

Mindfulness as a mediator of relationship between burnout and psychological well-being among nurses

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Abstract

Many factors can influence psychological well-being of nurses, one of which is burnout that has a low correlation with psychological well-being. To better understand this relationship, additional variables are required. This study aims to determine the role of mindfulness as mediator the relationship between burnout and psychological well-being. This study involving mindfulness as a mediator of the relationship between burnout and psychological well-being. The subjects in this study were the 201 nurses at Regional Public Hospital Sleman selected by using a saturated sampling technique to make the entire population became the subject of the study. The instruments used in this study included RPWBS-42, MBI and MAAS then analyzing data using Path analysis. The results showed that mindfulness could be a mediator in the relationship between burnout and psychological well-being ($p = .021$). Burnout positively correlated with psychological well-being. Additionally, burnout has positively correlated with mindfulness. Last mindfulness positively correlated with psychological well-being. Mindfulness can explain the relationship between burnout and psychological well-being.

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INTRODUCTION

Hospitals are healthcare institutions that offer emergency, inpatient, and outpatient services handled by doctors, nurses, and other medical support professionals. To ensure optimal service delivery, hospitals are also assisted by non-health workers to complete technical and administrative work. Among the various healthcare professions nursing plays a critical role in maintaining hospital service quality (Muhadi & Izzati, 2020).

Nurses working in different service units, such as outpatient, inpatient, or emergency installation, experience varying psychological conditions. A researchh by Üzar-Özçetin et al. (2019) involving 66 oncology nurses at Türkiye Hospital showed that 57 nurses (86.4%) reported feeling psychologically weak while working, whereas nine nurses (13.6%) experienced psychological intensity while working. Similarly, research by Fatmawaty et al. (2021) on 160 nurses at Makassar City Hospital showed that nurses had very low psychological well-being as many as 13 nurses (8.1%), low as many as 32 nurses (20%), moderate as many as 64 nurses (40%), high as many as 40 nurses (25%), and very high as many as 11 nurses (6.9%). Research by Ambarita (2020) on 54 nurses at Prof. Ildrem Mental Hospital, North Sumatra Provincial Government in Medan, showed that 20 nurses (37%) had moderate psychological well-being and 34 nurses (63%) had high psychological well-being. This shows that psychological well-being in nurses is dominated by the moderate level followed by a lower level.

Providing care and treatment for patients in hospitals requires nurses to demonstrate patience and resilience. Therefore, Psychological well-being in nurses needs to be maintained. Psychological well-being is essential fulfillment of human growth influenced by the context of human life (Ryff & Singer, 2008). Psychological well-being has six aspects, which include 1) Purpose in life, 2) Autonomy, 3) Self-development, 4) Environmental mastery, 5) Positive relationships, and 6) Self-acceptance (Ryff, 2013).

Low psychological well-being increases the risk of depression, regardless of the presence of physical disorders in a person (Wood & Joseph, 2010). Individuals with low psychological well-being are more susceptible to mental disorders, struggle to manage their environment effectively, and frequently experience social pressure, all of which negatively impact their performance (Jalil et al., 2020). The psychological well-being of nurses also plays a vital role in determining the quality of care when the patient is in an unstable condition. These abilities include nurses' ability to control themselves and appropriately treat patients (Babalola & Odusanya, 2015). Furthermore, psychological well-being in nurses fosters positive emotions that enhance productivity, ultimately contributing to improved service quality in Mental Hospitals (Kusumawati et al., 2021).

The presence of stress, work saturation, and work fatigue or burnout are differentiating factors of psychological well-being of nurses in hospitals (Muhadi & Izzati, 2020). As frontline healthcare professionals who frequently interact with patients, nurses have eight main tasks: caregiver, client advocate, counselor, educator, coordinator, consultant, and agent of change (Ananta & Dirdjo, 2021). The workload carried out by nurses is determined by the various factors, including the number of patients treated each day/month/year, the condition or level of patient dependency, length of care, direct or indirect nursing measurements, frequency of actions needed by patients, average time of direct, indirect care, and level of education (Nursalam, 2014). Heavy workloads, work experience, rules that must be obeyed, and supervisors' supervision increase burnout (Hoy & Rzeszutek, 2022). Moreover, a high workload is a negative predictor of psychological well-being; while limited work experience can impact a person's low life satisfaction (Hoy & Rzeszutek, 2022).

Burnout can be defined as a psychological disorder that arises as a prolonged reaction to chronic interpersonal stress in the workplace. (Maslach & Leiter, 2016). It consists of three dimensions. The first is emotional exhaustion, which described the emotional and physical draining of a person's energy resources. The second is cynicism: depersonalization, inappropriate negative attitudes, loss of idealism, loss of concentration, irritability, and withdrawal. The third is inactivity and reduced self-achievement, which manifests as low morale, decreased productivity or capability, and inability to solve problems (Maslach & Leiter, 2016).

Among of three dimensions, emotional exhaustion dimensions is particularly linked with psychological well-being. Research by Arrogante and Aparicio-Zaldivar (2020) shows that the emotional exhaustion dimension is linked to the self-acceptance dimension. One of the characteristics of positive psychological functioning in a person is being able to have a positive attitude. A high level of self-acceptance is characterized by high self-esteem in a person. The quality of the work environment for nurses significantly influences self-acceptance, consequently, the psychological well-being of nurse (Arrogante & Aparicio-Zaldivar, 2020). A

person's psychological well-being is also influenced by a person's place or work environment (Robertson & Cooper, 2010). Factors such as time management conflicts, insufficient resources, and problem-solving difficulties can further affect well-being at work (Duygulu et al., 2013). Another impact of the increasing workload on nurses causes work stress, which could affect of psychological well-being (Tumarni et al., 2022). High work demands require substantial resources including time and energy. As a result, physical and mental health will be affected when a person experiences many negative emotions. These conditions can adversely impact both physical and mental health, increasing the risk of burnout and diminishing a person's psychological well-being (Wang et al., 2017). Prolonged burnout can cause a person's psychological well-being to be low, affecting self-satisfaction, decreasing work, and reducing interpersonal relationships (Ruini, 2017).

Orines et al. (2023) reported that burnout negatively correlated with psychological well-being ($r = -.13$). Rehman et al. (2020) also reported negative correlation between burnout with psychological well-being ($r = -.078$). Several of these studies burnout has low correlation with psychological well-being. Research on the same topic in Indonesia conducted by Satyajati et al. (2020) regarding burnout and psychological well-being in 90 police and nurses in Semarang City showed a negative correlation ($r = -.38$). This shows that burnout have negative relationship on psychological well-being. A similar study was conducted by Hariyanti and Eva (2022) regarding burnout and psychological well-being in 70 coffee shop baristas, where the results show ($r = -.272$). Research between burnout variables and psychological well-being was also conducted by Maheswari et al. (2021) on 164 university lecturers, which showed a low correlation between burnout and psychological well-being ($r = -.186$). These findings suggests that individuals experiencing severe burnout tend to have low psychological well-being, impacting a lack of personal fulfillment, decreased job satisfaction, and weakened interpersonal relationships (Hariyanti & Eva, 2022).

Based on several studies, it can be concluded that a low negative correlation burnout and psychological well-being. Therefore, there are other variables to explain the relationship between burnout and psychological well-being. One factor can affects on a person's psychological well-being, is mindfulness. Research from Akyol and Demir (2019) shows that burnout can predict mindfulness ($r = -.37$; $p < .001$). Mindfulness plays a crucial role in the relationship between burnout and psychological well-being. Mindfulness is a condition where a person can focus on the situation with attention and awareness of what is happening. Mindfulness has two aspects, namely 1) Awareness, which functions like a radar that continuously monitors internal and external environment; 2) Attention, which involves the process of consciously directing focus and generating sensitivity (Brown & Ryan, 2003). Also, mindfulness is highly related to the ability of individuals to be aware of thoughts, emotions, and behavior from time to time.

Istiqomah and Salma (2020), that reported that a positive correlation between mindfulness and psychological well-being. Their study indicated that individuals with higher mindfulness scores tend to exhibit higher psychological well-being, whereas those with lower mindfulness scores demonstrate lower psychological well-being. Several studies show that mindfulness can mediate psychological well-being. The results of Haghayeghi and Zadeh's (2021) study showed relationship between loneliness and psychological well-being can mediated by mindfulness with a coefficient value of $b = .43$. Huang et al. (2021) showed that

the mindfulness variable could mediate in the relationship between Adverse Childhood Experiences and psychological well-being with a contribution of 0.6 of the total analysis effect. Given these findings, it is interesting to know whether mindfulness can empirically act as a mediator of burnout and psychological well-being.

Previous studies have explored the relationship between burnout and psychological well-being, without examining mindfulness as a mediating factor. However, no research has specifically examined mindfulness as a variable that can explain the relationship between burnout and psychological well-being in Indonesia. Most study only analyzes burnout and psychological well-being without involving the role of other variables that may influence the relationship. Therefore, this study aims to determine the role of mindfulness as a mediator of the relationship between burnout and psychological well-being in nurses. The findings are expected to contribute to developing psychological interventions to improve nurses' psychological well-being.

A person who experiences burnout is likely to have low psychological well-being (Orines et al., 2023). Psychological well-being can decline due to ongoing life changes that continue to occur. Stress, lack of independence, competence, and support from the environment can lead individuals to experience burnout due to a lack of connection with their environment, which results in the individual's psychological well-being declining (Indreswari et al., 2022). Individuals experiencing burnout may perceive themselves as unproductive and incapable of delivering quality service, leading to feelings of incompetence, heightened anxiety, and work avoidance (Ozkan & Ozdevecioğlu, 2013). Burnout can give negative impacts on psychological well-being such as increasing the likelihood of employees leaving their jobs (Çollaku et al., 2023).

Given the weak correlation between burnout and psychological well-being, there are other variables to consider. The mindfulness variable is included in this study as a mediator variable in the relationship between burnout and psychological well-being. Burnout has a negatively correlated with mindfulness of $r = -.415$ ($p < .001$), meaning that someone who is experiencing burnout tend to have lower levels of mindfulness (Choi & Koh, 2015). The ability to focus on the present moment can impair by burnout. Burnout causes to difficulties in concentration, problem-solving, and self-acceptance. Mindfulness plays a crucial role in emotional regulation and resilience, enhancing mindfulness may help individuals manage stress more effectively and cope with life's challenges more efficiently (Akyol & Demir, 2019).

Aisyyiah and Suprapti (2021) conducted research on mindfulness with psychological well-being, and the results showed a positive correlation between mindfulness and psychological well-being, suggesting that individuals with higher mindfulness tend to experience greater psychological well-being. Weare (2014) found that Mindfulness can predict individual's psychological well-being level. Mindfulness enhances a person's ability to be more alert, pay attention to what is being thought and felt, and accept events without judgment. This process fosters confidence in handling personal challenges (Brown & Ryan, 2003). Mindfulness is centered on increasing awareness and increasing non-judgmental attitudes enabling an individual to re-evaluate negative experiences or emotions in order to reduce negative feelings such as symptoms of anxiety and depression. Consequently, it help to reduce negative feelings, such as anxiety, depression symptoms, and promote a more meaningful life, ultimately improving psychological well-being (Crego et al., 2020).

The aims of this study is to determine the role of mindfulness as a mediator in the relationship between burnout and psychological well-being among nurses. The hypotheses proposed in this study are (1) There is a negative correlation between burnout and psychological well-being in nurses, and (2) Mindfulness mediates the relationship between burnout and psychological well-being in nurses.

METHOD

Research Design

This research design employs a quantitative correlational approach involving three variables: the predictor variable is burnout, the criterion variable is psychological well-being, then the mediator variable is mindfulness.

Population and Samples

The population in this study consisted of 201 nurses at Sleman Regional Hospital, Special Region of Yogyakarta, Indonesia. The sampling technique using saturated sampling. Samples in this study were nurses who filled out the questionnaire. The criteria for participants in the study were nurses at Sleman Regional Hospital, comprising government employees, and non-government employees. Subject demographic data shown in the table below. Based on data from the demographic table, respondents comprised 167 women (81.86%) and 34 men (16.66%). The last education of nurses at Sleman Regional Hospital was dominated by Diploma graduates (74%) majoring in nursing (82.84%). The employment status of nurses at Sleman Regional Hospital is dominated by civil servants (65.19%) with an average length of service of 12 years.

Table 1. Demographic Data

Demographic Data	n	%
Gender		
Male	34	16.66
Female	167	81.86
Education		
Diploma	151	74.01
Bachelor	49	24.01
Master	1	0.49
Field/ Major		
Nurses	201	100
Ners (Profession)	32	15.68
Employment Status		
Government Employees	133	65.19
Government Employees with Employment Agreements	52	25.49
Others	16	7.84
Martial Status		
Married	176	86.27
Not Married	19	9.31
Divorced	6	2.94

Instrument

This study used three psychological measuring instruments: the Ryff Psychological Well-Being Scales-42 (RPWBS-42), the Maslach Burnout Inventory (MBI), and the Mindfulness Attention Awareness Scale (MAAS).

First, the Ryff Psychological Well-Being Scales-42 (RPWBS-42) used to measure psychological well-being variable. This scale was developed by Ryff and Keyes in 1989. Dimensions of Ryff Psychological Well-Being Scale contains: 1) Purpose in life, 2) Autonomy, 3) Self-development, 4) Environmental mastery, 5) Positive relationships, 6) Self-acceptance. The RPWBS has been adapted into an Indonesian version by Miftahudin (2018) consisting of 42 items. The results of the construct validity analysis of RPWBS-42 using the confirmatory factor analysis (CFA) method on the MLM (missing data handling with delete listwise) estimation with the subset-item parcel approach reported that the factor structure of the six parcel items (residue correlation of autonomy and personal growth) was in accordance with the empirical data [$\chi^2(8) = 13.7$, $p = .090$; RMSEA = .079 (95% CI = 0.000 – 0.149), CFI = .999, TLI = 0.989, SRMR = .020], with the loading factor value for each parcel item being significant ($p < .05$). In addition, this scale also showed adequate measurement reliability with Cronbach's alpha values ($\alpha = .927$) and ($\omega = .944$).

Secondly, the Maslach Burnout Inventory (MBI) is instrument to measure burnout. Maslach and Jackson developing the Maslach Burnout Inventory in 1981. Dimensions of the Maslach Burnout Inventory based on the dimensions of Maslach and Leiter (2016), namely: 1) Feelings of exhaustion, 2) Cynicism, 3) Inactivity and low self-achievement. The Maslach Burnout Inventory has been adapted into an Indonesian version by Widhianingtanti and Luijtelaar (2022) under the name Maslach Trisni Burnout Inventory (M-TBI) with 22 items. The results of the MBI construct validity analysis using the confirmatory factor analysis (CFA) method on the DWLS (missing data handling with delete listwise) estimation reported that model 3 with 18 final items remaining from the results of removing items based on the highest residual value (> 10) showed that the model was in accordance with the adapted scale structure or empirical data [$\chi^2(132) = 145$, $p = .211$; RMSEA = .025 (95% CI = .000 – .048), CFI = .985, TLI = .982, SRMR = .077], with correlation values between factors (emotional exhaustion with depersonalization; $r = .602$, $p < .001$; emotional exhaustion with personal accomplishment; $r = -.273$, $p < .001$; depersonalization and personal accomplishment; $r = -.086$, $p = .004$) and loading factors for each item greater than .30 and significant ($p < .05$). In addition, this scale also shows acceptable measurement reliability values ($\alpha = .835$, $\omega = .847$) for the total score and also aspects (emotional exhaustion $\alpha = .745$, $\omega = .768$; depersonalization $\alpha = .623$, $\omega = .631$; personal accomplishment $\alpha = .925$, $\omega = .926$).

Thirdly, the Mindfulness variable is the Mindfulness Attention Awareness Scale (MAAS) used to measure mindfulness. Mindfulness Attention Awareness Scale developed by Brown and Ryan (2003) based on aspects of attention and awareness. MAAS has been adapted into an Indonesian version by Dzakiah and Widyasari (2021) with 15 items. The results of the construct validity analysis of Mindfulness Attention Awareness Scale using the confirmatory factor analysis (CFA) method on the MLM (missing data handling with delete listwise) estimation reported that the 2-factor model with eight final items remaining from the

results of removing items based on the highest residual value (> 10) showed that the model was in accordance with the adapted scale structure or empirical data [$\chi^2 (19) = 21.9$, $p = .288$; RMSEA = .036 (95% CI = .000 – .090), CFI = .988, TLI = .982, SRMR = .039], with correlation values between factors (awareness and attention; $r = .933$, $p < .001$) and loading factors for each item being significant ($p < .05$). In addition, this scale also showed acceptable measurement reliability values ($\alpha = .788$, $\omega = .809$) for the total score and also aspects (awareness $\alpha = .608$, $\omega = .651$; attention $\alpha = .701$, $\omega = .712$).

Data Analysis Techniques

Path analysis is used to conduct data analysis to test the relationship of mediator variables in the study. The statistical analysis using the Jamovi software.

RESULTS AND DISCUSSION

The study conducted normality and multicollinearity test as assumption. Normality test using the Skewness and kurtosis methods, it is shown that the condition of the psychological well-being variables (Skewness = -.358, Kurtosis = .421); Burnout (Skewness = .830, Kurtosis = .598); Mindfulness (Skewness = .271, Kurtosis = -.270); Residual (Skewness = -.418, Kurtosis = .715). The results of the normality test show that the data is normally distributed. The multicollinearity test shows the results (VIF = 1.11, Tolerance = .904). The multicollinearity test shows that there is no measurement bias in this study.

Table 2. Assumption Test

Variable	Normality		Multicollinearity	
	Skewness	Kurtosis	VIF	Tolerance
Psychological Well-Being	-.358	.421		
Burnout	.830	.598	1.11	.904
Mindfulness	.271	-.270	1.11	.904
Residual	-.418	.715		

Mediation Analysis

The mediation analysis revealed that burnout significantly predicts mindfulness, with a coefficient of $\beta = .154$ ($p < .001$), and mindfulness significantly predicts psychological well-being $\beta = .472$ ($p = .008$). Burnout can predict psychological well-being with a coefficient of $\beta = .242$ ($p = .006$). Based on the direct effect, burnout can directly predict psychological well-being. Thus, mindfulness acts as a partial mediator between burnout and psychological well-being. Based on the direct effect table, burnout positively correlates with psychological well-being. Therefore, the first hypothesis in this study is rejected. From the results of the mediation analysis that has been done, a significant indirect effect was found ($p = .021$), meaning that the mindfulness variable can be a mediator of the relationship between burnout and psychological well-being in nurses. Thus, the second hypothesis in this study is accepted.

Tabel 3. Mediation Analysis

<i>Effect</i>	<i>Estimates</i>	<i>SE</i>	<i>Z</i>	<i>p</i>
<i>Indirect</i>	.0727	.0315	2.31	.021
<i>Direct</i>	.2424	.0880	2.75	.006
<i>Total</i>	.3152	.0851	3.70	<.001

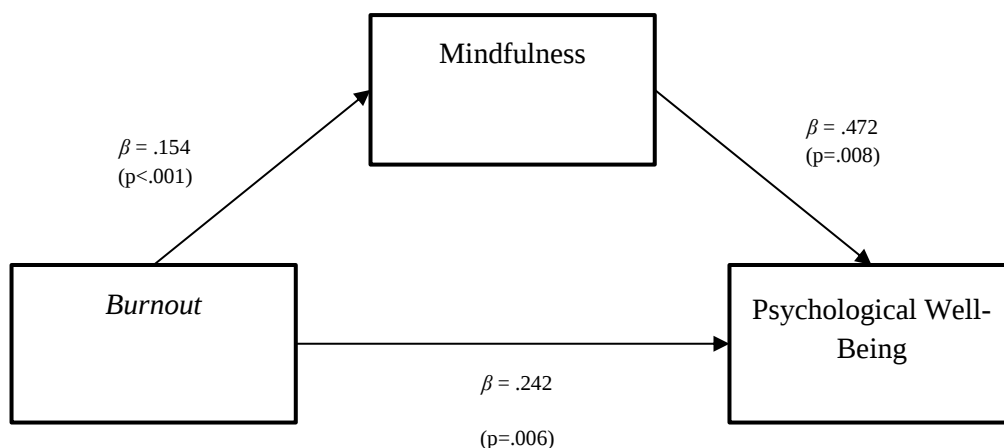


Figure 1. Path Estimates

Burnout and Psychological Well-Being

The results of this research indicate a positive correlation between burnout and psychological well-being. This finding contradicts previous research conducted by (Orines et al., 2023; Rehman et al., 2020), which reported that a negatively correlation between burnout and psychological well-being. Burnout is typically characterized by physical condition in which a person experiences physical and emotional exhaustion, which results in certain emotional reactions. Szczygiel and Mikolajczak (2018) revealed that nurses often experience negative emotions such as anger, irritation, sadness, disappointment, and depression. When burnout depletes an individual's psychological resources, their perception of work tend to become negative (Kinnunen et al., 2020).

However, this study found a burnout has a positive correlation with psychological well-being. This can be interpreted that burnout can positively predict psychological well-being. According to Hadi (2016), discrepancies between research findings and initial hypotheses may result from various errors, including theoretical inconsistencies, subject selection biases, measurement instrument limitations, data collection errors, data entry mistakes, or data analysis flaws. After further examination, it is strongly suspected that the unexpected finfings in this study stem from a theoretical discrepancy. A more extensive literature review revealed that several findings supported a different theory. This theory states that burnout can positively predict an individual's psychological well-being. These findings support another study which reported positive correlation between burnout and psychological well-being. Khalaf and Adam's (2018) study showed findings that there was a positive correlation between burnout and psychological well-being. Similarly, Ríos-Risquez et al. (2018) there is a positive correlation between academic burnout and psychological well-being, particularly in the dimensions of emotional exhaustion and cynicism.

The findings above can be explained as follows: Nurses have professional obligations and responsibilities to provide competent healthcare services to patients. In fulfilling their duties, they do not necessarily experience exhaustion or feelings of incompetence (Yani & Kamil, 2016). Nurses exert maximum effort to restore the health of the patients they are treating. Nurses are willing to increase their workload to ensure their patients' recovery. Tomaszewska et al. (2024) found that workload significantly correlates with all aspects of the work dimension. Nurses feel satisfied if they can cure or restore the condition of patients initially sick to being healthy. In line with the above view, Brayer and Marcinowicz (2014) highlighted that a key source of nurses' job satisfaction in treating patients is the patient's family, who show cooperation and a sense of belonging. Family participation in the care process and giving appreciation and gratitude can increase job satisfaction in nurses. Respect, opportunities to develop a career, and face challenges in the workplace are needed to achieve self-actualization (Tomaszewska et al., 2024). When nurses feel valued and recognized for their services, their psychological well-being improves, especially in the dimension of respect. Thus, the fulfillment of nurses' needs for recognition and appreciation contributes to their overall well-being and professional fulfillment.

Role of mindfulness as a mediator of burnout and psychological well-being

This study found that mindfulness serves as a partial mediator in the relationship between burnout and psychological well-being. This study supports previous studies' results that burnout is positively related to mindfulness (Kinnunen et al., 2020). This study's results also support previous studies that found that mindfulness can predict psychological well-being (Aisyiyah & Suprapti, 2021; Weare, 2014).

When individuals experience high levels of burnout, the ability to not judge (non-judgment) can play an effective role in helping individuals to recuperate, conduct self-evaluation, and assess situations with reduced negative bias (Kinnunen et al., 2020). Consequently, as burnout intensifies, mindfulness will increase, especially in the ability not to judge. Mindfulness as a mediator helps individuals regulate emotional responses by fostering awareness of bodily cues as a warning to recognize and refine (neutralize) negative emotions. In other words, mindfulness improves psychological well-being through cognitive processes such as controlling attention, reducing rumination, increasing awareness, emotions, cognition, and working memory (Chambers in Parto & Besharat, 2011). Consistent with this perspective, Hanley et al. (2017) suggested that individuals who feel a comfort on their own bodies are more likely to experience greater psychological well-being.

Mindfulness enhances happiness and psychological well-being by fostering present-moment awareness without judgment and encouraging focus on ongoing activities. By cultivating awareness, individuals can have a positive attitude to cope with emotional problems (Afrashteh & Hasani, 2022). Moreover, mindfulness plays a role in freeing a person from automatic thoughts and maladaptive behavior. Thus, mindfulness can regulate a person's self-control, which can improve a person's psychological well-being (Mehta & Hicks, 2018). Through the integration of vitality and authentic experiences, mindfulness fosters positive changes in happiness and overall well-being. An increased understanding of mindfulness increases a person's attention and awareness, to nurture trust in life, compassion, love, and acceptance of life events.

Strengthening these aspects can make people aware of their potential, help them deal with life's pressures, develop work productivity, and build a sense of cooperation with others (Imani et al., 2016).

The results of this study have implications for developing interventions to improve psychological well-being. The relationship between burnout and psychological well-being could be explained by mindfulness. Referring to the mindfulness aspect can be an alternative for developing interventions such as increasing awareness and attention. There have been many mindfulness-based interventions in improving psychological well-being. Fazia et al. (2020) show that Social Mindfulness-Based Intervention training can improve psychological well-being ($p = .0001$). Similarly, Norouzi et al. (2020), shows that intervention Mindfulness Based Stress Reduction can improve psychological well-being and reduce stress levels, anxiety, and depression. Additionally, study from Kersemaekers et al. (2018) reported that the results of the Workplace Mindfulness Intervention can reduce burnout and stress, increase mindfulness, and improve psychological well-being. Given these findings, such interventions can be applied at Sleman Regional Hospital to improve psychological well-being, especially for nurses.

Limitations

Previous studies have frequently reported that burnout predicts psychological well-being negatively. However, this study found that burnout can positively predict psychological well-being. Notably, previous studies that support the findings of this study have not explicitly explained the psychological dynamics that occur in burnout and psychological well-being. Due to limited literature, this study faced challenges in exploring these psychological mechanism in depth. Future researchers who obtain similar findings encouraged to expand the literature, particularly by examining the positive dynamics between burnout and psychological well-being.

CONCLUSION

Mindfulness serves as a mediator in the relationship between burnout and psychological well-being among nurses. Burnout may influence mindfulness, which in turn affects nurses' psychological well-being. In this study, it was found that burnout can positively predict psychological well-being. However, the existing literature offers limited evidence supporting a positive relationship between burnout and mindfulness. The researcher provides input to explore the relationship between burnout and mindfulness more deeply, which has yet to be explained in this study. Additionally, research institutions are encouraged to collaborate with psychologists to develop mindfulness-based interventions aimed at enhancing nurses' psychological well-being.

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