

**EXPERIENCES OF WORK AND LIFE CIRCUMSTANCES,  
BURNOUT, WORK ENGAGEMENT AND PERFORMANCE  
AMONG MILITARY NURSING STUDENTS IN GAUTENG**

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## NOTE

- The publication and reference style used in this mini-dissertation is in accordance with the fourth edition of the *Publication Manual of the American Psychological Association* (APA). The APA-style of publication and reference is prescribed for the Programme in Industrial Psychology at the North-West University.
- The mini-dissertation is submitted in the form of a research article. The name of the study leader appears on the article as it was submitted for publication.

## PREFACE

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exhaust the employee's energy) and motivational process (where a lack of resources precludes dealing effectively with job demands and fosters mental withdrawal), are indicated in Figure 1.

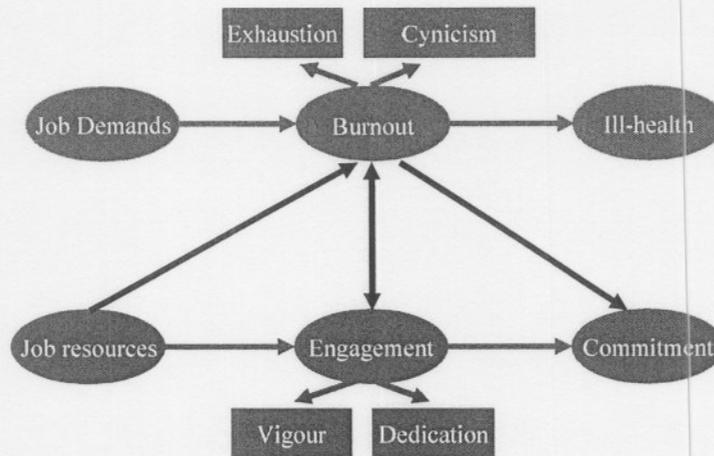


Figure 1. The dual-process model (Schaufeli & Bakker, 2004)

Nixon (1995) and especially Govender (1995) have produced a summary of specific physical, psychological and social system stressors that exist within the working environment of nurses. These stressors include: workload (including physically arduous work such as the lifting of patients); death and dying; inadequacy of preparation to meet the emotional needs of patients and their families; shift work; relationships with other professional groups, doctors and other nurses; uncertainty concerning treatment due to the unpredictability of the work situation and patient condition, especially if doctors are not available; staff support; role conflict; responsibility; home-work conflict; career status; poor prospects of promotion; low status and change (i.e. professional developments and new technology).

Due to their inherent organisational characteristics, including multiple levels of authority, specialisation and work interdependence, hospitals are described as stressful environments to work in. As they work closely with others in helping relationships, nurses in all types of positions are at risk of burnout, however, not all nurses are equally at risk. It was found that the area in which they work (e.g., oncology, and surgery) and (or) inadequate coping































































