

## The Relationship between Compassion Fatigue and Quality of Life in Surgical Nurses

Senan MUTLU<sup>1</sup>, Emel YILMAZ<sup>1</sup>

<sup>1</sup>Manisa Celal Bayar University, Faculty of Health Science, Department of Surgical Nursing, Manisa, Türkiye

Senan Mutlu <https://orcid.org/0000-0002-0409-5209>

Emel Yılmaz <https://orcid.org/0000-0002-5127-6651>

### Abstract

**Objective:** The aim of this study is to determine the relationship between compassion fatigue and quality of life of nurses working in surgical clinics.

**Materials and Methods:** The study is of a descriptive cross-sectional type. Surgical nurses working in university hospitals in the western part of Turkey were reached via WhatsApp groups, in which the research team is also registered. The study was completed with 216 surgical nurses who agreed to participate in the research. An online questionnaire was sent to the participants to collect data. The data collection tools used were the personal information form, SF-12 Quality of Life Scale, and Compassion Fatigue Scale. Descriptive statistics, Student t test, one-way ANOVA, and Pearson's correlation coefficient were used for data evaluation.

**Results:** The nurses' Compassion Fatigue Scale total score was 65.37±25.00. The sub-dimension mean scores were as follows: Secondary Trauma was 23.66±10.56, and Professional Burnout was 41.71±15.98. The SF-12 Physical Component Summary score was 41.74±5.29, and the Mental Component Summary score was 38.01±5.01. There was a high level of positive relationship between the Compassion Fatigue Scale total score and its sub-dimensions, while a negative low-level correlation was observed between the SF-12 sub-dimensions and the Compassion Fatigue Scale total score and sub-dimensions ( $p<0.05$ ).

**Conclusion:** In line with the research findings, it was concluded that while the compassion fatigue of surgical nurses was found to be at an average level, their quality of life was found to be low. Thus, the study findings indicate that as surgical nurses' compassion fatigue increased, their life quality decreased.

**Keywords:** Compassion fatigue, life quality, nursing, surgical nurses

## Cerrahi Kliniklerde Çalışan Hemşirelerde Merhamet Yorgunluğu ile Yaşam Kalitesi İlişkisi

### Öz

**Amaç:** Çalışma, cerrahi kliniklerinde çalışan hemşirelerin merhamet yorgunluğu ile yaşam kaliteleri arasındaki ilişkiyi saptamak amacıyla yapıldı.

**Yöntem:** Çalışma, tanımlayıcı kesitsel türdedir. Türkiye'nin batı bölgesinde üniversite hastanelerinde görev yapmakta olan cerrahi hemşirelerine araştırma grubunun da kayıtlı olduğu Whatsapp grupları aracılığı ile ulaşıldı. Araştırmaya katılmayı kabul eden 216 cerrahi hemşiresi ile çalışma tamamlandı. Veriler, google form kullanılarak çevrimiçi anket yoluyla toplandı. Verilerin toplanmasında kişisel bilgi formu, Merhamet Yorgunluğu Ölçeği ve SF-12 Yaşam Kalitesi Ölçeği kullanıldı. Veriler tanımlayıcı istatistikler, Student t testi, one way ANOVA ve Pearson korelasyon analizi ile değerlendirildi.

### Yazışma Adresi/Address for Correspondence:

Emel YILMAZ

Manisa Celal Bayar University, Faculty of Health Science, Department of Surgical Nursing, Manisa, Türkiye

**Telefon/Phone:** +90 236 233 0904 **E-mail:** emelyilmazcbu@gmail.com

**Geliş Tarihi/Received:** 08.12.2022 | **Kabul Tarihi/Accepted:** 17.08.2023 | **Yayın Tarihi/Published:** 31.08.2023

**Atıf/Cited:** Mutlu S, Yılmaz E. The Relationship between Compassion Fatigue and Quality of Life in Surgical Nurses. Sakarya Üniversitesi Holistik Sağlık Dergisi. 2023;6(2): 303-316. doi:10.54803/sauhsd.1216202.



**Bulgular:** Hemşirelerin Merhamet Yorgunluğu Ölçeği toplam puanı  $65.37 \pm 25.00$ , İkincil Travma alt boyut puan ortalaması  $23.66 \pm 10.56$  ve Mesleki Tükenmişlik alt boyut puan ortalaması  $41.71 \pm 15.98$  olarak bulundu. SF-12-Fiziksel Özet skor puanı  $41.74 \pm 5.29$  ve Mental Özet skor puanı  $38.01 \pm 5.01$  olarak saptandı. Merhamet Yorgunluğu Ölçeği toplam puanı ve alt boyutları arasında pozitif yönlü yüksek düzey ilişki bulunurken, SF-12 alt boyutları ve Merhamet Yorgunluğu ölçeği toplam puan ve alt boyutları arasında negatif yönlü düşük düzey ilişki belirlendi ( $p < 0.05$ ).

**Sonuç:** Cerrahi alanlarda görev yapan hemşirelerin merhamet yorgunluğu orta düzeyde bulunurken, yaşam kalitelerinin düşük olduğu saptandı. Ayrıca; araştırma bulguları hemşirelerin merhamet yorgunlukları arttıkça yaşam kalitelerinin düştüğünü gösterdi.

**Anahtar Kelimeler:** Merhamet yorgunluğu, yaşam kalitesi, hemşirelik, cerrahi hemşireleri

## INTRODUCTION

The concept of compassion is fundamental to the care provided by healthcare professionals (1). In other words, compassion is the feeling of empathizing with and caring about people's suffering (2). Compassion fatigue is psycho-emotional distress resulting from prolonged exposure to difficult situations combined with prolonged self-sacrifice (3). Compassionate care can be thought of as the most important aspect of nursing practice (4). Nurses are among the healthcare professionals who experience the most compassion fatigue related to their basic caregiver duties and stressful work lives (5). The results of compassion fatigue include physical, intellectual, social, spiritual, and emotional effects (6). As a consequence of these effects, poor performance, occupational accidents, and application errors are seen in nurses (7,8). In addition, nurses' willingness to leave their jobs increases, a nurse shortage occurs, and care quality and patient satisfaction decrease (9,10). Nurses, a

complementary part of health systems, are a society of professionals at the forefront of health care (11). Additionally, nurses are professional groups that compete with time, can work longer than normal working hours, and take responsibility for life-threatening risks (12). Life quality is a significant notion that enables nurses to work effectively. Moreover, nurses need to have a high quality of life to feel productive both mentally and physically (13).

Ruotsalainen and colleagues (2015) determined that institutional factors and low social support cause stress, resulting in a decrease in life quality and burnout (14). Another study stated that negative effects and stressful situations increase compassion fatigue and burnout in nursing (15). Alharbi and coworkers (2019) detected that developmental training for intensive care nurses can reduce compassion fatigue (16). Labraque and colleagues (2021) reported that increased compassion fatigue reduced the quality of care among nurses (17). Another study indicated that nurses with

low compassion fatigue provided better quality patient care (18). Compassion fatigue experienced by nurses working in units with critically ill patients affects their professional quality of life (19). There are not enough studies in the literature examining the relationship between compassion fatigue and quality of life in nurses. This research was applied to identify the relationship between quality of life and compassion fatigue among surgical clinic nurses.

## **MATERIAL AND METHODS**

### **Design**

The study performed on nurses working in the surgical field between November 2021 and February 2022 was a descriptive cross-sectional study.

### **Sample**

Surgical nurses in university hospitals in the Western part of Turkey were reached via Whatsapp groups, in which the research team is also registered. The research was conducted using the online method, and the sample was considered as the population, and an attempt was made to reach the entire population. The trial was completed with 216 volunteer surgical nurses. Surgical nurses were asked to activate the link sent to their Whatsapp to participate in the study (WhatsApp Inc., Menlo Park, CA).

Inclusion criteria for participation were volunteering to attend in the study, having no communication barriers, and working in the same clinic for at least two months.

The nurses who were not volunteers and had been working in the same clinic for less than two months were excluded in the sample group.

### **Instruments**

Personal information form, SF-12 Quality of Life Scale and The Compassion Fatigue Scale (CFS) were used to collect data.

### **Personel Information Form**

This survey consists of a total of 24 questions, including demographic characteristics such as gender, weekly working hours, and educational background of the participants, as well as the number of nurses in their respective units and their satisfaction with the profession (20,21).

### **The Compassion Fatigue Scale**

This scale was developed by Adams and colleagues (2006) (22). The scale is an evaluation tool that determines how much each scale item reflects the experiences of the individuals. It contains 13 items in total on a 10-point Likert-type scale ranging from uncommonly or never (1) to frequently (10). The Cronbach's alpha coefficients of the sub-dimensions of the scale range from 0.80 to 0.90, indicating sufficient internal reliability. In this study,

Cronbach's alpha coefficient of the scale was 0.91. It consists of two subdimensions: secondary traumatic stress and job burnout. While the scale scores range from 13 to 130, the higher the score, the higher the level of compassion fatigue. The validity and reliability of the CFS were examined by Dinç and Ekinçi (2019) (23).

### **SF-12 Quality of Life Scale**

The SF-12 is one of the most widely applied instruments for assessing self-reported life quality. The SF-12 is the shortened form of the SF-36. This scale includes a total of 12 items and the physical component summary (PCS) and mental component summary (MCS) scores. The Cronbach's alpha coefficients of the sub-dimensions of the scale range from 0.80 to 0.88, indicating sufficient internal reliability. In this study, Cronbach's alpha coefficient of the scale was 0.66. The summary scores range from 0 to 100, and higher scores define better quality of life. The validity and reliability of the SF-12 was studied by Soysal Gündüz et al. (2021) (24).

### **Data Collection**

An online form was used to obtain the data. Questionnaire links are sent to participants via WhatsApp (WhatsApp Inc., Menlo Park, CA). After the forms were checked, the missing and incorrect ones were excluded from the trial.

### **Ethical Consideration**

The study was accepted by the ethics committee of Manisa Celal Bayar University (Reference no: 30.06.2021/20.478.486-870). Permission was obtained from the participants using the online route. Also, the surgical nurses were informed about the research before filling out the survey form.

### **Data Analysis**

The data were analyzed with SPSS 22.0 (Statistical Package for Social Sciences, Chicago, IL). Normal distribution was determined by using Shapiro-Wilk test. The data in the tables were shown as the standard deviation, number, mean and percentage of participants. Student t-tests and one-way ANOVA were used to determine the comparison between scale scores and sociodemographic characteristics. Also, a Pearson's Correlation Coefficient analysis was implemented to define the correlation between two scales.

## **RESULTS**

The demographic data of the nurses participating in the study are presented in Table 1. Among the respondents, 83.8% were women, 83.4% held a bachelor's degree, 83.3% had an above-average income, 78.7% did not use drugs, and their average age was  $32.7 \pm 7.3$  (Table 1).

**Table 1: Sociodemographic Characteristics of the Participants (n=216)**

Variables	Mean $\pm$ SD	Min - Max
<b>Age</b>	32.7 $\pm$ 7.3	22.0-53.0
	<b>n</b>	<b>%</b>
< 32	119	55.1
> 33	97	44.9
<b>Gender</b>		
Female	181	83.8
Male	35	16.2
<b>Education</b>		
Vocational high school	18	8.3
Associate degree	18	8.3
Bachelor's degree	180	83.4
<b>Income</b>		
Above average	180	83.3
Below average	36	16.7
<b>Drug Use</b>		
Yes	46	21.3
No	170	78.7

SD: Standart Deviation, Min: Minimum, Max: Maximum

The characteristics of the nurses and their profession are reported in Table 2. It was determined that 92.1% of the participants were service nurses, 75% of them worked on the shift system, their average working hours were  $48.61 \pm 11.35$ , and their working year average was  $10.4 \pm 8.3$ . Of the nurses, 65.7% were satisfied with their working conditions, and 59.3% attended in-service training (Table 2).

The distribution of the mean scores for the total and sub-dimensions of the Compassion Fatigue Scale (CFS) and SF-12 Scale for the nurses is presented in Table 3.

The total mean score of the nurses' CFS was determined to be  $65.37 \pm 25.00$ . When examining the sub-dimensions of the CFS, it was found that  $23.66 \pm 10.56$  points were obtained for secondary trauma and  $41.71 \pm 15.98$  points for professional burnout. The SF-12 Physical Component Summary (PCS) score could be obtained as  $41.74 \pm 5.29$ , while the SF-12 Mental Component Summary (MCS) score achieved was  $38.01 \pm 5.01$ .

There was no significant difference between CFS and SF-12 Scale total and sub-

dimensional scores and sociodemographic data ( $p>0.05$ ) (Table 4).

**Table 2: The Characteristics of the Participants about Their Profession (n=216)**

Variables	Mean $\pm$ SD	Min -Max
Total experiences (years)	10.4 $\pm$ 8.3	0.0- 43.75
Working hours per week	48.61 $\pm$ 11.35	5.0-96.0
	n	%
<b>Position of work</b>		
Responsible nurse	17	7.9
Service nurse	199	92.1
<b>Type of work</b>		
Day	54	25.0
Shift	162	75.0
<b>Satisfaction with working conditions</b>		
Yes	74	34.3
No	142	65.7
<b>Participation in in-service training</b>		
Yes	128	59.3
No	88	40.7

SD: Standart Deviation, Min: Minimum, Max: Maximum

**Table 3: Total and Sub-Dimension Mean Scores on the Compassion Fatigue Scale and SF-12 Quality of Life Scale of the Participants (n=216)**

Scales and Subdimensions	Mean $\pm$ SD	Min - Max
CFS-Total Score	65.37 $\pm$ 25.00	13.00-130.00
CFS-Secondary Trauma	23.66 $\pm$ 10.56	5.00-50.00
CFS-Professional Burnout	41.71 $\pm$ 15.98	8.00-80.00
SF 12 – PCS	41.74 $\pm$ 5.29	26.70-55.71
SF 12 – MCS	38.01 $\pm$ 5.01	25.51-51.84

SD: Standart Deviation, Min: Minimum, Max: Maximum, CFS: Compassion Fatigue Scale, PCS: Physical Component Summary, MCS: Mental Component Summary

**Table 4: Comparison of the Participants' Compassion Fatigue Scale and SF-12 Quality of Life Scale Total and Sub-Dimensional Scores and Their Sociodemographic Characteristics (n=216)**

Scales	n	CFS- Total Score	CFS- Secondary Trauma	CFS Professional Burnout	SF 12 - PCS	SF 12 - MCS
		Mean±SD	Mean±SD	Mean±SD	Mean±SD	Mean±SD
<b>Age</b>						
< 32	119	67.66±24.53	23.97±10.56	43.68±15.74	42.21±5.46	37.66±4.85
> 33	97	62.56±25.41	23.27±10.60	39.28±16.02	41.15±5.05	38.45±5.20
<b>t/ p</b>		t=1.494, p=0.582	t=0.481, p=0.066	t=2.027, p=0.144	t=1.466, p=0.261	t=-1.156, p=0.503
<b>Gender</b>						
Female	181	65.13±24.85	23.71±10.75	41.41±15.64	41.63±5.15	37.97±5.00
Male	35	66.62±26.09	23.40±9.68	43.22±17.84	42.26±6.05	38.25±5.12
<b>t/ p</b>		t=-0.323, p=0.747	t=0.160, p=0.873	t=-0.612, p=0.541	t=-0.640, p=0.523	t=-0.303, p=0.762
<b>Education Status</b>						
Vocational high school	18	70.66±23.59	25.55±10.90	45.11±14.66	40.21±5.04	38.14±5.26
Associate degree	18	64.31±25.21	23.28±10.48	41.03±16.19	42.04±5.30	37.99±4.98
Bachelor's degree	180	65.37±25.00	23.66±10.56	41.71±15.98	41.74±5.29	38.01±5.01
<b>F/ p</b>		F=1.943, p=0.165	F=1.390, p=0.240	F=1.960, p=0.163	F=3.628, p=0.058	F=0.027, p=0.870
<b>Income</b>						
Above average	180	64.43±24.62	23.66±10.55	40.77±15.55	41.76±5.33	38.07±4.98
Below average	36	70.05±26.72	23.63±10.76	46.41±17.48	41.62±5.19	37.75±5.22
<b>t/ p</b>		t=-1.232, p=0.510	t=0.014, p=0.712	t=-1.946, p=0.237	t=-0.142, p=0.887	t=0.350, p=0.921
<b>Type of work</b>						
Day	54	58.55±25.11	22.31±10.38	36.24±15.71	41.61±4.90	38.82±5.12
Shift	162	67.64±24.63	24.11±10.61	43.53±15.70	41.78±5.43	37.74±4.96
<b>t/ p</b>		t=-2.338, p=0.965	t=-1.082, p=0.490	t=-2.956, p=0.848	t=-0.204, p=0.235	t=1.371, p=0.769
<b>Satisfaction with working conditions</b>						
Yes	74	77.56±23.98	26.81±9.98	50.75±15.19	40.92±5.23	37.53±4.73
No	142	59.02±23.17	22.02±10.52	37.00±14.31	42.16±5.30	38.27±5.15
<b>t/ p</b>		t=5.515, p=0.880	t=3.230, p=0.467	t=6.563, p=0.800	t=-1.632, p=0.904	t=-1.028, p=0.704

t:\* Student t Test, F: One Way ANOVA, CFS: Compassion Fatigue Scale, PCS: Physical Component Summary, MCS: Mental Component Summary. p>0.05

The relationship between the Compassion Fatigue Scale and the total and sub-dimensions of the SF-12 Quality of Life Scale is presented in Table 5. In terms of the CFS total score, there was a significant and very high positive correlation with CFS secondary trauma ( $r=0.911$ ,  $p<0.001$ ) and CFS professional burnout ( $r=0.962$ ,  $p<0.001$ ). However, a low negative correlation was observed between the CFS

total score ( $r=-0.136$ ,  $p<0.001$ ;  $r=-0.249$ ,  $p<0.001$ ), CFS secondary trauma ( $r=-0.072$ ,  $p<0.001$ ;  $r=-0.229$ ,  $p<0.001$ ), CFS professional burnout ( $r=-0.166$ ,  $p<0.001$ ;  $r=-0.238$ ,  $p<0.001$ ), and the sub-dimensions of SF-12 (Physical Component Summary and Mental Component Summary). It was identified that as nurses' compassion fatigue increased, their quality of life decreased.

**Table 5: Relationship between Compassion Fatigue Scale and SF-12 Quality of Life Scale Total and Sub-Dimensions (n=216)**

Scales	CFS- Total Score	CFS- Secondary Trauma	CFS Professional Burnout	SF 12 - PCS	SF 12 - MCS
<b>CFS -Total Score</b>	-				
<b>CFS -Secondary Trauma</b>	$r=0.911$ $p<0.001$	-			
<b>CFS- Professional Burnout</b>	$r=0.962$ $p<0.001$	$r=0.764$ $p<0.001$	-		
<b>SF 12 – PCS</b>	$r= -0.136$ $p<0.001$	$r= -0.072$ $p<0.001$	$r= -0.166$ $p<0.001$	-	
<b>SF 12 – MCS</b>	$r= -0.249$ $p<0.001$	$r= -0.229$ $p<0.001$	$r= -0.238$ $p<0.001$	$r= -0.312$ $p<0.001$	-

*r*: Pearson's Correlation Coefficient CFS: Compassion Fatigue Scale, PCS: Physical Component Summary, MCS: Mental Component Summary

## DISCUSSION

The study aims to identify the relationship between quality of life and compassion fatigue among surgical nurses. However, there was no significant difference between scale scores and sociodemographic data. Our results stated that the majority of the nurses are younger than 32 years old,

female, have an above-average income, and have a bachelor's degree. Contrary to study findings, Jakimowicz and coworkers (2018) reported that nurses between the ages of 20-35 had high levels of compassion fatigue (25). Sacco and colleagues (2015) also reported that nurses aged 50 and over had lower compassion fatigue compared to young nurses and stated that the life



experiences of older nurses were effective in coping with the difficulties in intensive care (26). Another study determined that nurses between the ages of 26-35 had higher compassion fatigue scores (27). It can be thought that the difference between the study findings and the literature is due to the sample.

In this study, no significant difference was stated between the income status of nurses and compassion fatigue. Andriani and coworkers (2017) showed that income levels of nurses did not affect compassion fatigue. Another study reported that wage satisfaction did not affect compassion fatigue (28). Study findings are parallel with the literature.

In the study, SF 12 – PCS average score was found  $41.74 \pm 5.29$  and SF 12 – MCS average score was  $38.01 \pm 5.01$ . As a result, it was determined that the scores obtained from the sub-dimensions of the quality of life scale were below the average. Şahin (2014) indicated that the quality of life scores of the nurses working in the emergency and intensive care units were below the average (29). Similarly, it was determined that the quality of life of nurses in high-intensity units such as the emergency department is lower compared to general unit nurses (13). The findings are consistent with the literature. It is thought that where the nurses work affects their

quality of life. Improving nurses' workplaces can increase their quality of life. Most of the surgical nurses in this study reported that they were not satisfied with their working conditions. However, no significant difference was found between the total and sub-dimensions of the scales and satisfaction with the working conditions. Contrary to our study findings, Kelly and coworkers (2015) study on nurses determined that thinking about quitting a job is an effective factor in compassion fatigue (30). In the study of Kılıç and colleagues, it was stated that nurses with compassion fatigue were more willing to leave their jobs (31). Research findings are not compatible with the literature.

Another result obtained from this study is that nurses working in surgical clinics experience moderate compassion fatigue. A study indicated that most of the nurses working in the surgical intensive care unit experienced moderate compassion fatigue (32). Uslu and Korkmaz (2020) determined that compassion fatigue was seen at a moderate level in cardiovascular surgery intensive care nurses (33). The results of the study are compatible with the literature. A literature review reported that nurses working in emergency services, intensive care units, surgery, and oncology clinics experience more compassion fatigue (26,34-36). It is thought that the long and difficult working conditions of surgical

nurses working in intensive care and emergency departments increase their compassion fatigue.

## LIMITATIONS

The trial was implemented only with nurses in surgical units. Therefore, the results of the study can only be generalized to nurses working in these units. Another limitation may be that the study is online and nurses did not meet the researcher. Despite all these limitations, since the research evaluates compassion fatigue and quality of life together, it is thought that the findings of the trial may illuminate future research.

## Implications for Practice

Nurses working on a shift system in the surgical field may experience negative effects on their job satisfaction. Consequently, as compassion fatigue increases among nurses working in this field, their quality of life tends to decrease. It is advisable to enhance professional satisfaction by organizing work schedules that minimize exhaustion and long working hours. Implementing strategies to reduce compassion fatigue and designing work programs aimed at improving the quality of life for nurses can also be beneficial. Furthermore, conducting the study with a larger sample group would be advantageous for future research.

## CONCLUSION

This study revealed the correlation between compassion fatigue and quality of life among surgical nurses. While compassion fatigue of surgical nurses was stated at an average level, their life quality was identified to be low. In other word, the trial findings indicate that as nurses' compassion fatigue increased, their life quality decreased. The quality of care provided by nurses to the patient is substantial for the patient's recovery and discharge in a shorter time. It is recommended to reduce the workload of nurses and improve working conditions.

**Ethical Approval:** This study was approved by Manisa Celal Bayar University Medical Faculty of Health Science Ethics Committee with (Date:30/06/2020) and (Decision no: 20.478.486-870). The principles of the Declaration of Helsinki were complied with in the study.

**Author(s) Contributions:** *Idea and concept:* SM, EY; *Design* SM, EY; *Supervision and consultancy:* EY; *Data collection and/or processing:* SM; *Literature review:* SM, EY; *Analysis and/or interpretation:* SM, EY; *Writing the article:* SM, EY; *Critical thinking:* SM, EY

**Conflict of Interest:** There is no potential conflict of interest in this study.

**Financial Support:** The authors did not receive any financial support in conducting this study.

**Acknowledgments:** The authors appreciate the contribution and participation of all study participants.

**Other Information:** This study was presented at the 7<sup>th</sup> International Health-Related Quality of Life Congress on December 8-10, 2022.

**Copyright Statement:** Authors own the copyright of their work published in the journal and their work is published under the CC BY-NC 4.0 license.

**Plagiarism Statement:** This article has been scanned by iThenticate.

## REFERENCES

1. Seremet GG, Ekinci N. Compassion fatigue, compassion satisfaction and fears of compassion in healthcare employees. Süleyman Demirel University Visionary Journal. 2021;12(29): 330-344.
2. Blomberg K, Griffiths P, Wengström Y, May C, Bridges J. Interventions for compassionate nursing care: A systematic review. *Int J Nurs Stud.* 2016; 62:137-155. doi:10.1016/j.ijnurstu.2016.07.009.
3. Cocker F, Joss N. Compassion fatigue among healthcare, emergency and community service workers: A systematic review. *Int J Environ Res Public Health.* 2016; 13(6):618. doi:10.3390/ijerph13060618.
4. World Health Organization. Global Strategy on Human Resources for Health: Workforce 2030. Geneva, Switzerland: WHO;2016  
[http://apps.who.int/iris/bitstream/10665/250368/1/9789241511131\\_eng.pdf](http://apps.who.int/iris/bitstream/10665/250368/1/9789241511131_eng.pdf). Accessed on September 1, 2022.
5. Boyle DA. Compassion fatigue: The cost of caring. *Nursing.* 2015;45(7):48-51. doi:10.1097/01.NURSE.0000461857.48809.a1.
6. Coetzee SK, Klopper HC. Compassion fatigue within nursing practice: a concept analysis. *Nurs Health Sci.* 2010;12(2):235-243. doi:10.1111/j.1442-2018.2010.00526.x
7. Harris C, Griffin TQ. Nursing on empty: compassion fatigue signs, symptoms, and system interventions. *J Christ Nurs.* 2015;32(2): 80-87. doi:10.1097/CNJ.0000000000000155.
8. Sheppard K. Compassion fatigue: are you at risk? *American Nurse Today.* 2016;11: 53-55.
9. Bao S, Taliaferro D. Compassion fatigue and psychological capital in nurses working in acute care settings. *International Journal of Human Caring.* 2015;19:35–40. <http://internationaljournalforhumancaring.org/?code=iahc-site>. Accessed on September 2, 2022.

10. Nolte AG, Downing C, Temane A, Hastings-Tolsma M. Compassion fatigue in nurses: A metasynthesis. *J Clin Nurs*. 2017;26(23-24):4364-4378. doi:10.1111/jocn.13766.
11. Elahi N, Ahmadi F. Iranian nursing instructors' perceived experiences of challenges of effective education: a qualitative content analysis. *Journal of Qualitative Research Health Science*. 2012;1(3): 229–239.
12. Çatak T., Bahcecik N. Determination of nurses' quality of work life and influencing factors. *Journal of Marmara University Health Sciences Institute*. 2015; 5(2): 85-95.
13. Akbolat M, Turgut M, Över G. The effect of quality of life perception of nurses on motivation: an example of a public hospital. *Manas Journal of Social Studies*. 2015; 4(2): 65-82.
14. Ruotsalainen JH, Verbeek JH, Mariné A, Serra C. Preventing occupational stress in healthcare workers. *Cochrane Database Syst Rev*. 2014;(11):CD002892. doi:10.1002/14651858.CD002892.pub3.
15. Zhang YY, Zhang C, Han XR, Li W, Wang YL. Determinants of compassion satisfaction, compassion fatigue and burn out in nursing: A correlative meta-analysis. *Medicine (Baltimore)*. 2018;97(26):e11086. doi:10.1097/MD.00000000000011086.
16. Alharbi J, Jackson D, Usher K. Compassion fatigue in critical care nurses. An integrative review of the literature. *Saudi Med J*. 2019;40(11):1087-1097. doi:10.15537/smj.2019.11.24569
17. Labraque L, Alexis A de los Santos J. Resilience as a mediator between compassion fatigue, nurses' work outcomes, and quality of care during the COVID-19 pandemic. *Appl Nurs Res*. 2021;61:151476. doi:10.1016/j.apnr.2021.151476
18. Uña Cidón E, Cuadrillero Martín F, Hijas Villaizán M, López Lara F. A pilot study of satisfaction in oncology nursing care: an indirect predictor of quality of care. *Int J Health Care Qual Assur*. 2012;25(2):106-117. doi:10.1108/09526861211198272
19. Yılmaz G, Üstün B. Hemşirelerde profesyonel yaşam kalitesi: Merhamet memnuniyeti ve merhamet yorgunluğu. *J Psychiatric Nurs*. 2018;9(3):205-211. doi: 10.14744/phd.2018.86648.
20. Hinderer KA, VonRueden KT, Friedmann E, A Mc Quillan K, Gilmore R, Kramer B, et al. Compassion fatigue, compassion satisfaction, and secondary traumatic stress in trauma nurses. *J Trauma Nurs*. 2014; 21 (4):160-169. doi: 10.1097/JTN.0000000000000055.
21. Polat FN, Erdem R. The relationship between the level of compassion fatigue

- and quality of professional life: the case of medical professionals. *Journal of Süleyman Demirel University Health Sciences Institute*. 2017;1(26):291-312.
22. Adams RE, Boscarino JA, Figley CR. Compassion fatigue and psychological distress among social workers: a validation study. *Am J Orthopsychiatry*. 2006;76(1):103-108. doi:10.1037/0002-9432.76.1.103.
  23. Dinç S, Ekinci M. Turkish adaptation, validity and reliability of Compassion Fatigue Short Scale. *Current Approaches in Psychiatry*. 2019;11(1):192-202. doi:10.18863/pgy.590616.
  24. Soysal Gündüz Ö, Mutlu S, Aslan Basli A, Gül C, Akgül Ö, Yılmaz E, et al. Validation of the Turkish Form of Short Form-12 health survey version 2 (SF-12v2). *Arch Rheumatol*. 2021; 36(2):280-286. doi:10.46497/ArchRheumatol.2021.8458.
  25. Jakimowicz S, Perry L, Lewis J. Compassion satisfaction and fatigue: A cross-sectional survey of Australian intensive care nurses. *Aust Crit Care*. 2018;31(6):396-405. doi:10.1016/j.aucc.2017.10.003.
  26. Sacco TL, Ciurzynski SM, Harvey ME, Ingersoll GL. Compassion satisfaction and compassion fatigue among critical care nurses. *Crit Care Nurse*. 2015;35(4):32-43. doi:10.4037/ccn2015392.
  27. Tanrikulu G, Ceylan B. Level of compassion and compassion fatigue in nurses working in pediatric clinics. *Journal of Health Sciences*. 2021; 30(1): 31-36.
  28. Andriani DA, Rustiyaningsih A, Haryanti F. (2017). Factors related to nurse's compassion satisfaction, burnout, and secondary traumatic stress in pediatric care unit Rsup Dr. Sardjito Yogyakarta. *Belitung Nurs J*. 2017;3(5): 577–584. doi:10.33546/bnj.135.
  29. Şahin DS, Önal Ö, Sütü SP, Kılınç AS, Mutluay D. Evaluation of emergency rooms and intensive care nurses'life quality. *Mehmet Akif Ersoy University Journal of Health Sciences Institute*. 2014;2(2): 81-92.
  30. Kelly L, Runge J, Spencer C. Predictors of Compassion Fatigue and Compassion Satisfaction in Acute Care Nurses. *J Nurs Scholarsh*. 2015;47(6):522-528. doi:10.1111/jnu.12162.
  31. Kılıç D, Bakan AB, Aslan G, Uçar, F. Investigation of the relationship between ethical sensitivity and compassion fatigue in nurses working in oncology units and intensive care units. *Adnan Menderes University Faculty of Health Sciences Journal*. 2020;4(1): 20-29.
  32. Mason VM, Leslie G, Clark K, Lyons P, Walke E, Butler C, et al. Compassion fatigue, moral distress, and work engagement in surgical intensive care unit trauma nurses: a pilot study. *Dimens*

- Crit Care Nurs. 2014;33(4):215-225. doi:10.1097/DCC.0000000000000056.
33. Uslu Y, Korkmaz FD. Compassion fatigue in cardiovascular surgery intensive care nurses and determination of affecting factor Journal of Celal Bayar University Institute of Health Sciences. 2020; 7(2): 192-197. doi:10.34087/cbusbed.665597.
34. Potter P, Deshields T, Divanbeigi J, Berger J, Cipriano D, Norris L, et al. Compassion fatigue and burnout: prevalence among oncology nurses. Clin J Oncol Nurs. 2010;14(5):E56-E62. doi:10.1188/10.CJON.E56-E62.
35. Jenkins B, Warren NA. Concept analysis: compassion fatigue and effects upon critical care nurses. Crit Care Nurs Q. 2012;35(4):388-395. doi:10.1097/CNQ.0b013e318268fe09.
36. Denk T, Koçkar Ç. Compassion fatigue in nurses working in surgical clinics. Life Skills Journal of Psychology. 2018; 2(4): 237-245. doi:10.31461/ybpd.466721.