**Comparison Matrix**

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|  | Article 1 | Article 2 | Article 3 |
| Title/Author(s) | *Relationships Among Structural*  *Empowerment, Psychological Empowerment,*  *And Burnout in Registered Staff Nurses*  *Working in Outpatient Dialysis Centers*  O’Brien | *Analyzing Student Complaints Against Nursing Programs: Taxonomies of Complaints and Outcomes*  Wolf & Czekanski |  |
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| Persistent GCU Library Link | <https://lopes.idm.oclc.org/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=cmedm&AN=22338940&site=eds-live&scope=site> | <http://dx.doi.org.lopes.idm.oclc.org/10.1016/j.profnurs.2011.06.004> |  |
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| **Purpose of the Study**  What is the author’s rationale for selecting this topic? Does he build a strong case? | To offer an overview of the relationships between burnout in registered staff nurses working in outpatient hemodialysis settings, psychological empowerment, and structural empowerment.  The author uses data gathered from 500 registered nurses measuring burnout using the Emotional Exhaustion Subscale (EES) of the Maslach Burnout Inventory. The Conditions of Work Effectiveness Questionnaire (CWEQ-II) was used to measure the structural empowerment element and psychological empowerment was measured using Spreitzer’s Psychological Empowerment Instrument. Using correlational analysis it was determined that all dimensions were related, significantly, to burnout. |  |  |
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| **Research Question(s)**  What question(s) does the author present? | This study looked at the following hypotheses:   * There is an inverse relationship   between structural empowerment and burnout.   * There is an inverse relationship   between psychological empowerment and burnout.   * There is a positive relationship   between structural empowerment and psychological empowerment.   * Psychological empowerment mediates the relationship between structural empowerment and burnout. |  |  |
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| **Sample Population(s)**  What group(s) is/are being studied? | 500 registered nurses working in outpatient hemodialysis centers in the U.S. |  |  |
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| **Limitations**  What are the limitations of the study? Why can it only encompass so much? | One limitation might be that the average age of the respondents was 49.6 years.  Others include:   * Mostly Caucasian * Mostly full-time * Nurses came only from a professional organization * Years of experience * Methodology used   Since the study only took into account the perceptions of nurses, the study did not look into how nursing management saw the concept of burnout played out in their nurses. |  |  |
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