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Article title: Improving general health and reducing burnout of nurses in Namibia

Article id: SAJHRM1138

AQ1 Please reduce the abstract to 250 words as per journal guidelines for abstract. – Word count reduced to 250, excluding subheadings.

Orientation: Nurses make up 80% of Namibia's healthcare workforce, and they are considered as the backbone of the industry. Because of the lack of other healthcare providers nurses are exposed to high levels of job stress.

Research purpose: This study investigated how job demands-resources and psychological capital impact general health and burnout of nurses in Oshikoto, Kavango East, Oshana, Omaheke and Khomas regions.

Motivation for the study: Improving the work environment by balancing the relationship between job demands and job resources will result in lower levels of burnout, improved healthcare services, improved employee performance and patient satisfaction.

Research design/approach and method: Using questionnaires, this study investigated the perceptions of nurses within selected regions of Namibia to understand the relationship amongst these variables. The results were analysed using the SPSS (version 24), Pearson's product-moment correlation and multiple regression analyses.

Main findings: Emotional exhaustion was found to have a positive relationship with general health and workload. Social dysfunction and anxiety/insomnia were found to be significant predictors of cynicism. Anxiety/insomnia, workload and social dysfunction were found to be significant predictors of emotional exhaustion.

Practical/managerial implications: Healthcare sector needs to invest in health education and stress management programmes for nurses on how to take care of their own health and emotional

well-being. Providing training and development opportunities and coping strategies increases nurses' psychological capital, general health, skills and abilities.

Contribution/value-add: This ground breaking study in Namibia will pave the way for future research regarding the health and well-being of health professionals, add to the already existing knowledge within industrial and organisational psychology and guide interventions to improve the health and well-being.

AQ2 Please provide a suitable conjunction in place of solidus (e.g. anxiety/insomnia) throughout the text as per journal style.

anxiety/insomnia- changed to anxiety and insomnia throughout article.

AQ3 As per Oxford Dictionary, this is a single term “workload”. Hence the change has been made. Please approve. – Approved.

Work-load changed to workload through article.

AQ4 In the reference “Multidimensional Theory of Burnout” is provided only under Maslach 1998 and the reference of Jackson is not mentioned. Please provide the exact cross-reference here.

(Maslach, 1998).

AQ5 Please check the edited sentence ‘In this study, general health is....’ for intended meaning.

In this study, general health will be characterised by somatic symptoms (physical ailments), anxiety and insomnia (problems with sleep) and social dysfunction (poor interaction with others) (Maslach et al., 2001).

AQ6 Please clarify which reference of Bakker is referred here, whether it is: Bakker, Demerouti, Taris, Schaufeli, & Schreurs Or Bakker, Demerouti, & Schaufeli.

Bakker, Demerouti, & Schaufeli (2003).

AQ7 Please clarify whether this reference Maslach & Jackson, 1981 here and elsewhere belongs to Maslach & Jackson, 1981a or Maslach & Jackson, 1981b.

Maslach & Jackson, 1981b.

AQ8 Please check the edited sentence ‘High levels of job dissatisfaction....’ For intended meaning.

Nurses experienced high levels of job dissatisfaction and job-related stress who work overtime with little support from managers, and less work flexibility and autonomy (Richman, 2006).

AQ9 This reference is not cited anywhere in the reference list. Please provide the full citation.

Ventura, M., Salanova, M., & Ilorens, S. (2015). Professional self-efficacy as a predictor of burnout and engagement: the role of challenge and hindrance demands. *The Journal of Psychology*, 149(3), 277-302. doi: 10.1080/00223980.2013.876380

Laschinger, H. K. S., & Fida, R. (2014). New nurses burnout and workplace wellbeing: the influence of authentic leadership and psychological capital. *Burnout Research*, 1, 19-28. doi.org/10.1016/j.burn.2014.03.002

AQ10 Please suggest if this figure is created by you or taken from another source other than your own research. If latter, please provide the source details (author name, book/journal title, year of publication, websites, etc.) which should be acknowledged in

your article as per journal style. [If created by you, the source line should read ‘Authors’ own work.’] If from external source, please remember to add the full reference to the reference list as well.

Source: Authors own work

AQ11 Please suggest if this table is created by you or taken from another source other than your own research. If latter, please provide the source details (author name, book/journal title, year of publication, websites, etc.) which should be acknowledged in your article as per journal style. [If created by you, the source line should read ‘Authors’ own work.’] If from external source, please remember to add the full reference to the reference list as well.

Source: Authors own work

AQ12 In the reference the year is mentioned as 1996 and so the change has been made. Please approve.

Approved.

AQ13 This reference is not cited in the Reference list. Please provide the complete reference for this citation.

Pieters, W. R., & Van Heerden, A. A. (2018). Investigating the relationship between workload-resources and exhaustion of nurses and police officers in Namibia. *Journal of Economics and Behavioral Studies*, 10(5), 195-207. <https://doi.org/10.22610/jebbs.v10i5.2509>

AQ14 Please provide the organization name where permission was obtained from to conduct the study.

Ethical clearance was awarded by the University of Namibia and permission to conduct the study was provided by the Permanent secretary of the Ministry of Health and Social Services, Namibia. All ethical principles have been upheld in this study (Ref no.: 17/3/3).

AQ15 Please check the edited sentence ‘The MBI was found to be reliable....’ For intended meaning.

The Maslach Burnout Inventory was found to be reliable in this study,...

AQ16 Please clarify the usage of “B”, “Beta” in Tables 3 to 6. In Tables 5 and 6, this is mentioned as “Beta”, while in Tables 3 and 4, this is mentioned as “B”. Likewise, for Standardised coefficients, in Table 3, 4 and 5, it is mentioned as “ β ”, while in Table 6, it is mentioned as “Beta”. In the abbreviations below, explanation is provided only for “B”. Please clarify the terms and their usages

All changed for consistency and to be correct. β , standardised coefficient; B, unstandardised coefficients;

AQ17 Single asterisk is not mentioned in the table 3,4 and 5 body. Please cite it.

No results were found for $*p \leq 0.05$.

AQ18 Please approve the change made.

Table 3 instead of table 2, approved.

AQ19 Please suggest in sentence ‘Table 5 and 6 produced a significant...’ if it is the table that accounted for the variance or the model.

In Table 6 emotional exhaustion and cynicism produced a significant model in step 1 ($F_{(2,633)} = 79.85; p < 0.00$) and accounted for 20% of the variance in social dysfunction (general health).

AQ20 Please check the edits made to this section for intended meaning.

Accepted.

AQ21 As per Journal style, three more authors’ names have been added to the reference. Please confirm.

Accepted.

AQ22 Please provide the issue number for this references.

All issues where available added.

AQ23 Please provide the place of publication for this refernces.

Included.

AQ24 Please provide the issue number for this and the subsequent journal references of Bakker and Brauchli.

Included where available.

AQ25 Please provide issue number for Bakker, A.B., Demerouti, E., & Schaufeli, W.B. (2003).

Included.

AQ26 Please provide complete details for Health Education England. (2014).

Updated.

AQ27 Please provide the issue number for Jackson, L.T.B., & Rothmann, S. (2005) and the subsequent references of Jackson, Janssesn & Khamisa.

Included.

AQ28 Please provide publisher city name for this reference.

Included.

AQ29 Please provide publisher city name and publisher name for this references.

Included where available.

AQ30 When checked online the publisher is given as “Allen & Unwin”. Please confirm the name of the publisher.

Changed.

AQ31 Please provide the volume and issue numbers for this references.

Included for Richman.

AQ32 Please provide the issue number. Further, the change in title has been made after checking online. Please approve.

Accepted.

AQ33 Kindly update your data availability statement, or confirm whether we can proceed to insert the standard wording which is ‘Data sharing is not applicable to this article as no new data were created or analyzed in this study.’

Data sharing is not applicable to this article as no new data were created or analyzed in this study.

AQ34 Kindly update your disclaimer statement, or confirm whether we can proceed to insert the standard wording which is ‘The views and opinions expressed in this article are those of the authors and do not necessarily reflect the official policy or position of any affiliated agency of the authors.’

The views and opinions expressed in this article are those of the authors and do not necessarily reflect the official policy or position of any affiliated agency of the authors.