment.

Billeter‐Koponen & Fredén (2005), identified patient-nurse relation in the process of care delivery and subsequent factors that affects their overall provision of efficient care. The interviewed nurses expressed the feeling of powerlessness as a result of not being involved in the decision making and being allocated more tasks without explanation. Additionally, the nurses cited a lack of social support in the workplace, affecting their overall service delivery.

**Ethical Considerations**

Billeter‐Koponen & Fredén (2005), ensured that all the participants wrote a consent. They were given a chance to withdraw from the study at their convenience. The participants cited the importance of the study to their general well-being. Hayward and others (2016), obtained ethical approval from the involved university as well as “health authority research ethics review boards." Those who participated were informed to provide written consent, and as a result, they were given a coffee card worth twenty dollars as a form of appreciation.

**Conclusion**

In conclusion, both articles exhibited relevance to clinical practice. Through the promotion of a strong working relationship among the nurses, whereby they communicate effectively with each other, will enhance trust (Billeter‐Koponen & Fredén, 2005). Appropriate activities are key to building a relationship with each other, aiding in the development of the relationship between them. Additionally, service delivery will be enhanced, and the leadership in a clinical setting should support the nurses to minimize the level of dissatisfaction and the accompanied burnout. The paper analysis the two articles extensively to establish an understanding of the burnout and dissatisfaction experienced in the nursing profession leading to absenteeism (Hayward et al., 2016). Health relationships in the workplace are encouraged, and they can only be achieved through teamwork. Therefore, creative team building activities are relevant to improved communication, trust and support for each other resulting in a favorable work environment.

References

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