To the editor: Regarding our article published in the February 2020 issue, “Turnover, Burnout, and Job Satisfaction of Certified Registered Nurse Anesthetists in the United States: Role of Job Characteristics and Personality”1 we apologize that we neglected to note that we had not included the citation to an important paper in the final version of our study.

The paper is “Understanding Nurse Anesthetists’ Intention to Leave Their Job: How Burnout and Job Satisfaction Mediate the Impact of Personality and Workplace Characteristics.”2

I served on VC Meeusen’s PhD dissertation committee as an adjunct faculty to the medical school of the University of Utrecht and worked with her on the analysis of these data. I also served as an advisor to Joshua Lea on his Master’s thesis, which this current article results from. I helped design and analyzed these data.

Our overall findings were very similar. We utilized slightly different work context measures (Hackman & Oldham’s Job Diagnostic Survey, 1976; we used different work climate measures because we lacked permission from Gallup Institute); and used the Ten Item Personality Inventory rather than the Myers-Briggs (the MBT is dichotomous, not continuous, and has never been validated).

Probably the single most important finding: that turnover intention is negatively and significantly related to job satisfaction and that it is positively and significantly related to burnout.

Burnout was negatively and significantly related to 2 work context factors—autonomy and skill variety (Meeusen found one—social environment); also negatively and significantly related to three personality dimensions, agreeableness, stability, and openness (Meeusen found three—easy going, compassionate, receptive); and positively and significantly related to number of hours worked per week (Meeusen did not include this).

Both studies found opposite directions of impact on turnover by burnout (negative) and job satisfaction (positive); both studies found these have similar impact in magnitude to each other. That is the most important finding of each study; turnover intentions are predicted by burnout and job satisfaction. Both studies also reported practice implications or management intervention suggestions. The difference is that in the United States we cannot legally, in most cases, test for personality as part of job selection.

REFERENCES

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Joshua Lea, DNP, MBA, CRNA
Paul L. Schumann, PhD
Irene Anne Jillson, PhD